

# **IRONWORKERS LOCAL 97 STANDARD AGREEMENT**

**Between:**

**Local 97 of the  
International Association of Bridge, Structural,  
Ornamental and Reinforcing Ironworkers  
(hereinafter Referred to as the "Union")**

**And:**

**Construction Labour Relations  
Association of BC (CLR)**

**\* (On its own behalf, and on behalf of its member Employers who have authorized the Association to execute this document and those members added from time to time by notice given to the BCBCBTU.**

**\*Pursuant to the August 9, 2016 Letter of Agreement By and Between the BCBCBTU and  
CLR as interpreted by the Arbitration Decision B.C.C.A.A. No. 164  
(hereinafter referred to as "CLR")**

**May 1, 2023 to April 30, 2026**

## **Drug & Alcohol Abuse Statement of Policy**

- Where a pattern of chemical dependence is suspected or apparent and documented;
- And where the problem is affecting the Member's ability to do their assigned job;
- And where it may affect the safety of that or other tradespeople on that job;

The Union office will address the situation with that Member.

The discussion will be CONFIDENTIAL, NON-THREATENING AND SUPPORTIVE.

The Member in question will, at the initial discussion, be made aware of the Union's concern and a suggestion made that they seek help for the problem through the Rehabilitation Plan or any other resources at their disposal. The Member then has their choices. At this point, a time frame to effect a change in the pattern will be contracted with the Member.

Given a fair time allowance with no significant change in behaviour or a worsening of the situation, the Mandatory Referral process will take place. The Member will be re-confronted and informed that unless treatment is sought, dispatch privileges (may) will be revoked until there is evidence that the addiction had been dealt with in a recognized treatment process or facility.

Further information can be obtained from the office of the

**CONSTRUCTION INDUSTRY REHABILITATION PLAN**  
Telephone (604) 521-8611

In addition to their present Statement of Policy, the Parties to this Agreement agree with the principles of the Construction Industry of British Columbia Substance Abuse Testing and Treatment Program Policy.

## **IRONWORKERS' Standards of Excellence**

As an Iron Worker member, I agree to:

- 1. Adhere to my responsibilities under the Collective Bargaining Agreement for start and quit times, as well as lunch and break times.**
- 2. Allow my Representatives to handle any disagreements or breaches by refusing to engage in unlawful job disruptions, slowdowns or any activities that affect our good name.**
- 3. Respect the Customer's and Employer's rights, property and tools as I do my own.**
- 4. Meet my responsibility to show up every day; outfitted for work and fit for duty without engaging in substance abuse.**
- 5. Cooperate with the Customer and Employer to meet their statutory, regulatory and contractual responsibilities to maintain a safe, healthy and sanitary workplace.**
- 6. Do my best to work in a manner consistent with the quality, productivity and safety of every task that I am assigned.**
- 7. Do my best to help every co-worker return home safe at the conclusion of every shift.**

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**CLAUSE 1 – OBJECT**

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The object of this Agreement is to stabilize the industry, elevate the trade and to promote peace and harmony between Employers and Ironworkers, to facilitate the peaceful adjustments of all disputes and grievances, to prevent strikes and lockouts, waste, expense, avoidable and unnecessary delays in construction and repair work. Both Parties to this Agreement are committed to providing safe work sites and safe work practices.

The Agreement shall be the Standard Agreement for the Province of British Columbia and Yukon Territory and will extend to all Employers with whom the Union bargains collectively.

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**CLAUSE 2 – COVERAGE**

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**201** This Agreement shall apply to all employees engaged in but shall not necessarily be limited to the following:

The field fabrication, erection, installation, welding, demolition, revision, repair and dismantling of all structural and miscellaneous steel; the field fabrication, sorting, cutting, bending, moving, hoisting, placing, welding and tying of all materials used to reinforce concrete construction; the rigging, moving, handling and placing of all machinery and equipment; the erection of chain link fence when fastened to steel poles; all metal curtain wall installation, all corrugated sheet metal fastened to steel framing.

**202** **Precast, Prestressed, Reinforced Concrete Structural Members for Buildings, Bridges and Other Structures**

Where precast, prestressed, reinforced concrete structural members (columns, beams, girders, slabs, etc.) are used in the construction of buildings, bridges and other structures and power equipment such as derricks, cranes, jacks and/or rigging is used, the work of loading, unloading, moving and placing to complete erection shall be performed by Ironworkers.

**203** When a mobile crane is to be assembled, dismantled, lengthening or shortening of booms, removing or replacing cables of cranes when used by Ironworkers, it shall be the work of the Ironworkers. If a crane has already been assembled on a site and used by another trade or trades for non-Ironworker work, then prior to use of the crane by Ironworkers the Ironworkers may request that the assembly of the crane be inspected. This inspection shall be done by the Ironworker appointed by the Employer.

