

General Presidents' Maintenance Committee for Canada  
2024 Alberta General Presidents' Maintenance Agreements Renewal

## TERMS OF SETTLEMENT

Following discussions with affected Local Unions and Signatory Employers, the General Presidents' Maintenance Committee for Canada has finalized the renewal of the Alberta General Presidents' Maintenance Agreements **January 1, 2025- December 31, 2028** at the following project sites: ***Review the sites listed and leave in agreement***

1. Suncor Inc., Tar Island Alberta including Firebag In-Situ Project, Fort Hills and MacKay River.
2. Syncrude Canada Limited, Mildred Lake, Alberta.
3. CNOOC Long Lake Facility, Ft. McMurray, Alberta.
4. Canadian Natural Resources Limited, Ft. McMurray, Alberta including Albion Sands.
5. Civeo Camps, Ft. McMurray, Alberta.
6. Cenovus Energy Inc., Ft. McMurray, Alberta. (Formerly Conoco Philips)
7. Dow Chemical Limited, Ft. Saskatchewan, Alberta.
8. Dow Chemical Limited, Prentiss, Alberta
9. Shell Canada Limited, Ft. Saskatchewan, Alberta.
10. Canadian Fertilizer Limited, Medicine Hat, Alberta.
11. Parkland Refining Ltd., Bowden Alberta

Below are the following changes to the agreement. All other provisions of the agreement remain "as is."

### 1. COVENANTS

#### ***Delete Existing Language***

Whereas the General Presidents' Maintenance Committee for Canada has initiated a Rules of Engagement Pledge, the parties to this Agreement support the goals of this program.

## 2. ARTICLE 1.000

## APPLICATION FOR PROJECT AGREEMENT

### **Existing:**

- 1.100 Any Company desiring to enter into a Project Agreement for Maintenance by Contract, must appear before the General Presidents' Committee (hereinafter the "Committee") for purposes of review and orientation and present to the Committee written evidence of the Owner's intent to engage that Company in the performance of maintenance service for a minimum period of one full year, subject to the usual termination clauses in such contracts.

### **Amended:**

- 1.100 Any Company desiring to enter into a Project Agreement for Maintenance by Contract, **must make an application to General Presidents' Maintenance Committee for Canada (hereinafter the "Committee")** for purposes of review and orientation and present to the Committee written evidence of the Owner's intent to engage that Company in the performance of maintenance service for a minimum period of one full year, subject to the usual termination clauses in such contracts.

## 3. ARTICLE 4.000

## UNION SECURITY

### **Existing**

- 4.300 The Company will contact the appropriate Union Local first to secure the necessary tradespeople. However, when the Union cannot supply tradespeople within forty-eight (48) hours exclusive of Saturday, Sunday and holidays, the Company may secure them from any source and immediately put them to work with advice to the tradespeople that they are employed subject to Union Agreement of Membership and advice to the appropriate Business Agent that the tradespeople are on the job. The tradespeople employed under these conditions will make application to the appropriate local union within fifteen (15) calendar days of hire.

### **Amended**

#### **4.300 Craft Requisitions Received Thirty (30) Days Prior to Start Date**

When craft personnel requisitions are received by the union at least thirty (30) days prior to the effective start date, any member Union which cannot supply qualified workers within seven (7) days prior to the start date requested, (Saturday, Sunday and holidays excluded), then the Company may secure other qualified workers. Any other qualified workers secured by the Employer must be appropriately dispatched by the local union.

#### **4.301(i) Craft Requisitions Received Less Than Thirty (30) Days Prior to Start Date**

When any Member Union cannot supply qualified workers within forty-eight (48) hours of the start date, (Saturday, Sunday and holidays excluded), then the Company may secure other qualified workers. The Company may immediately put them to work with direction to the workers that they are employed

subject to Union agreement of membership and/or replacement by Union members and advise forthwith the appropriate Business Agent that the workers are on the job.

4.500 Re-number as 4.301 (ii)

<b>4. ARTICLE 7.000 GRIEVANCE PROCEDURE</b>
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**Existing**

7.100 It is agreed that it is the spirit and intent of this agreement to address grievances promptly. All grievances, but not those pertaining to jurisdictional disputes, covering the interpretation, application, operation, terminations, or alleged violation of this collective agreement that may arise on any work covered by this agreement must be initiated in writing within ten (10) calendar days of the incident and shall be handled in the following manner:

7.101 Step I Between the aggrieved Employee/Craft Steward and the Employer foreperson/supervisor.

A standard GPMC/ NMC grievance form must be filled out by the Craft Steward/ Employer at this step. Grievance forms will be provided by the Company at the jobsite, or they may be downloaded from the General Presidents' Maintenance Committee website at [www.gpmccanada.com](http://www.gpmccanada.com)

If the grievance is not settled within seven (7) calendar days, then the grievance may be advanced to Step II. Written notice must be provided when advancing to the next step.

7.102 Step II Between the aggrieved employee, the Craft Steward and/or local Union business representative and the foreperson, the supervisor, and the project manager.

If settlement is not achieved within seven (7) calendar days at Step II, the grievance may be advanced to Step III. Written notice must be provided to the International Union Representative and the Employer Representative when advancing to the next step.

Timelines may be extended upon written agreement by both parties.

7.103 Step III Between the International Union Representative and the Labour Relations Manager or the highest official of the Employer.

The carriage and control of any grievance at Step III and beyond, rests solely with the International Union Representative.

If settlement cannot be reached within seven (7) calendar days at Step III, either Party may request a Step IV Grievance Hearing upon written notification to the Labour Relations Representative (GPMC/NMC).

Timelines may be extended upon written agreement by both parties.

7.104 Step IV The Labour Relations Representative (GPMC/NMC) shall establish a Grievance Panel consisting of three (3) Committee Representatives within fourteen (14) calendar days of

notification, either at a mutually agreed to location or via electronic platform to hear the grievance.

Submissions from both the Union and the Employer to the grievance panel must include a copy of the grievance form, as indicated in 7.101, names of all grievors affected by the grievance and any other relevant information or documents pertaining to the grievance. Please note that the remedy requested by either party must be clearly identified in writing on the grievance form.

All submissions shall be received by the Labour Relations Representative no later than three (3) calendar days prior to the scheduled hearing date.

The Grievance Panel shall render their decision in a timely manner.

If either party to the grievance does not accept the Grievance Panel's decision, they may advance the grievance to Step V upon written notification to the affected Party.

- 7.105      Step V    If any dispute or grievance concerning the interpretation, application or violation of this agreement cannot be settled through the procedure described above, the matter may be submitted by the Union or the Employer to arbitration for adjudication within ten (10) calendar days.

### **Amended**

- 7.100      It is agreed that it is the spirit and intent of this agreement to address grievances promptly. All grievances, but not those pertaining to jurisdictional disputes, covering the interpretation, application, operation, terminations, or alleged violation of this collective agreement that may arise on any work covered by this agreement must be initiated in writing within ten (10) calendar days of the incident and shall be handled in the following manner. **It is also agreed that if the grievance is to be rectified or abandoned at Step 1-3 that the appropriate union representative provides written notification of settlement of the issue.**

- 7.101      Step I    Between the aggrieved Employee/Craft Steward and the Employer foreperson/supervisor.

A standard GPMC/ NMC grievance form must be filled out by the Craft Steward/ Employer at this step. Grievance forms will be provided by the Company at the jobsite, or they may be downloaded from the General Presidents' Maintenance Committee website at [www.gpmccanada.com](http://www.gpmccanada.com)

If the grievance is not settled within seven (7) calendar days, then the grievance may be advanced to Step II. Written notice must be provided **within seven (7) calendar days** when advancing to the next step.

- 7.102      Step II    Between the aggrieved employee, the Craft Steward and/or local Union business representative and the foreperson, the supervisor, and the project manager.

If settlement is not achieved within seven (7) calendar days at Step II, the grievance may be advanced to Step III. Written notice must be provided to the International Union Representative and the Employer Representative when advancing to the next step.

Timelines may be extended upon written agreement by both parties.

- 7.103 Step III Between the International Union Representative and the Labour Relations Manager or the highest official of the Employer.

The carriage and control of any grievance at Step III and beyond, rests solely with the International Union Representative.

If settlement cannot be reached within seven (7) calendar days at Step III, either Party may request a Step IV Grievance Hearing upon written notification to the Labour Relations Representative (GPMC/NMC).