The inspection shall be carried out so as to avoid delay in the completion of the crane work. The Ironworker inspecting the crane assembly shall be paid in the same manner as for normal work done on the project.

**204** The Employer recognizes the work jurisdiction of the International Association of Bridge, Structural and Ornamental and Reinforcing Ironworkers as set out in Appendix "A" of this Agreement. Such jurisdiction of work is subject to trade agreements and decisions of record and the Procedural Rules of the National Joint Board for the Settlement of Jurisdictional Disputes.

**205** Appendix "A" of this Agreement is applicable to work performed in the field in British Columbia and Yukon, but is subject to trade agreements and decisions of the National Board for the Settlement of Jurisdictional Disputes.

**206 Jurisdictional Disputes**

Any jurisdictional dispute between the Union and any other building and construction trades union that involves any work jurisdiction undertaken by the Employer shall be settled in accordance with the BC Jurisdictional Assignment Plan.

**207 BC Jurisdictional Assignment Plan**

- (a)** Both Parties to this Agreement recognize and will strictly adhere to the Procedural Rules for the Umpire of the Jurisdictional Work Assignments in British Columbia and other supplementary rule(s), agreement(s) and/or memorandum as may be agreed from time to time by CLR and the British Columbia and Yukon Territory Building and Construction Trades Council (BCYT). Should any provision or provisions contained in the above prove to be in violation of any legally effective Federal or Provincial statute, it is agreed that the prime Parties to the said agreements will re-negotiate such provision or provisions and all other provisions shall not be affected thereby.
- (b)** The Employer shall upon request make known its intended work assignment. It is agreed that such intended work assignment shall be determined by the standards contained in the Procedural Rules for the Umpire of Jurisdictional Work Assignments in BC
- (c)** CLR shall inform their members, in writing, of their responsibilities for the assignment of work in accordance with the Rules and Regulations of the Plan.
- (d)** The Parties agree that in all cases, disputes or controversies involving jurisdictional disputes and assignments of work shall be resolved as provided in the Procedural Rules and Regulations provided for in the Plan for the Umpire of Jurisdictional Work Assignments in British Columbia. The Parties agree that they shall comply with the decisions and awards of the Umpire of Work Assignments established by the Plan.
- (e)** Where the Employer makes an assignment of work to another constituent union or local union of the BCBCBTU, which is challenged under the Jurisdictional Assignment Plan, the Union will not make any claim or bring any independent action for back pay or any other damages through the Umpire, Arbitration or the BC Labour Relations Board, unless the Union has obtained a ruling from the Umpire in its favour, in which event the Union shall be entitled to claim damages through collective agreement arbitration for noncompliance with the Umpire's ruling for the period subsequent to the ruling.
- (f)** The Union agrees that the establishment of picket lines and/or stoppage of work by reason of the Employer's and/or assignment of work are prohibited. The Union shall not institute or post picket lines for jurisdictional purposes.
- (g)** The Employers will provide the funding necessary for the operation of the Jurisdictional Assignment Plan. The necessary funds will be collected through the provisions of this

Agreement.

208 All payroll shall be processed in a manner consistent with CRA regulations.

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**CLAUSE 3 – WAGE RATES AND HOURLY COST ITEMS**

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301 For a full breakdown see attached Wage Schedules in Appendix "B"

**302 General Foreperson**

An Ironworker General Foreperson, who shall be a member in good standing of the Union, may be utilized by an Employer whenever the Employer has determined this level of supervision for a project is required. The selection of the General Foreperson, and the determination and acceptance of the skills and training required are the sole prerogative of the Employer.

**303 Ordinary Foreperson**

Ordinary Forepersons shall be paid fifteen percent (15%) over the Journeyman hourly wage rate.

**304 Underground Work**

On Industrial projects, employees required to work underground shall receive prevailing wage rates plus ten percent (10%). This clause shall not apply to work within basements of buildings or open ditches.

**305 Helicopter Use**

In the event a helicopter is used by the Employer during the course of construction, an Ironworker shall be paid wages in the following manner:

- (a) An Ironworker who during the course of the day is to work directly with a helicopter and whose work during that day requires them to work on the ground shall, for that day, be paid a premium equal to twenty-five percent (25%) of their straight time wages for a minimum of four (4) hours during that day.
- (b) An Ironworker who during the course of the day is to work directly with a helicopter and whose work during that day requires them to work above ground shall, for that day, be paid a premium equal to fifty percent (50%) of their straight time wages for a minimum of four (4) hours during that day.
- (c) Nothing contained in (a) and (b) shall be construed or interpreted in such a manner as will entitle an Ironworker in any one day in respect of the use of a helicopter to claim a premium exceeding an amount equal to fifty percent (50%) of their straight time wages for all hours worked during that day.
- (d) The words *to work directly with a helicopter* contained in (a) and (b) shall be deemed to apply only to an Ironworker expressly and specifically directed to perform work

simultaneously and in conjunction with the use of a helicopter at their station of work, and nothing in (a) and (b) shall be construed or interpreted in such manner as will entitle an Ironworker to claim helicopter premiums for any other work performed on materials subsequently carried by helicopter or for work in advance of or preparation to operations subsequently performed with the use of a helicopter.

- (e) An Ironworker being transported on the job by helicopter shall carry with them their hand tools, lunch and rain clothing when appropriate. Other tools and rigging supplies and miscellaneous materials necessary for performance of the work shall be carried together with an Ironworker and when appropriate shall be carried in a sling beneath the helicopter.
- (f) Ironworkers required to work directly with a helicopter shall be on a voluntary basis.

### **306 Apprentices**

Pre-apprentices shall be cleared by the Union and permitted to work in the field at the rate of fifty-five percent (55%) of the Journeyperson's rate prior to entering apprenticeship school. When the Union cannot supply Ironworkers, the Employer may hire non-members of the Union in accordance with Clause 16. Individuals hired in this manner are to be paid at no less than sixty-eight percent (68%) of the Journeyperson rate with the understanding that the experience of individuals is to be assessed.

On commencement of employment in the field, an Apprentice shall start at the rate of sixty-five percent (65%) of the Journeyperson's rate and shall receive an increase of five percent (5%) of the Journeyperson's rate every seven hundred and fifty (750) hour period. After completion of six (6) seven hundred and fifty (750) hour periods of apprenticeship, the Apprentice shall be required to pass examinations set by the Union Examining Board and to have satisfied requirements set out by the Joint Committee of the Ironworkers' Trade Improvement Fund, and when they have successfully passed same, they shall be paid at the prevailing Journeyperson rate.

### **307 Apprentice Wage Rates**

For a full breakdown see attached Wage Schedules in Appendix "B"

The Employer shall contribute fifty-six cents (\$0.56) per hour worked by each Apprentice and one dollar twelve cents (\$1.12) Pre-Apprentice to the Apprenticeship Training Fund. This fund shall be overseen by the TIC and will be used support apprentices when they attend Apprenticeship Training School.

**308** Structural and Reinforcing Ironworker apprentices shall be employed on construction work at the ratio of one (1) Apprentice to every four (4) Journeypersons employed on a company basis.

**309** Ironworker Apprentices may be employed on application of ornamental work at the ratio of one (1) Apprentice to every one (1) Journeyperson employed on a company basis.

**310** Apprentices shall be employed in accordance with the provisions established by the Ironworker Local 97 Trade Improvement Committee.

**311** Apprentices shall be given the support of Journeypersons working on the job on which the Apprentices are employed and under the supervision of the Foreperson.

**312 Health and Welfare Plan**

The Employer shall make contributions to the Ironworkers, Local 97 Health and Welfare Plan in accordance with the amounts as noted in Appendix "B" and remit same in accordance with the terms and conditions noted in Clause 320.

The contributions of the Employers shall be used exclusively to provide welfare benefits to eligible Ironworkers in such form and amount as the Trustees of the Health and Welfare Plan may determine and the organization and administration expenses of the Health and Welfare Plan.

**313 Pension Plan**

**(a)** The Employer shall make contributions to the Ironworkers, Local 97 Pension Fund in accordance with the amounts as noted in Appendix "B" and remit same in accordance with the terms and conditions noted in Clause 320.

Pension contributions for Apprentices shall be *pro-rated* as follows:

Pre-Apprentices	0%
0 – 750 hours	65%
751 – 1500 hours	70%
1501 – 2250 hours	75%
2251 – 3000 hours	80%
3001 – 3750 hours	85%
3751 – 4500 hours	90%

The contributions of the Employers shall be used exclusively to provide pension benefits to eligible Ironworkers, in such form and amount as the Trustees of the Pension Fund may determine and the organization and administration expenses of the Pension Fund.

**(b)** The Employer will cease Pension Contribution for any employee (a) continuing to work after the calendar year in which they turn 71 or (b) continuing to work while receiving a pension under this Agreement. The amount of the pension contribution will be redirected to an increased Employer contribution to another fund, as determined by the Union.