Prior to advancing to a Step IV Hearing, the Employer will provide the International Representative with all investigation reports as legally permissible by law.

Timelines may be extended upon written agreement by both parties.

- 7.104 Step IV The GPMC/NMC Labour Relations Representative and the AMCC Representative shall establish a Grievance Panel consisting of two (2) Committee Representatives and one (1) AMCC Employer Representative within fourteen (14) calendar days of notification, either at a mutually agreed to location or via electronic platform to hear the grievance. The GPMC/NMC will appoint one of the three (3) panelists to act as the Chairperson for the hearing.

Submissions from both the Union and the Employer to the grievance panel must include a copy of the grievance form, as indicated in 7.101, names of all grievors affected by the grievance and any other relevant information or documents pertaining to the grievance. Please note that the remedy requested by either party must be clearly identified in writing on the grievance form.

All submissions shall be received by the Labour Relations Representative no later than three (3) calendar days prior to the scheduled hearing date.

The Grievance Panel shall render their decision in a timely manner.

If either party to the grievance does not accept the Grievance Panel's decision, they may advance the grievance to Step V upon written notification to the affected Party.

- 7.105 Step V If any dispute or grievance concerning the interpretation, application or violation of this agreement cannot be settled through the procedure described above, the matter may be submitted by the Union or the Employer to arbitration for adjudication within ten (10) calendar days.

5. ARTICLE 11.000	REFERRAL OF TRADESPERSONS
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**Existing**

- 11.205 The following name hire provisions shall be applicable to Local Union Members only:

The Employer may name hire up to fifty (50%) percent of the craft personnel required from each Trade, excluding those in supervisory positions. The Business Manager of the Local Union may permit a higher name hire percentage at their discretion.

The Employer may use the name hire provisions contained in each Trades Local Union reference agreement when placing manpower requests for supervision.

A Local Union member who is recalled, per Article 11.206, shall be included and count towards the established name hire percentage.

The Employer shall not be permitted to bank calls or include unused name hire percentages when hiring at a later date.

Layoffs shall be conducted to maintain the 50/50 ratio, provided the remaining members are qualified to perform the work.

### **Amended**

11.205 The following name hire provisions shall be applicable to **all members of the Local Union:**

The Employer may name hire up to fifty (50%) percent of the craft personnel required from each Trade, excluding those in supervisory positions. The Business Manager of the Local Union may permit a higher name hire percentage at their discretion.

The Employer may use the name hire provisions contained in each Trades Local Union reference agreement when placing manpower requests for supervision.

A Local Union member who is recalled, per Article 11.206, shall be included and count towards the established name hire percentage.

The Employer shall not be permitted to bank calls or include unused name hire percentages when hiring at a later date.

Layoffs shall be conducted to maintain the 50/50 ratio, provided the remaining members are qualified to perform the work.

### **Existing**

11.206 The following recall provisions shall be applicable to **Local Union Members only:**

The Employer may recall any member who has worked for the Company under the Collective Agreement within the last six (6) months. An Employer may use a greater timespan for those Trades who have such language in their Local Union reference agreement.

### **Amended**

11.206 The following recall provisions shall be applicable to **all members of the Local Union**

The Employer may recall any member who has worked for the Company under the Collective Agreement within the last six (6) months. An Employer may use a greater timespan for those Trades who have such language in their Local Union reference agreement.

**Existing**

- 11.207 When personnel requests are cancelled by the Employer after employees have been dispatched by their respective Union, the Union and the Employer agree to make every attempt to contact the affected employees. Employees who cannot be contacted will receive eight (8) hours pay for reporting for work, and must be, at the Company's discretion, prepared to remain on the job. This provision does not apply to local hires.

**Amended**

- 11.207 When personnel requests are cancelled by the Employer after employees have been dispatched by their respective Union, the Union and the Employer agree to make every attempt to contact the affected employees. Employees who cannot be contacted will receive eight (8) hours pay **at the straight time total package hourly rate** for reporting for work, and must be, at the Company's discretion, prepared to remain on the job. This provision does not apply to local hires.

**Existing**

- 11.401 Employer Online Orientation & Onboarding
- If an employer requires an employee to complete online orientation and on-boarding, where applicable, the Employer shall estimate a reasonable amount of time to complete the online orientation and on-boarding where applicable. The Employer shall pay an allowance for completing the course(s) equal to that time estimate, to a maximum of four (4) hours, multiplied by the employee's total package hourly rate.

**Amended**

- 11.401 Employer Online Orientation & Onboarding
- If an employer requires an employee to complete online orientation and on-boarding, where applicable, the Employer shall estimate a reasonable amount of time to complete the online orientation and on-boarding where applicable. The Employer shall pay an allowance for completing the course(s) equal to that time estimate, to a maximum **of eight (8) hours, at the straight time total package hourly rate.**

**Existing**

- 11.402 Client Online Orientation & Onboarding
- Employees will be compensated for the prescribed amount of time, multiplied by their total package hourly rate, for completing any Owner / Client online orientation, onboarding or basic training courses required of an employee.

The Employer will identify the prescribed amount of time required for each course and include this information on the manpower request sent to the Local Union. The prescribed amount of time for each course shall also be forwarded to the administrative office of the GPMC and the Maintenance Contractors Association. These Parties will review the documentation to ensure the time allocated is uniform for all Employers.

When a job call is cancelled, and employees at the direction of the Employer have completed the required course(s), this Article shall apply and those affected shall be compensated. Alternatively, compensation will not be provided to employees who complete the required course(s) but fail to report for duty.

### **Amended**

#### **11.402 Client Online Orientation & Onboarding**

Employees will be compensated for the prescribed amount of time, **at the straight time total package hourly rate**, for completing any Owner / Client online orientation, onboarding or basic training courses required of an employee.

The Employer will identify the prescribed amount of time required for each course and include this information on the manpower request sent to the Local Union. The prescribed amount of time for each course shall also be forwarded to the administrative office of the GPMC and the Maintenance Contractors Association. These Parties will review the documentation to ensure the time allocated is uniform for all Employers.

When a job call is cancelled, and employees at the direction of the Employer have completed the required course(s), this Article shall apply and those affected shall be compensated. Alternatively, compensation will not be provided to employees who complete the required course(s) but fail to report for duty.

### **Existing Suncor Agreement**

**11.500** The Company may transfer employees between the listed "Suncor Suite of Project Sites" in order to meet their fluctuating craft personnel requirements. Transfers are only permitted for situations in which the compensation package and schedule conditions for an employee remains the same to that which they are currently receiving and working.

Transfer from one site to another will not trigger additional initial and terminal travel payments, however, should an employee be required to move from one camp to another, they will be entitled to a payment of two (2) hours at the straight time rate should this occur outside of regular scheduled work hours.

### **Amended**

**11.500** **The Company may transfer employees to projects which are in the geographical jurisdiction of the Local Union and where forces are being increased. Transfers are not permitted to displace existing employees. Transfer between GPMA Agreements within the scope of the Local Union is permitted with the mutual agreement between the Company and the Local Union and on a voluntary basis for each**



affected employee. The Mutual agreement between the Company and the Local Union will not be unreasonably withheld. Transfer from one site to another will not trigger additional initial and terminal travel payments, however, should an employee be required to move from one camp to another, they will be entitled to a payment of two (2) hours at the straight time rate should this occur outside of regular scheduled work hours

In the event that the employee refuses to be transferred, they will be issued the appropriate Record of Employment (ROE) pursuant to the Employment Insurance Act, however, it is generally understood that such circumstances would not attract a Code M or E designation. Employers have the right to offer further employment on other worksites in Alberta to all current employees outside of name hire or recall provisions.

### ***Existing Language in other GPMA's***

- 11.500      The Company may transfer employees with special skills or qualifications to projects which are in the geographical jurisdiction of the Local Union and where forces are being increased. Transfers are not permitted to displace existing employees.

Transfer between GPMA Agreements within the scope of the Local Union is permitted with the mutual agreement between the Company and the Local Union and on a voluntary basis for each affected employee. The Mutual agreement between the Company and the Local Union will not be unreasonably withheld. In the event that the employee refuses to be transferred, they will be issued the appropriate Record of Employment (ROE) pursuant to the Employment Insurance Act, however, it is generally understood that such circumstances would not attract a Code M or E designation.