**314 BCYT Fund**

The Employer shall deduct the amounts indicated in Appendix "B" as an employee deduction and remit same according to the terms and conditions of Clause 320.

**315 Ironworkers Trade Improvement Fund**

The Employer will contribute amounts as indicated in Appendix "B" and remit same in accordance with the terms of Clause 320 for each hour worked by Ironworkers employed under this Agreement to the Ironworkers Trade Improvement Fund. This Fund will be administered by the

Joint Trustees appointed by the Employers and the Union. Monies contributed will be used for the education of Apprentices, the testing of welders and any purpose deemed necessary and advantageous for the improvement of the trade. Rules governing the Joint Committee are deemed to form part of this Agreement.

**316 Check Off – Field Dues**

The Employer agrees to deduct an amount up to three percent (3%) of the Journeyperson gross hourly wage package (wages, statutory holiday and vacation pay, health and welfare and pension) as set out in Appendix "B" for field dues for each hour earned by the Ironworker, regardless of classification, and forward same to the office of the Financial Secretary of the Ironworkers, Local 97, no later than the fifteenth (15<sup>th</sup>) day of the month following the month for which the deductions were made.

Each Ironworker shall complete and sign an authorization for such deductions on commencement of employment.

**317 Contract Administration Fund**

The Parties agree that each Employer shall contribute the amounts as set out in Appendix "B" per hour worked on behalf of each employee working under the terms of this Agreement to the Contract Administration Fund. CLR may alter this amount with sixty (60) days written notice. It is agreed that the Union will collect and forward without exception all monies designated for the Contract Administration Fund and received in accordance with the standard remittance form to CLR. Payment to CLR shall be made by the Union no later than the last day of the month in which such amount was received and shall be accompanied with a summary report that provides hours of work and fund remittance by each signatory contractor.

A representative of CLR so designated may inspect, upon appointment, the receipts and records of the Union related to the Contract Administration Fund. It is understood that any cost incurred in remittance notification or changes thereof shall be borne by CLR.

**318 Jurisdictional Assignment Plan Fund**

The Employer shall contribute the amounts as set out in Appendix "B" per hour worked for all classifications covered by this Agreement and remitted to the Trustees of the Jurisdictional Assignment Plan Fund in accordance with the standard remittance form and remitted by the fifteenth (15<sup>th</sup>) day of the month following that which contributions cover.

**319 Rehabilitation Fund**

The Employer shall contribute and deduct the amounts as set out in Appendix "B" per hour worked by employees covered by this Agreement and remitted monthly into the B.C. Construction Industry Rehabilitation Fund in accordance with the standard remittance form and remitted by the fifteenth (15<sup>th</sup>) day of the month following that which contributions cover.

**320 BCBCBTU Fund**

The Employer shall contribute amounts as set out in Appendix "B" per hour worked to fund the Bargaining Council of British Columbia Building Trade Unions. This funding will be remitted in accordance with the standard remittance form and will continue only as long as the Bargaining Council structure continues to exist pursuant to the Labour Relations Code.

**321 Drug and Alcohol Policy**

The Construction Industry of British Columbia Substance Abuse Testing and Treatment Program Policy ("D&A Policy"), as agreed to between the BCBCBTU and CLR shall be binding upon the Parties, including decisions of the BCD&A Drug & Alcohol Program Society ("D&A Society"). The Employer shall contribute the amount set out in Appendix "B" for each hour worked to the D&A Society.

**322 Contributions and Deductions**

- (a) "Fund remittances" means all contributions and deductions required under this Agreement to be remitted by the Employer to the Union.

The contributions and deductions for all Fund Remittances must be received by the office of the Financial Secretary of Local 97 not later than the fifteenth (15<sup>th</sup>) day of the month following the month that such contributions cover. Fund Remittances by the Employer shall be made by cheque payable to the Local 97 Trust Fund and shall be accompanied by a completed unified remittance form, copies of which shall be provided to all Employers by the Union. Health and Welfare and Pension contributions shall be remitted in accordance with the monthly Remittance Form. The Union shall forward these Fund Remittances in turn to the appropriate authority by the last day of the month following the month such contributions have been made on their behalf to the Administrator of the appropriate fund.

- (b) **Penalties for Delinquent Payment of Contributions and/or Deductions**

The Union will advise the Employer in writing within forty-eight (48) hours of any delinquency. If the Employer fails to respond within forty-eight (48) hours of receipt of notification exclusive of Saturday, Sunday and holidays, the Union may require a ten percent (10%) penalty of the amount of the late payment and/or withdraw its members from the Employer without contravening the terms of this Agreement. Should an Employer have been previously in default under the provision of this Clause, or if the Employer is newly signatory employer to this Agreement, the Union may require the following:

- (i) Require the Employer to provide proof of financial responsibility to the Union;
- (ii) Demand that the Employer deposit a bond or cash deposit of up to twenty-five thousand dollars (\$25,000.00) with Ironworkers Local 97 for use in default of payments;

(iii) Such bond or cash deposit will be returned to the Employer with all interest for cash deposits when the Employer has satisfied all obligations in payment of wages and/or contributions and no members of the Union remain on the Employer's payroll.

(c) A business representative of the Union may inspect payroll and benefit accounting books during normal business hours and such inspection shall be only for the purpose of determining hours of work, rates of pay and contributions earned and paid for each employee. Such inspection shall not be reasonably denied.

**(d) Special Grievance for Fund Remittance Delinquency**

Except as provided in this Clause, the Settlement of Disputes procedure provided by Clause 18 does not apply to a claim for failure to remit Fund Remittances under this Clause at the times and in the amounts required by this Agreement. The Union's notice to the Employer described in subsection 322(b)(i) is a grievance. If the Employer has not paid all amounts due by the end of the expressed time limits, the grievance procedure in respect of that delinquency is deemed to be at Stage 4 and the Union may proceed to the arbitration process. The Union and the Employer shall, unless they agree otherwise, both request the appointed arbitrator to issue a decision without reasons together with any order that is a consequence of the decision, within one (1) day after the conclusion of the hearing and, where reasons are appropriate, to issue reasons within twenty-one (21) days after the conclusion of the hearing.

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**CLAUSE 4 – ANNUAL VACATION AND STATUTORY HOLIDAYS**

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**401** Holiday Pay shall be a total of twelve percent (12%) of the Ironworker's gross wages, consisting of six percent (6%) for annual holidays and six percent (6%) for statutory holidays to be paid on each pay cheque or upon termination of employment.

**402 (a)** On Industrial jobs, the legal and recognized holidays are: New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, the Friday preceding B.C. Day, B.C. Day, the Friday preceding Labour Day, Labour Day, Thanksgiving Day, National Day for Truth and Reconciliation, Remembrance Day, Christmas Day, Boxing Day and any other day declared a holiday by the federal or provincial government. When a holiday falls on Saturday or Sunday, the following Monday and/or Tuesday will be observed.

**(b)** On Commercial/Institutional jobs, the legal and recognized holidays are: New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, the Friday preceding BC Day, BC Day, Labour Day, Thanksgiving Day, National Day for Truth and Reconciliation, Remembrance Day, Christmas Day, Boxing Day and any other day declared a holiday by the federal or provincial government. When a holiday falls on Saturday or Sunday, the following Monday and/or Tuesday will be observed.

**403** When an Employer decides to shut down all or part of out-of-town work for a Christmas Recess, not to exceed ten (10) days unless by mutual agreement, and the employees are given Christmas leave, the Employer shall pay to non-local residents accommodation checkout for each weekend

day or Statutory Holiday that occurs during the Christmas shut down period. To qualify the Ironworker must work the complete shift on the last day before the Christmas Recess and report for the first scheduled shift after the Christmas Recess unless the Ironworker has reasonable cause for not doing so.

- 404** An Ironworker may take up to three (3) weeks annual vacation in any calendar year. The vacation period will be arranged by mutual agreement between the Ironworker and the Employer.

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**CLAUSE 5 – FOREPERSONS**

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- 501** When two (2) or more Ironworkers are employed, one (1) or more shall be chosen by the Employer to act as Foreperson. Forepersons shall receive Foreperson wages.

- 502** When only one (1) Ironworker is employed and the Employer places them in charge of the work, they shall receive Foreperson wages. The Employer retains the right to employ one (1) Journeyman Ironworker at Journeyman wages.

- 503** All Forepersons shall be members in good standing of Local 97. Effective twelve (12) months following the date of ratification, all Forepersons must have a Trade Qualification (TQ) or Red Seal to act as a Foreperson, with the exception of those acting as a Foreperson prior to the date of ratification.

- 504** The Employer may employ on one (1) job as many Forepersons as the Employer deems necessary.

- 505** The Foreperson shall be the only representative of the Employer to issue instructions to Ironworkers.

- 506** **Welding Supervisors**

Direct supervision of Ironworker welding shall be done by Ironworker Forepersons. Where the Employer deems it necessary to have welding supervised by a Welding Supervisor qualified in accordance with CSA W47.1 And CSA W59, it will, when available, employ a member of Local 97 who is a qualified CWB Welding Supervisor as the Foreperson, if Local 97 has such a person available. At the Employer's option, the Welding Foreperson may be a working or non-working Foreperson. The Foreperson shall carry out such other Ironworker duties as the Employer may request.