### ***Amended***

- 11.500      The Company may transfer employees ~~with special skills or qualifications~~ to **maintenance** projects which are in the geographical jurisdiction of the Local Union and where forces are being increased.

Transfers are not permitted to displace existing employees.

Transfer between GPMA Agreements within the scope of the Local Union is permitted with the mutual agreement between the Company and the Local Union and on a voluntary basis for each affected employee. Upon notification, the mutual agreement between the Company and the Local Union will not be unreasonably withheld. Transfer from one site to another will not trigger additional initial and terminal travel payments, however, should an employee be required to move from one camp to another, they will be entitled to a payment of two (2) hours at the straight time rate should this occur outside of regular scheduled work hours

In the event that the employee refuses to be transferred, they will be issued the appropriate Record of Employment (ROE) pursuant to the Employment Insurance Act, however, it is generally understood that such circumstances would not attract a Code M or E designation. Employers have the right to offer further employment on other worksites in Alberta to all current employees outside of name hire or recall provisions.

***New Article:***

- 11.501 Any employee who accepts a transfer to a fly-in-fly out site will receive their terminal travel no later than one pay period following this transfer.

***New Article—move item #7 from Appendix 'B' into agreement***

- 11.502 Should an employee residing in camp accommodation be requested by the Employer or the Clients' designated camp management personnel to move to another room or camp, they are to do it during work hours and will be paid at appropriate rates or the employee shall be paid two (2) hours at the applicable straight time total package hourly rate to carry out the move, if done outside work hours. This provision will not apply where employees are required to pack their room at the end of a work cycle or to facilitate a move that will occur during the employee's furlough. Transportation will be supplied if required.

***Existing***

- 11.801 The component Unions of the General Presidents' Maintenance Committee for Canada (GPMC) recognize the importance of the supply of skilled and ready-to-work employees on maintenance projects. The GPMC agrees to adopt the core training safety provisions which have been established by the individual component Unions and outlined in their respective reference agreements. Any future additions incorporated into the trade specific appendices of the reference agreement will be incorporated into this agreement. The Committee understands the current costs being absorbed by the industry due to the duplication and redundancy of training and commits to working with the Signatory Employers towards the development of an industry standard for core training within the province of Alberta.

***Amended***

- 11.801 The component Unions of the General Presidents' Maintenance Committee for Canada (GPMC) recognize the importance of the supply of skilled and ready-to-work employees on maintenance projects. The GPMC agrees to adopt the core safety training provisions which have been established by the individual component Unions and outlined in their respective reference agreements. Any future additions incorporated into the trade specific appendices of the reference agreement will be incorporated into this agreement. ~~The Committee understands the current costs being absorbed by the industry due to the duplication and redundancy of training and commits to working with the Signatory Employers towards the development of an industry standard for core training within the province of Alberta.~~

***Existing***

- 11.900 Employees who attend specific, technical training courses associated with their maintenance duties which are organized by the Company beyond their normal hours of work or on Saturdays, Sundays or earned days off, shall be paid at straight time rates.

### **Amended**

11.900 Employees who attend ~~specific, technical~~ training courses associated with their maintenance duties which are organized by the Company or the Union beyond their normal hours of work or on Saturdays, Sundays or earned days off, shall be paid at **the employee's straight time total package hourly rate to a maximum of eight (8) hours per day.**

**Any hours spent in training past eight (8) hours in a day will attract double (2x) the straight time total package hourly rate.**

<b>6. ARTICLE 12.000</b>	<b>WAGES</b>
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### **Existing (Ft. McMurray Area Agreements)**

12.101 Employees on "Long-Term Maintenance" and "Short-Term Maintenance Work" shall be paid according to the attached Wage and Benefit Schedule Page.

- i) Long Term and Short-Term Maintenance Rates will be set at 100% of Local Construction base rates plus 100% of appropriate benefits in Fort McMurray.
- ii) Long Term and Short-Term Maintenance Rates outside of Fort McMurray will be set at \$0.75 under Construction Base Rates plus 100% of appropriate benefits.

NOTE:

100% of Appropriate Benefits

The Parties agree that the application of the 100% of Appropriate Benefits will be based upon the respective Local Union's Construction Reference Agreement. Benefit contributions based on hours earned in construction will be paid on hours earned in maintenance and contributions based on hours worked in construction will be paid on hours worked in maintenance.

### **Amended**

12.101 Employees on "Long-Term Maintenance" and "Short-Term Maintenance Work" shall be paid according to the attached Wage and Benefit Schedule Page.

- i) Long Term and Short-Term Maintenance Rates will be set at 100% of Local Construction base rates plus 100% of appropriate benefits in the **Regional Municipality of Wood Buffalo.**
- ii) ~~Long Term and Short-Term Maintenance Rates outside of Fort McMurray will be set at \$0.75 under Construction Base Rates plus 100% of appropriate benefits.~~

NOTE:

100% of Appropriate Benefits

The Parties agree that the application of the 100% of Appropriate Benefits will be based upon the respective Local Union's Construction Reference Agreement. Benefit contributions based on hours earned in construction will be paid on hours earned in maintenance and contributions based on hours worked in construction will be paid on hours worked in maintenance.

**Existing—(Non Ft. McMurray Agreements)**

12.101 Employees on "Long-Term Maintenance" and "Short-Term Maintenance Work" shall be paid according to the attached Wage and Benefit Schedule Page.

- i) Long Term and Short-Term Maintenance Rates will be set at 100% of Local Construction base rates plus 100% of appropriate benefits in Fort McMurray.
- ii) Long Term and Short-Term Maintenance Rates outside of Fort McMurray will be set at \$0.75 under Construction Base Rates plus 100% of appropriate benefits.

NOTE:

100% of Appropriate Benefits

The Parties agree that the application of the 100% of Appropriate Benefits will be based upon the respective Local Union's Construction Reference Agreement. Benefit contributions based on hours earned in construction will be paid on hours earned in maintenance and contributions based on hours worked in construction will be paid on hours worked in maintenance.

**Amended**

12.101 Employees on "Long-Term Maintenance" and "Short-Term Maintenance Work" shall be paid according to the attached Wage and Benefit Schedule Page.

- i) Long Term and Short-Term Maintenance Rates outside of **the Regional Municipality of Wood Buffalo** will be set at \$0.75 under Construction Base Rates plus 100% of appropriate benefits.

NOTE:

100% of Appropriate Benefits

The Parties agree that the application of the 100% of Appropriate Benefits will be based upon the respective Local Union's Construction Reference Agreement. Benefit contributions based on hours earned in construction will be paid on hours earned in maintenance and contributions based on hours worked in construction will be paid on hours worked in maintenance.

**Existing**

12.104 Alloy welders with a valid alloy welding certificate will be paid an additional premium of two dollars and fifty cents (\$2.50) per hour worked if certification was a requirement for dispatch.

If a welder on site who was not dispatched as an alloy welder, but has the certification, or is requested to be certified by the employer and is requested to perform alloy welding, the worker will be re-classified as an alloy welder and paid the alloy welder premium from the date of re-classification.

This premium shall not pyramid on an overtime hour; however, it will attract applicable Vacation and Statutory Holiday Pay.

### **Amended**

12.104 Alloy welders with a valid alloy welding certificate will be paid an additional premium of **three dollars and twenty-five cents (\$3.25) per hour worked if certification was a requirement for dispatch.**

If a welder on site who was not dispatched as an alloy welder, but has the certification, or is requested to be certified by the employer and is requested to perform alloy welding, the worker will be re-classified as an alloy welder and paid the alloy welder premium from the date of re-classification

This premium shall not pyramid on an overtime hour; however, it will attract applicable Vacation and Statutory Holiday Pay.

### **Existing**

12.600 The intent of this section is to allow the Company to pay Short-Term rates during the actual period of a major shutdown.

12.601 Those employees hired thirty (30) days prior to the feedstock "out" date will be paid as per the short-term maintenance rate. This rate remains in effect until thirty (30) days after the feedstock "in" date.

Long-term maintenance employees working directly on the turnaround will receive the short-term maintenance rate from the feedstock "out" date to the feedstock "in" date.

Long-term maintenance employees that are not working directly on turnaround work will remain at the Long-Term Maintenance rates.