The Employer may require that a qualified CWB Welding Supervisor who is not a member of the Union oversee the technical aspects of the welding work. In such case, the CWB Welding Supervisor will provide direction to the Ironworker Welding Foreperson who will directly supervise the welding.

- 507** **Welders' Tests**

When the Employer orders an Ironworker Welder, the Employer shall specify the required Welder's certificate which the Ironworker Welder shall possess at the time of reporting for work at the work site. The required certificate must be valid for the length of the job or thirty (30) days,

whichever is the least. Should the Employer, before or after the Ironworker Welder's arrival at the job site, require the Ironworker Welder to perform any additional testing, such testing will be taken on the Employer's time and any cost shall be borne by the Employer.

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**CLAUSE 6 – HOURS OF WORK**

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**601** Eight (8) hours shall constitute a regular work day, and five (5) days, forty (40) hours shall constitute the regular work week, Monday to Friday inclusive. Subject to Clause 602, a work day shall commence at 8:00 a.m. and end at 4:30 p.m., however, starting and stopping time may be varied by two (2) hours earlier or later by mutual agreement which will not be unreasonably denied, or when required by site owner.

**602 (a)** On Commercial/Institutional jobs the normal starting time of 7:00 a.m. may be varied by up to one (1) hour earlier or up to two (2) hours later;

**(b)** On Commercial/Institutional jobs the normal starting time of 7:00 a.m. may be varied three (3) hours later when required due to circumstances beyond the Employer's control.

**603** One-half (1/2) hour in each work day shall be allowed as a meal break, but the time and length for said meal break may be established on any job by agreement between Ironworkers on the job and the Employer. Ironworkers shall not be required to work more than five (5) hours without a meal period.

**604 Compressed Work Week**

A compressed work week may be established by mutual agreement.

Hours of Work

**(a)** Ten (10) straight time hours shall constitute the compressed work week day shift. Forty (40) straight time hours, Monday through Thursday inclusive, or Tuesday through Friday inclusive, shall constitute the regular work week.

**(b)** Notwithstanding (a), the scheduled start time of the shift may be varied by up to one (1) hour earlier or later at the discretion of the Employer. Any other scheduling be mutual agreement.

Overtime

**(a)** The first ten (10) hours of overtime worked on the Friday of a Monday through Thursday compressed work week, or on the Monday of a Tuesday through Friday compressed work week, shall be payable at one and one-half times (1½X) the otherwise applicable straight time hourly wage rate.

**(b)** The first eight (8) hours of overtime worked on a Saturday shall be payable at one and one-half times (1½X) the otherwise applicable straight time hourly wage rate. On Industrial Work, all hours worked on Saturdays shall be paid at double time (2X) rates.

- (c) All other overtime hours, including all hours worked in excess of ten (10) hours per day, all hours worked in excess of eight (8) hours on a Saturday, and all hours worked on Sundays and statutory holidays, shall be payable at two times (2X) the otherwise applicable straight time hourly wage rate.

#### Statutory Holidays

All Statutory Holidays which occur during a compressed work week schedule shall be observed on the actual day of the Statutory Holiday, even if such day would otherwise have been a regularly scheduled day off (e.g. the Friday of a Monday to Thursday compressed work week or a Saturday or a Sunday, etc.). When a Statutory Holiday is observed in accordance with the foregoing, overtime rates shall not apply on a regular work day in lieu of the Statutory Holiday. All Statutory Holidays which occur on the second or third day of a compressed work week schedule may be rescheduled by prior mutual agreement of the Employer and the Union.

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### CLAUSE 7 – OVERTIME

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#### **701 Commercial/Institutional**

The first two (2) hours of overtime daily Monday through Friday and the first eight (8) hours on Saturday shall be worked at time and one-half the straight time hourly wage rate. All other overtime shall be paid at double time (2X).

#### **702 Industrial**

The first two (2) hours of daily overtime Monday through Friday shall be worked at time and one-half the straight time hourly wage rate. All other overtime shall be paid at double time (2X).

- 703** In the event an Ironworker is required to work overtime past the hour of 12:00 midnight and the Employer instructs that they take an eight (8) hour break so that double time (2X) rates would not apply the following day, the Ironworker's time shall start at the regular starting time. For example, an Ironworker works until 3:00 a.m., takes an eight (8) hour break, starts work at 11:00 a.m. and will be paid from 8:00 a.m. at straight time rates.

- 704** Ironworkers who work on Saturdays, Sundays and/or Statutory Holidays shall be paid at overtime rates for the actual hours worked on those days.

- 705** If more than one (1) meal period occurs in the period worked by an Ironworker, the Employer shall provide the extra meal or meals at no expense to the Ironworker. The Ironworker shall be considered as working during the one-half (½) hour spent consuming the extra meal or meals and shall be paid at straight time rates of pay. The time spent for the second or subsequent meals shall not be applicable unless the Ironworker returns to work after the meal.

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**CLAUSE 8 – SHIFTS**

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**801** The Employer shall determine whether one, two or three shifts shall be worked. Unless it is necessary to make the best use of daylight hours, tide conditions, or overcome the problems raised by fire hazards or other emergency conditions, for the mutual benefit of both parties in this Agreement, the hours of work shall be set out in Clause 802. In the event it is necessary to change the starting time of any regular shift, the Employer will notify the Union and the change made on the basis of mutual agreement. The starting and stopping time may be varied by one (1) hour at the discretion of the Employer.

**802 One, Two or Three Regular Shifts**

Scheduled shifts shall be applicable from 7:00 a.m. Monday to 7:00 a.m. Saturday. More than one (1) shift may be worked at straight time rates. Day shift (7:00 a.m. - 3:30 p.m.) shall be paid eight (8) hours for eight (8) hours worked; Afternoon shift (3:30 p.m. - 11:30 p.m.) shall be paid eight (8) hours for seven and one-half (7 ½) worked; Graveyard shift (11:30 p.m. - 7:00 a.m.) shall be paid eight (8) hours for seven (7) hours worked.

**803** Two (2) consecutive work days shall constitute a shift. If the afternoon and graveyard shifts are not constituted, overtime rates shall be paid for all hours worked.

**804 Occupied Buildings**

For work in occupied buildings, it may be necessary to deviate from the established shifts contained in this Agreement. With prior approval of the Union, the Employer may schedule work between the hours of 4:00 p.m. and 12:00 midnight or any other times as agreed under the following conditions:

- (a) Ironworkers will be notified twenty-four (24) hours prior to the commencement of the shift and also advised as to the estimated number of shifts.
- (b) Ironworkers shall be paid eight and one-half (8½) hours pay for eight (8) hours worked.
- (c) Additional hours worked shall be paid in accordance with Clause 701 and 702 of this Agreement.

**805 Shift Differential**

A shift differential of six dollars (\$6.00) per hour will apply for each hour worked on scheduled second nine (9), ten (10) and eleven (11) hour shifts. Shift differential shall not apply on Saturdays, Sundays and Statutory Holidays. The shift differential shall be pro-rated for Pre-Apprentices and Apprentices.

<u>Apprentice Level</u>		<u>Shift Differential</u>
Pre-Apprentice	55%	\$3.30
0 – 750 hours	65%	\$3.90
751 – 1500 hours	70%	\$4.20
1501 – 2250 hours	75%	\$4.50
2251 – 3000 hours	80%	\$4.80
3001 – 3750 hours	85%	\$5.10
3751 – 4500 hours	90%	\$5.40

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**CLAUSE 9 – PAYMENT OF WAGES**

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- 901** Wages shall be paid to each Ironworker on the job during working hours. Ironworkers shall be paid once in each week on a day to be agreed upon between the Employer and the Union. Such payment may be by cheque or direct deposit. (The Union encourages payment be direct deposit.)
- 902** The Employer may withhold a reasonable amount of wages, not to exceed one (1) week’s wages, in order that the payroll may be prepared. An advance of seventy-five percent (75%) of wages earned in the first week, to a maximum of three hundred dollars (\$300.00) and four hundred dollars (\$400.00) for out-of-town jobs will be provided to the Ironworker on the regular pay day of that week providing the Ironworker has requested such advance upon reporting to work.
- 903** In the event an Ironworker covered by this Agreement ceases for any reason to be an employee of the Employer, they shall receive their Separation Certificate and be paid all wages and holiday pay earned by them as follows:
- (a)** If the job is in the same area where the Employer is established or where a payroll department is set up, then the Ironworker shall be paid not later than one (1) working day after they cease to be an employee, or the Employer will mail all accrued wages to an address designated in writing by the Ironworker no later than two (2) business days after they ceased to be an employee.
  - (b)** If the job is not in the same area where the Employer is established or there is no payroll set up, then the Ironworker shall be paid, or the Employer will mail all accrued wages to an address designated in writing by the Ironworker no later than three (3) days after they cease to be an employee.
- The Employer will provide itemized payroll statements electronically with paper statements provided upon request. Where possible, expense cheques will be separate and tendered the same day.
- 904** When Ironworkers are not paid their wages in accordance with this clause, they shall be paid their hourly rate for four (4) hours out of each twenty-four (24) hour period spent by them waiting to be paid to a maximum of five (5) days.
- 905** Employers not previously signatory to a local 97 Standard Agreement and/or without a record of financial responsibility may be required to post, with the Union, a certified cheque to ensure

proper payment of wages to the Ironworkers. CLR shall be notified in writing of the name of any Employer required by the Union to make payment of wages in cash or certified cheque at the time such Employer is notified by the Union of such requirement.