- 12.602
- a) A major shutdown will be defined as any shutdown, in which the number of Short-Term employees hired for the shutdown will exceed the total number of Long-Term employees employed on the project prior to the start of the shutdown work by 100%.
  - b) The length of the shutdown will be defined as the period of time from the installation of "safing blanks" for the major shutdown, until their removal.
  - c) Both 12.602 (a) and 12.602 (b) must apply and if for example the Long-Term personnel are exceeded by 100% and there is no shutdown, or the blanks are not yet in, or have been taken out then this Clause 12.600 will not apply.
  - d) The Company has the option of applying the terms of 12.600 in cases where:
    - i) The 100% figure is almost but not absolutely achieved, although the safing blanks have been installed or the shutdown has begun.

- ii) The start and completion of a major shutdown cannot be accurately gauged by the installation or removal of safing blanks. The Company will make the initial determination of the start and finish of the major shutdown. In cases of disagreement, the term of the major shutdown will be referred to the Committee.
- 12.603 (i) A team or crew of employees working on a Compressed Work Week Shift Schedule when the shift is broken for a major shutdown, will be paid at the applicable rates and from the feedstock "out" date to the feedstock "in" date or until they are returned to the Compressed Work Week Schedule.
- 12.604 A team or crew of employees working on a Compressed Work Week Shift Schedule when the shift is broken for a major shutdown, will be paid at the applicable rates and from the feedstock "out" date to the feedstock "in" date or until they are returned to the Compressed Work Week Schedule.
- 12.605 A team or crew of employees who remain working on a Compressed Work Week Shift Schedule during a major shutdown will continue to be paid the Compressed Work Week rates and conditions.
- 12.700 On a unit shutdown, which is not a major plant shutdown, Long-Term employees who are required to supervise a crew comprised of more than 50% Short-Term maintenance employees will be paid \$1.00 per hour above the Short-Term maintenance journeyman rate for the period of the shutdown.
- 12.701 The application of this formula, \$1.00 per hour above the Short-Term maintenance journeyman rate, is not intended to result in a reduction of the wage rate previously paid to that Long-Term employee.
- 12.702 The Foreperson will also receive Short-Term overtime conditions.

### ***Amended***

- 12.600 ~~The intent of this section is to allow the Company to pay Short Term rates during the actual period of a major shutdown.~~
- 12.601 ~~Those employees hired thirty (30) days prior to the feedstock "out" date will be paid as per the short-term maintenance rate. This rate remains in effect until thirty (30) days after the feedstock "in" date.~~  
  
~~Long term maintenance employees working directly on the turnaround will receive the short-term maintenance rate from the feedstock "out" date to the feedstock "in" date.~~  
  
~~Long term maintenance employees that are not working directly on turnaround work will remain at the Long Term Maintenance rates.~~
- 12.602 a) ~~A major shutdown will be defined as any shutdown, in which the number of Short-Term employees hired for the shutdown will exceed the total number of Long-Term employees employed on the project prior to the start of the shutdown work by 100%.~~  
  
 b) ~~The length of the shutdown will be defined as the period of time from the installation of "safing blanks" for the major shutdown, until their removal.~~

- ~~c) — Both 12.602 (a) and 12.602 (b) must apply and if for example the Long Term personnel are exceeded by 100% and there is no shutdown, or the blanks are not yet in, or have been taken out then this Clause 12.600 will not apply.~~
- ~~d) — The Company has the option of applying the terms of 12.600 in cases where:~~
- ~~i) — The 100% figure is almost but not absolutely achieved, although the safing blanks have been installed or the shutdown has begun.~~
- ~~ii) — The start and completion of a major shutdown cannot be accurately gauged by the installation or removal of safing blanks. The Company will make the initial determination of the start and finish of the major shutdown. In cases of disagreement, the term of the major shutdown will be referred to the Committee.~~
- 12.603 ~~(i) — A team or crew of employees working on a Compressed Work Week Shift Schedule when the shift is broken for a major shutdown, will be paid at the applicable rates and from the feedstock “out” date to the feedstock “in” date or until they are returned to the Compressed Work Week Schedule.~~
- 12.604 A team or crew of employees working on a Compressed Work Week Shift Schedule when the shift is broken for a major shutdown, will be paid at the applicable rates and from the feedstock “out” date to the feedstock “in” date or until they are returned to the Compressed Work Week Schedule.
- 12.605 ~~A team or crew of employees who remain working on a Compressed Work Week Shift Schedule during a major shutdown will continue to be paid the Compressed Work Week rates and conditions.~~
- 12.700 ~~On a unit shutdown, which is not a major plant shutdown, Long Term employees who are required to supervise a crew comprised of more than 50% Short Term maintenance employees will be paid \$1.00 per hour above the Short Term maintenance journey person rate for the period of the shutdown.~~
- 12.701 ~~The application of this formula, \$1.00 per hour above the Short Term maintenance journey person rate, is not intended to result in a reduction of the wage rate previously paid to that Long Term employee.~~
- 12.702 ~~The Foreperson will also receive Short Term overtime conditions.~~

<b>7. ARTICLE 13.000</b>	<b>DAY WORK CONDITIONS</b>
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**Delete**

- 13.202 ~~Jump time for Forepersons will be paid at the double time rate.~~

**Delete**

- 13.400 ~~Payment for the Statutory Holidays, as listed in Article 18.000 of this Agreement, shall be in accordance with attached schedule.~~

***Move Article 15.101.1 into Article 13.000 of this Agreement***

***Existing***

- 15.101.1 A ten (10) on and four (4) off schedule may also be established as a compressed work week schedule and when utilized, the straight time days will be Tuesday through Friday in one week followed by Monday through Thursday in the subsequent week. Should an Employee work on the scheduled days off, the Friday and Monday will be paid at time and one half (1½x) and the Saturday and Sunday will be paid at double time (x2).

When a ten (10) on and four (4) off schedule is utilized, overtime on the Saturday and Sunday that fall in the middle of the schedule will be optional. Employees will be required to give at least three (3) working days' notice of their intention not to work such overtime. Failure to provide the required notice and to report for work shall be considered absenteeism. Exercising this option will not preclude an Employee's opportunity to work other premium days when available.

***Amended***

- 15.101.1 A ten (10) on and four (4) off schedule may also be established as a ~~compressed work week~~ schedule and operate when the shift is expected to operate in excess of sixty (60) calendar days for on going maintenance work.

When utilized, the straight time days will be Tuesday through Friday in one week followed by Monday through Thursday in the subsequent week. Should an Employee work on the scheduled days off, the Friday and Monday will be paid at time and one half (1½x) and the Saturday and Sunday will be paid at double time (x2).

When a ten (10) on and four (4) off schedule is utilized, overtime on the Saturday and Sunday that fall in the middle of the schedule will be optional. Employees will be required to give at least three (3) working days' notice of their intention not to work such overtime. Failure to provide the required notice and to report for work shall be considered absenteeism. Exercising this option will not preclude an Employee's opportunity to work other premium days when available.

***Add new Article—move into agreement from Appendix 'D'***

***Existing***

**12 HOUR SHIFT ALTERATION**

Upon written notification to the affected local unions and the General Presidents' Maintenance Committee for Canada, Employers may implement a twelve (12) hour shift with three (3) half hour paid breaks for turnaround activities within the province of Alberta.

- 1) The shift will may be based on the 4 x 10 schedule (Monday to Thursday or Tuesday to Friday) for both day shift and night shift or the 5 x 8 schedule (Monday to Friday). (Letter to the Unions and GPMC must identify the schedule being utilized).



- 2) There are to be three (3) half hour paid breaks.
- 3) Employees will be on site a total of twelve (12) hours and paid for twelve (12) hours for all work days including overtime days.
- 4) The shift schedule will be paid as follows:
  - 4 x 10 Monday to Thursday or Tuesday to Friday: 10 hours @ straight time, 2 hours @ doubletime (2x)
  - 5 x 8 Monday to Friday: 8 hours @ straight time, 2 hours at time and one half (1 ½), 2 hours at doubletime (2x)
- 5) Any hours worked on Saturday, Sunday or Holidays will be paid at the applicable overtime rates, as per the General Presidents' Maintenance Agreement (GPMA).
- 6) All employees on this shift must observe three (3) half hour breaks.

The notification to the Committee and the affected Local Union(s) must be received no later than seven (7) days prior to the start of the shift and the notice will highlight the anticipated start and completion dates, and the list of trades to be employed for the shift alteration.

The following conditions of the Committee's endorsement need to be highlighted:

- 7) The approval of the above terms and conditions is to be implemented for the dates requested by the Company. Should the Company need to extend the completion date, they will serve formal notice to the Parties.
- 8) It is expected that the nature of the work and break structure will not be a detriment as to how the work will be performed safely and effectively executed.
- 9) Any deviation from the outlined conditions may result in the cessation of the shift for the Company.

***Amended (Add to Article 13.000 Day Work Conditions)***

Employers may implement a twelve (12) hour shift with three (3) half hour paid breaks for turnaround activities within the province of Alberta.

- 1) The shift will may be based on the 4 x 10 schedule (Monday to Thursday or Tuesday to Friday) for both day shift and night shift or the 5 x 8 schedule (Monday to Friday).
- 2) There are to be three (3) half hour paid breaks.
- 3) Employees will be on site a total of twelve (12) hours and paid for twelve (12) hours for all work days including overtime days.
- 4) The shift schedule will be paid as follows:
  - 4 x 10 Monday to Thursday or Tuesday to Friday: 10 hours @ straight time, 2 hours @ doubletime (2x)

- 5 x 8 Monday to Friday: 8 hours @ straight time, 2 hours at time and one half (1 ½), 2 hours at doubletime (2x)
- 5) Any hours worked on Saturday, Sunday or Holidays will be paid at the applicable overtime rates, as per the General Presidents' Maintenance Agreement (GPMA).
- 6) All employees on this shift must observe three (3) half hour breaks.

### **Existing**

#### **13.504 Overtime Meal Allowance:**

It is understood that while the best possible situation is to provide an overtime meal and take a thirty (30) minute break at straight time rates, it is also recognized that there may be some situations where it is impractical to provide an overtime meal. When such events occur, the Company shall provide the employees:

##### **A) Scheduled Overtime:**

(Notification must be provided prior to the end of the current shift for the following day(s), to be considered as scheduled overtime).

- I. a payment of thirty (30) minutes at straight time rates in lieu of the meal break: and
- II. a fifteen (15) minute rest break at the applicable rate of pay.

##### **B) Unscheduled Overtime:**

- I. a payment of forty dollars (\$40.00) as a meal allowance.
- II. a payment of thirty (30) minutes at straight time rates in lieu of the meal break: and
- III. a fifteen (15) minute rest break at the applicable rate of pay

### **Amended**

#### **13.504 Overtime Meal Allowance:**

It is understood that while the best possible situation is to provide an overtime meal and take a thirty (30) minute break at straight time rates, it is also recognized that there may be some situations where it is impractical to provide an overtime meal. When such events occur, the Company shall provide the employees:

##### **A) Scheduled Overtime:**

(Notification must be provided prior to the end of the current shift for the following day(s), to be considered as scheduled overtime).

I. a payment of thirty (30) minutes at **the straight time total package hourly rate** in lieu of the meal break: and

II. a fifteen (15) minute rest break at the applicable rate of pay.

**B) Unscheduled Overtime:**

I. a payment of forty dollars (\$40.00) as a meal allowance.

II. a payment of thirty (30) minutes at **the straight time total package hourly rate** in lieu of the meal break: and

III. a fifteen (15) minute rest break at the applicable rate of pay

***Charts have been removed and Sub-Committee to look for a solution in 2025***

<b>8. ARTICLE 14.000</b>	<b>SHORT SHIFT CONDITIONS</b>
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***Existing ----- SUB COMMITTEE TO REVIEW***

- 14.100 A "Short" shift system may be established when it is intended to operate the shift for less than sixty (60) calendar days. "Short" Shifts may be established on an eight (8) or ten (10) hour per day work week arrangement pursuant to Clause 13.100.
- 14.101 Shift employees may be scheduled on a one-shift basis: days, afternoons, midnights; two-shift basis: days-afternoons, afternoons-midnights, midnights-days, or on a three-shift basis.
- 14.102 The establishment of a one, two or three shift system under this Article does not affect the Company's ability to continue to operate regular "Day Work Conditions" as specified in Article 13.000 or "Long Shift Conditions" as specified in Article 15.000 for other employees so assigned.
- 14.103 Each shift employee must be scheduled for three (3) consecutive work days and may be scheduled for five (5) or seven (7) days per week, except that when Saturdays or Sundays are worked they shall be paid at applicable overtime rates.
- 14.104 Should the shift be cancelled prior to completion of the three (3) consecutive work days, affected employees will be paid at applicable overtime rates for all hours worked outside the regular work day, as specified in Clause 13.200.
- 14.105 Employees specifically hired to work one (1) or two (2) afternoon or midnight shifts, Monday to Friday will be paid eight (8) or ten (10) hours at the straight time rate plus the applicable shift premium and the applicable overtime rate for hours worked beyond eight (8) or ten (10) hours per shift. Long-Term and Short-Term employees transferred to a short shift of less than a three (3) day duration will be paid in accordance with Article 13.000.
- 14.200 Shift premiums on short shift conditions are as follows:

- 14.201 Employees working a day shift defined as a shift starting at 8:00 a.m. shall work eight (8) or ten (10) hours for eight (8) or ten (10) hours pay.
- All Employees working eight (8) hour shifts will be permitted ten (10) minutes in each half of their respective regular, daily hours of work to drink coffee or refreshments on the job in the area or areas designated by the Company. It is, however, understood that this shall be done in such a manner that will not stop the normal operation of the job
- Where a scheduled ten (10) hour day is established the rest or coffee breaks will be two (2) breaks of fifteen (15) minutes each.
- 14.202 Employees working an afternoon shift defined as a shift commencing at 8:00 a.m. and before 9:00 p.m. or a midnight shift defined as a shift commencing between 9:00 pm. and 2:00 a.m. will be paid a shift premium of three dollars and fifty cents (\$3.50) per hour worked.
- 14.203 An unpaid one half (1/2) hour lunch period will be allowed during each eight (8) or ten (10) hour shift.
- 14.300 All time worked before or after the established work day of eight (8) or ten (10) hours, Monday through Friday, and all time worked on Saturdays, Sundays and recognized holidays, as listed in Article 18.000 of the Agreement shall be paid for at overtime rates as follows:
- 14.301 Short-Term Maintenance & Long-Term Maintenance
- 14.301 (i) Five (5) Eight (8) Hour Day Option.
- Refer to chart 13.201.
- 14.301 (ii) Four (4) Ten (10) Hour Day Option.
- Refer to charts in Article 13.202 and 13.203.
- 14.400 Overtime meals on short shift conditions are as follows:
- 14.401 When an employee is requested to work overtime, and the employee works more than ten (10) hours the Company agrees to provide a meal for their second meal break. Subsequent meals will also be provided by the Company as near regular four (4) hour intervals as possible.
- 14.402 When the foreperson is required to arrive at work up to one-half (1/2) hour prior to the normal starting time of the shift to organize work and obtain permits, they shall not be entitled to a meal or meal break as per Clause 14.401 unless those provisions are applicable to the rest of the crew.
- 14.403 The second meal break will normally be 6:30 p.m. and subsequent meal breaks each four (4) hours after the conclusion of each thirty (30) minute meal break. However, it will be the prerogative of the Company, in conjunction with the job stewards, to arrange meal breaks for efficiency and convenience of the job.
- 14.404 The employee will be allowed a thirty (30) minute meal break at straight time pay in which to eat the meal, except that no payment will be made for the noon break on Saturdays, Sundays and holidays.

14.500 When shift schedules are to be changed, except as noted in Clause 14.600 below, such employees will be given twenty four (24) hours advance notice and if less than twenty four (24) hours advance notice is given, the first shift worked on the new schedule will be paid at time and one half the straight time hourly rate (1 ½).

14.600 When shift schedules are being revised to return the employee to their normal work schedule, the twenty four (24) hours advance notice requirement of Clause 14.500 will not apply. In place, the employee must be notified at the start of their shift, that they are to return to their normal work schedule and they must have an eight (8) hour break, or rest period between the completion of their shift and the start of their normal work schedule.

In the situation where the eight (8) hour break or rest period does not allow them to return to work at the normal starting time, the provisions of Clause 20.200 on minimum pay and reporting time apply.

14.700 Payment for the Statutory Holidays, as listed in Article 18.000 of this Agreement, shall be in accordance with the attached Schedule.

### **Amended**

#### Existing Articles

14.100 A "Short" shift system may be established when it is intended to operate the shift for less than sixty (60) calendar days. "Short" Shifts may be established on an eight (8) or ten (10) hour per day work week arrangement pursuant to Clause 13.100.

14.101 Shift employees may be scheduled on a one-shift basis: days, afternoons, midnights; two-shift basis: days-afternoons, afternoons-midnights, midnights-days, or on a three-shift basis.

14.102 The establishment of a one, two or three shift system under this Article does not affect the Company's ability to continue to operate regular "Day Work Conditions" as specified in Article 13.000 or "Long Shift Conditions" as specified in Article 15.000 for other employees so assigned.

14.103 Each shift employee must be scheduled for three (3) consecutive work days and may be scheduled for five (5) or seven (7) days per week, except that when Saturdays or Sundays are worked they shall be paid at applicable overtime rates.

14.104 Should the shift be cancelled prior to completion of the three (3) consecutive work days, affected employees will be paid at applicable overtime rates for all hours worked outside the regular work day, as specified in Clause 13.200.

14.105 Employees specifically hired to work one (1) or two (2) afternoon or midnight shifts, Monday to Friday will be paid eight (8) or ten (10) hours at the straight time rate plus the applicable shift premium and the applicable overtime rate for hours worked beyond eight (8) or ten (10) hours per shift. Long-Term and Short-Term employees transferred to a short shift of less than a three (3) day duration will be paid in accordance with Article 13.000.

14.200 Shift premiums on short shift conditions are as follows:

- 14.201 Employees working a day shift defined as a shift starting at 8:00 a.m. shall work eight (8) or ten (10) hours for eight (8) or ten (10) hours pay.
- All Employees working eight (8) hour shifts will be permitted ten (10) minutes in each half of their respective regular, daily hours of work to drink coffee or refreshments on the job in the area or areas designated by the Company. It is, however, understood that this shall be done in such a manner that will not stop the normal operation of the job
- Where a scheduled ten (10) hour day is established the rest or coffee breaks will be two (2) breaks of fifteen (15) minutes each.
- 14.202 Employees working an afternoon shift defined as a shift commencing at 8:00 a.m. and before 9:00 p.m. or a midnight shift defined as a shift commencing between 9:00 pm. and 2:00 a.m. will be paid a shift premium of **four dollars and fifty cents (\$4.50)** per hour worked.
- 14.203 An unpaid one half (1/2) hour lunch period will be allowed during each eight (8) or ten (10) hour shift.
- 14.300 All time worked before or after the established work day of eight (8) or ten (10) hours, Monday through Friday, and all time worked on Saturdays, Sundays and recognized holidays, as listed in Article 18.000 of the Agreement shall be paid for at overtime rates as follows:
- 14.301 Short-Term Maintenance & Long-Term Maintenance
- 14.301 (i) Five (5) Eight (8) Hour Day Option.
- Refer to chart 13.201.
- 14.301 (ii) Four (4) Ten (10) Hour Day Option.
- Refer to charts in Article 13.202 and 13.203.
- 14.400 Overtime meals on short shift conditions are as follows:
- 14.401 When an employee is requested to work overtime, and the employee works more than ten (10) hours the Company agrees to provide a meal for their second meal break. Subsequent meals will also be provided by the Company as near regular four (4) hour intervals as possible.
- 14.402 When the foreperson is required to arrive at work up to one-half (1/2) hour prior to the normal starting time of the shift to organize work and obtain permits, they shall not be entitled to a meal or meal break as per Clause 14.401 unless those provisions are applicable to the rest of the crew.
- 14.403 The second meal break will normally be 6:30 p.m. and subsequent meal breaks each four (4) hours after the conclusion of each thirty (30) minute meal break. However, it will be the prerogative of the Company, in conjunction with the job stewards, to arrange meal breaks for efficiency and convenience of the job.
- 14.404 The employee will be allowed a thirty (30) minute meal break at straight time pay in which to eat the meal, except that no payment will be made for the noon break on Saturdays, Sundays and holidays.

- 14.500 When shift schedules are to be changed, except as noted in Clause 14.600 below, such employees will be given twenty four (24) hours advance notice and if less than twenty four (24) hours advance notice is given, the first shift worked on the new schedule will be paid at time and one half the straight time hourly rate (1 ½).
- 14.600 When shift schedules are being revised to return the employee to their normal work schedule, the twenty four (24) hours advance notice requirement of Clause 14.500 will not apply. In place, the employee must be notified at the start of their shift, that they are to return to their normal work schedule and they must have an eight (8) hour break, or rest period between the completion of their shift and the start of their normal work schedule.
- In the situation where the eight (8) hour break or rest period does not allow them to return to work at the normal starting time, the provisions of Clause 20.200 on minimum pay and reporting time apply.
- 14.700 Payment for the Statutory Holidays, as listed in Article 18.000 of this Agreement, shall be in accordance with the attached Schedule.

## 9. ARTICLE 15.000 LONG SHIFT CONDITIONS

### *SUB COMMITTEE TO REVIEW*

## 10. ARTICLE 17.000 COMPRESSED WORK WEEK CONDITIONS

### *Existing Language*

- 17.503 Compressed Work Week Shift Premiums
- i) Number of hours on shift per cycle x number of cycles per year = NUMBER OF HOURS ON SHIFT PER YEAR.
  - ii) Number of hours on shift per year x shift premium = TOTAL SHIFT PREMIUM.
  - iii) Total shift premium divided by the number of hours in a standard year = SHIFT PREMIUM PER HOUR.
  - iv) The shift premium on all Compressed Work Week night shifts will be three dollars and fifty cents (\$3.50) per hour for all straight time hours worked on shift.

### *Amended*

- 17.503 Compressed Work Week Shift Premiums
- The shift premium on all Compressed Work Week night shift(s) will be four dollars and fifty cents (\$4.50) per hour for all hours worked.

### **Delete**

- 17.400 ~~Payment for statutory holidays, as listed in Article 18.000 of this Agreement, shall be subject to the following:~~
- 17.401 ~~Payment for the statutory holidays, as listed in Article 18.000 of this Agreement, shall be in accordance with attached schedule or by Federal or Provincial legislation.~~

### **New Article**

#### **Overtime Meals**

- (a) For payment on overtime meals, refer to Article 13.504.
- (b) Overtime meals will be applicable after ten (10) hours when working an eight (8) or ten (10) hour regularly scheduled Compressed Work Week Shift under Article 17.000.
- (c) Overtime meals will be applicable upon conclusion of the regularly scheduled Compressed Work Week Shift for all schedules which are greater than ten (10) hours per day.

### **Add New Compressed Work Week Schedule**

Add the following schedules to Appendix 'A'

#### **Schedule xx**

- (a) Straight days
  - (b) Fourteen (14) ten (10) hour days in a twenty-one day cycle
  - (c) Number of hours on shift 0
  - (d) Number of cycles per year 17.33
  - (e) Number of hours per cycle 140
  - (f) Number of hours on night shift per year 0
  - (g) Number of overtime hours per year 347

#### **Schedule XX**

- (a) Straight Nights
  - (b) Fourteen (14) ten (10) hour days in a twenty-one (21) day cycle
  - (c) Number of hours on shift 0
  - (d) Number of cycles per year 17.33
  - (e) Number of hours per cycle 140
  - (f) Number of hours on night shift per year 0
  - (g) Number of overtime hours per year 347

**Note: Pension and Health & Welfare Uplift—**



Pension and health and welfare contributions for Schedules XX will be based upon hours earned rather than hours worked for those trades which have such language in their reference construction agreement.

## 11. ARTICLE 18.000 STATUTORY HOLIDAYS

### Existing

18.100 The following days will constitute the recognized holidays within the terms of this Agreement. Any other holiday proclaimed by either the Provincial or Federal Government will be automatically recognized within this Agreement.

1. New Years Day	6. Civic Holiday	11. Christmas Day
2. Family Day	7. Labour Day	12. Boxing Day
3. Good Friday	8. National Day for Truth & Reconciliation	
4. Victoria Day	9. Thanksgiving Day	
5. Canada Day	10. Remembrance Day	

18.200 Each of the recognized holidays listed in Article 18.100 shall be observed on the calendar day on which it occurs, premiums will apply for hours worked at double time (2x).

18.300 Holiday Observance Clarification:

On the day of observance, the Company may either pay the workforce at double-time (2), or provide the day off.

On maintenance, the overriding factor is harmonizing statutory holidays with in-plant workers. Should the Owner determine another day be recognized for its people, this day will be recognized by Company forces.

Employers will post the date to be observed no later than seven (7) days prior to the holiday.

### Amended

18.100 The following days will constitute the recognized holidays within the terms of this Agreement. Any other holiday proclaimed by either the Provincial or Federal Government will be automatically recognized within this Agreement.

1. New Years Day	6. Civic Holiday	11. Christmas Day
2. Family Day	7. Labour Day	12. Boxing Day
3. Good Friday	8. National Day for Truth & Reconciliation	
4. Victoria Day	9. Thanksgiving Day	
5. Canada Day	10. Remembrance Day	

Each of the recognized holidays listed in Article 18.100 shall be observed on the calendar day on which it occurs. When any of these three identified holidays: Family Day, Victoria Day Labour Day fall outside of the regularly scheduled work week, they will be moved into the work week for observance.

18.300 Holiday Observance Clarification:

On the day of observance, the Company may either pay the workforce at double-time (2) the total package straight time hourly rate or provide the day off.

18.400 On maintenance, the overriding factor is harmonizing statutory holidays with in-plant workers. Should the Owner determine another day be recognized for its people, this day will be recognized by Company forces.

The intent of the harmonization principle of the Statutory Holiday between the Client in-plant forces and those working under the GPMA/NMA Agreements allows for the alignment for all personnel working at a particular site to observe the same designated day in order to accommodate the operational requirements of the facility. A Client/in-plant union merely moving the Statutory Holiday for its in-plant personnel does not trigger the harmonization provision contained within the Collective Agreement. The day of observance for the Holiday remains as identified, unless direction has been given by the Client requesting for our employers to observe it at the same time as the in-plant personnel.

In order for the harmonization principle to be applicable, the Contractor must notify the GPMC in advance of the pending movement of the Holiday along with the designated day for observance. The designated day to for observance must be applicable to all contractors and all trades across the entire facility.

Employers will post the date to be observed no later than seven (7) days prior to the holiday.

In the absence of meeting the above and providing proper notification, the holiday will be observed in accordance with the provisions outlined in Article 18.000.

<b>12. ARTICLE 20.000</b>	<b>MINIMUM PAY AND REPORTING TIME</b>
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**Existing**

20.200 Work Not Available The following conditions apply:

20.201 When an employee reports to work and is not given the opportunity to work because none is available or was not advised before the completion of the previous day's work, they shall be paid two (2) hours reporting time and allowed to leave the job immediately.

20.202 If an employee has started to work on their regular shift they shall be paid not less than four (4) hours pay. When the employee works more than four (4) hours but less than eight (8) hours on their regular shift they shall be paid a minimum of eight (8) hours pay.

20.203 It is understood and accepted that when work is not available or the employee has started to work on their regular shift and is then instructed to report for work at a later time in a given twenty-four (24) hour period the 2-4-8- principle applies to the regular shift. If the regular shift (not including overtime)

is more than eight (8) hours (10 or 12 hours/CWW, etc.) the 2-4-8 equates to 2-5-10 or 2-6-12 respectively.

### **Amended**

20.200      Work Not Available      The following conditions apply:

20.201      When an employee reports for work, unless previously advised there is no work available, they shall be entitled to two (2) hours pay at the appropriate total package day or shift rate. Should the employee start work or be required to wait at the jobsite, they shall be paid for hours worked or actual waiting time past the two (2) hours minimum.

### **Existing**

20.301      When an employee is called in to work on their scheduled day off or a holiday, they shall be paid a minimum of two (2) hours pay at double (2) the basic hourly rate. A separate premium of one and one half (1 ½) hours at straight time rate, will be paid for Call-Ins over and above the minimum established in this Article. This separate premium will be one (1) hour at straight time for those employees accommodated in a camp adjacent to the site. The Company will designate those adjacent camps and employees will be so notified.

When the 4 x 10 schedule Tuesday to Friday is employed on a ten (10) and four (4) rotation and the employee is called into work on the straight time day (Friday of the second week) the employee will be paid straight time rates for hours falling within the normal work day but will be entitled to the additional allowance of 1 or 1 ½ hours respectively.

### **Amended**

20.301      When an employee is called in to work on their scheduled day off or a holiday, they shall be paid a minimum of two (2) hours at double (2) the straight time total package hourly rate. All hours worked after the minimum of two (2) hours will be paid at double the straight time total package hourly rate. A separate premium of one and one half (1 ½) hours at straight time total package hourly rate, will be paid for Call-Ins over and above the minimum established in this Article. This separate premium will be one (1) hour at the straight time total package hourly rate for those employees accommodated in a camp adjacent to the site. The Company will designate those adjacent camps and employees will be so notified.

All hours worked beyond the minimum two (2) hour threshold will be paid at double (2x) the straight time total package hourly rate.

If an individual is notified before the end of the previous shift, this will not be considered a call-in.

~~When the 4 x 10 schedule Tuesday to Friday is employed on a ten (10) and four (4) rotation and the employee is called into work on the straight time day (Friday of the second week) the employee will be paid at time and one half (1.5) time the straight time total package hourly rate for hours falling within the normal work day and will be entitled to the additional allowance of 1 or 1 ½ hours respectively.~~

### Existing

- 20.600 Conditions for employees on Stand-By Duty on scheduled days off will be as follows:
- 20.601 Whenever an employee is scheduled for stand-by duty the employee will be reimbursed with two (2) hours pay at doubletime (2) for each period of duty. Each stand-by period will not exceed twenty-four (24) consecutive hours, and not more than three (3) consecutive stand by periods will be permitted. Stand by duty means that an employee agrees to be available on call during the period. The names of persons on stand-by duty will be posted.

### Amended

- 20.600 Conditions for employees on Stand-By Duty on scheduled days off will be as follows:
- 20.601 Whenever an employee is scheduled for stand-by duty the employee will be reimbursed with two (2) hours pay at **double (2x) the straight time total package hourly rate** for each period of duty. Each stand-by period will not exceed twenty-four (24) consecutive hours, and not more than three (3) consecutive stand by periods will be permitted. Stand by duty means that an employee agrees to be available on call during the period. The names of persons on stand-by duty will be posted.

**Employees called in while on stand-by duty will be compensated at the double (2x) the straight time total package hourly rate for all time spent on site.**

**Stand-by is a separate premium in addition to any other monies required for minimum pay and reporting time.**

<b>13. ARTICLE 21.000 TRAVEL</b>
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### Delete

- 21.300 ~~Employee relocation may be as follows:~~
- 21.301 ~~At such time as is mutually agreed in writing by the Employer and the employee, a lump sum amount to a maximum of \$1,000.00 will be paid to the employee to offset the following cost to relocate the employee's family to Fort McMurray:~~
- ~~(a) — employee's transportation from jobsite to Edmonton;~~
  - ~~(b) — car allowance from Edmonton to Fort McMurray;~~
  - ~~(c) — 2 days lodging in hotel or motel;~~
  - ~~(d) — 2 days meals for employee and dependents;~~
  - ~~(e) — 2 days pay.~~
- 21.302 ~~The Employer will also reimburse cost for relocating the employee's furniture and personal belongings to a maximum of 5,000 lbs (approximately 2,270 kg) from Edmonton to Fort McMurray. (Any excess of~~

~~5,000 lbs or hauling from distances beyond Edmonton to Fort McMurray will be to the account of the employee).~~

21.303 ~~In the event the employee owns and desires to relocate their trailer to Fort McMurray and secure their trailer site and installation approval, satisfying town zoning laws and/or Lands and Forests Regulations, the Employer will pay contract towing costs from Edmonton to Fort McMurray to a maximum of \$650.00. Installation utility connection cost, etc. will be to the account of the employee.~~

<b>14. ARTICLE 24.000</b>	<b>TOOL ROOMS</b>
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***Amend title to Tools and Tool Rooms***

***Add new Article***

**24.300 Personal Tools**

The Employee's personal tools shall be in good condition when he/she hires on to a job and they shall be maintained and kept in good condition.

The personal tools shall be those defined within each trades respective reference agreement or as required on the dispatch.

24.301 The Employer shall replace Employee's personal tools when:  
(a) Such tools are destroyed by fire on the Employer's premises or in a storage place designated by the Employer.

(b) Such tools are lost through theft by forced entry of a designated storage place.

(c) In the course of an Employee's work assignment such tools are damaged beyond repair, provided the Employee satisfies his Employer the damage was not intentional or caused by the Employee's failure to exercise due care and attention. Normal wear shall not constitute damage.

(d) The Employer shall provide lock-fast facilities for storage of personal tools normally used by Employees in the process of their work when such tools are not in use.

24.302 Should an Employee be laid off/terminated on their scheduled days off, rotational leave, approved leave of absence or furlough the Employer shall attempt to contact and notify the Employee of such lay-off/termination using the contact information provided by the Employee to the Employer.

If the Employer is successful in advising the Employee of such a layoff/termination, they shall be responsible for all costs associated with the site packaging and transportation of the Employee's personal tools and belongings to the Employee's address or the chosen destination as made by the Employee.

Employers will comply that tools will be returned within seven (7) working days of successfully contacting the Employee for the scheduled shift the Employee was working.

The Employer will be deemed in compliance with this Article upon production of a pre-paid, time stamped waybill verifying shipment of the tools and belongings.

<b>15. ARTICLE 25.000</b>	<b>FIRST AID, SAFETY AND PROTECTIVE CLOTHING</b>
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***Amend Item # 1 from Appendix'B' and move into the agreement:***

25.400 It is understood by the contractors signatory to the Agreement that if an employee is requested and required to work in areas where abnormal wear to approved footwear is incurred, as a result of normal duties, such footwear will be replaced by the Company. ~~The use of site required PPE will not be considered abnormal wear. A ceiling of two hundred dollars (\$200.00) inclusive of G.S.T. is payable supported by receipts.~~

<b>16. ARTICLE 27.000</b>	<b>PERIODIC CONFERENCE</b>
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***Delete***

27.100 ~~Periodic conferences shall be held by the parties from time to time for the purpose of discussing matters of mutual interest.~~

<b>17. ARTICLE 29.000</b>	<b>ADMINISTRATION FUND</b>
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***Existing***

29.200 ~~Maintenance Contractors Association~~

~~The Parties recognize the formation by the Employers of the "Maintenance Contractors Association" and agrees to deal with the said Association as the sole and exclusive agent of the Employers who are members thereof in the administration of a common Collective Agreement. The Association will not have bargaining authority to negotiate on behalf of any of the said Employers on an individual or collective basis.~~

***Amended***

29.200 The Employer and all Sub-Contractors to this Agreement shall contribute an amount of ten cents (\$0.10) per hour worked into the Administration Fund of the Association of Maintenance Contractors of Canada

This amount shall be remitted monthly in accordance with the 'Administration Fund Appendix' attached to this agreement.

***Delete***

29.300 **Funding**

~~Each Contractor working under the terms of this Collective Agreement shall contribute ten (10) cents for every hour worked by each employee covered by this Collective Agreement to the named contractors association (the "NCA") into the appropriate name of a specific fund/plan on or before the 15th day of the month following the month for which the contributions are owed. Such amounts (the "Industry Fund Contribution") shall be used as the Contractor's contribution towards the cost for the administration of the association and collective agreement. It is understood that the Industry Fund Contribution is in addition to the rates and other conditions of this Collective Agreement. The Industry Fund Contribution amount may be revised from time to time upon notice from the NCA.~~

## 18. ARTICLE 31.000 DURATION OF AGREEMENT

### *Existing Language*

31.100 It is understood that this Agreement shall be in full force and effective from January 1, 2023 to December 31, 2024 and shall continue from year to year thereafter unless notice of desire to negotiate changes or termination is given by either party at least sixty days (60) prior to such anniversary date. Changes by mutual consent of the parties, are not excluded during the lifetime of this Agreement.

### *Amended Language*

30.100 It is understood that this Agreement shall be in full force and effective from **January 1, 2025 to December 31, 2028** and shall continue from year to year thereafter unless notice of desire to negotiate changes or termination is given by either party at least sixty days (60) prior to such anniversary date. Changes by mutual consent of the parties, are not excluded during the lifetime of this Agreement.

## 19. APPENDIX 'E' ADMINISTRATION FUND

### *Add New language*

In accordance with Article 29.300, the Employer and all Sub-Contractors to this agreement shall pay ten cents (\$0.10) per hour worked into the Administration Fund of the Association of Maintenance Contractors of Canada

This amount shall be remitted monthly by way of electronic fund transfer (EFT) by the fifteenth (15th) of the following month in which the hours were executed, along with the Remittance Form outlining the hours and trades being reported. The Remittance Form must be forwarded by e-mail to the following e-mail address:

[amcc2+sales@multiple.dext.ca](mailto:amcc2+sales@multiple.dext.ca)

### **NOTICE TO CONTRACTORS**

Contact the Administrative Office of the Association of Maintenance Contractors of Canada to obtain the appropriate information and to initiate the setup process for an electronic funds transfer (EFT). Employers unable to make payment by EFT will be granted an allowance to utilize post mail only in cases where a letter from their

bank has been provided. Where an allowance has been provided the cheque and Remittance Form can be mailed and made payable to:

Association of Maintenance Contractors of Canada  
P.O. Box 64300  
RPO Wye Road  
Sherwood Park, AB  
T8B 0A5

**ATTENTION:** Shandra Linder

## 20. ALBERTA BEREAVEMENT PROTOCOL

### *Existing*

1.04 “Employee” means an employee of the Company who at the time of the funeral or memorial service has been in the continuous employ of the Employer for a period of thirty-six (36) months or longer and who is in good standing with their union, as defined by the Constitution of the applicable affiliated Building Trades Union and working under the General Presidents’ Maintenance Agreement. A change to the commercial contract whereby an individual is moved from one signatory to another shall not be considered a break in service.

### *Amended*

1.04 “Employee” means an employee of the Company who at the time of the funeral or memorial service has been in the continuous employ of the Employer for a period of thirty-six (36) months or longer and who is in good standing with their union, as defined by the Constitution of the applicable affiliated Building Trades Union and working under the General Presidents’ Maintenance Agreement. A change to the commercial contract whereby an individual is moved from one signatory to another shall not be considered a break in service.

January 1, 2026, continuous employment transitions to thirty (30) months

January 1, 2027, continuous employment transitions to twenty-four (24) months

## 21. APPENDIX ‘B’ GENERAL UNDERSTANDINGS UPDATE

1. Move into the body of the agreement.
2. Remain as is.
3. Delete
4. Move A & D to its own Appendix.
5. Delete.
6. Delete.
7. Moved into body of agreement



8. **Delete.**
9. **Delete.**
10. **Delete.**
11. Third Party Aftercare Provider- **Delete.**
12. Alberta Enablement Process- **Delete.**
13. Work Ready Workforce and Key Performance Indicator Sub-Committee—**Delete.**

## 22. HOUSEKEEPING ITEMS

1. Review and update Appendix 'C' -list of signatory employers on each GPMA.
2. Update Wage and Benefit schedule.
3. Update Appendix 'A' with new CWW Schedule.
4. Move Appendix 'D' into the agreement.
5. Review GPMA & NMA for consistency in language.
6. Employers will furnish the local unions and international representatives monthly updates on the following:
  - a. Unused camp room costs associated with members dropping hiring slips.
  - b. Unused flight costs associated with no shows and dropped slips
  - c. Costs associated with no shows and non negative A & D tests on initial hire
7. **The Local Union will furnish the employer and the Committee Representative with a monthly update regarding Camp Rooms which were unavailable to the member upon arrival.**
8. **Amend the following Article titles:**

Article 8.000	Steward	Amended:	<b>Stewards</b>
Article 11.000	Referral of Tradespersons	Amended:	<b>Hiring and Transfer of Workers</b>
Article 22.000	Mixed Crews (GPMA)	Amended:	<b>Trade Cooperation</b>
Article 24.000	Tool Rooms (GPMA)	Amended:	<b>Tools and Tool Rooms</b>
Article 28.000	Work Stoppages (GPMA)	Amended:	<b>Lockout and Work Stoppages</b>
Article 31.000	Duration of Agreement	Amended:	<b>Duration and Termination of Agreement</b>

## 23. UPDATED & POSTED COLLECTIVE AGREEMENTS

It is understood that the Administrative Office of the General Presidents' Maintenance Committee for Canada will update and post the revised collective agreement to the website shortly.

Regards,



Brett McKenzie  
**Executive Director**  
General Presidents' Maintenance Committee for Canada