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**CLAUSE 10 – REPORTING FOR WORK**

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- 1001** When Ironworkers report for work at the call of the Employer or its representative, and work cannot proceed due to inclement weather or other reasons beyond the Employer's control, Ironworkers shall be paid for two (2) hours. Otherwise, the Ironworker shall be paid for the entire period spent at the place of work in response to the call, with minimum of four (4) hours pay at the prevailing rates of pay. Should an Ironworker be called into work within eight (8) hours of the last time they worked on the job, overtime rates of pay shall apply until an eight (8) hour break occurs.
- 1002** If the Employer fails to provide work and requires an employee to standby for more than two (2) consecutive working days in any work week, the employee, at their option, shall be deemed to have been laid off. If travel allowance is involved, the cost of return travel shall be paid by the Employer.
- 1003** Where a member is required to perform a pre-access Drug & Alcohol test they will be paid one (1) hour at the regular rate for a successful test provided they report to the project. This amount will be paid on the first pay period for a successful test. This provision may be waived by the Business Manager.
- 1004** Where an employee is required to complete an online orientation or indoctrination prior to reporting to a project site they will be paid a minimum of two (2) hours at straight time for time spent performing the orientation or indoctrination. In the event the orientation or indoctrination takes more than two (2) hours to complete the employee will be compensated for time spent performing the orientation or indoctrination to a mutually agreed upon limit based on expected length of time required to complete the orientation or indoctrination.
- 1005** Ironworkers shall not return to work until eight (8) hours has elapsed following the previous work shift unless directed to do so by the Employer's supervision.
- 1006** Should an Ironworker be laid off after they have returned to work following the mid-shift meal break, they shall receive a full shift's pay as per Clause 802 of this Agreement inclusive of tool pick-up time. This condition does not pertain to the Ironworker who is discharged for cause or who self-terminates.
- 1007** Employees subject to layoff shall so be informed while on the job site. Employees shall not be laid off by phone call, text message or email or any other alternative method of communication. In extenuating circumstances, this provision may be waived by the Business Manager in advance of the layoff.

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**CLAUSE 11 – TRAVEL EXPENSES**

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**Travel Formula Greater Vancouver Area – Daily Commuting**

- 1101** The Greater Vancouver free zone shall include that part of the Lower Mainland bounded by the Canada/U.S. border on the south, east to include the Chilliwack district and to the Agassiz-Rosedale Bridge, north to include Mission, Pitt Meadows, Port Coquitlam, through to Horseshoe Bay and west to include the University Endowment Lands.
- 1102** Ironworkers and Apprentices required to commute daily outside the free travel zone will be paid the allowable tax-free rate for mileage expense reimbursement as published by the Canada Revenue Agency per kilometre each way by the shortest possible route to and from the job. This amount will be adjusted to match the allowable tax-free rate for mileage expense reimbursement as published by the Canada Revenue Agency each year.
- 1103** Ironworkers shall be responsible for their own transportation and shall be at the job site at starting time.
- 1104** Travel expenses will not be paid to an Ironworker who does not start work or who leaves the job of their own volition prior to completion of the shift. Should the Ironworker leave the job due to illness, injury or other legitimate reason, they will be paid the daily travel expense. Ironworkers reporting for work at the call of the Employer, where no work is available, shall receive daily travel expenses. It is the intent that each Ironworker be paid once each day for travel expenses.
- 1105** The distance between the job and the nearest point to the free zone in the Greater Vancouver area shall be following a route and roads over which an automobile could reasonably be expected to travel.
- 1106** The Employer has the sole prerogative of determining whether or not a job is an out-of-town job. It is the intent that the Employer has the option of the most economic method.
- 1107** Where the term “Ironworker” is used in this clause, it shall apply to Apprentices and probationary members.
- 1108** Travel expenses, in accordance with this clause, shall apply only to work outside of the free zone defined in Clause 1101.
- 1109** At any time an Ironworker is required to travel from one job to another job during working hours using their own vehicle, they shall be paid at the rate of sixty percent (60%) of the rate established in Clause 1102, as well as their regular hourly rate and shall not be required to carry passengers.
- 1110** Daily travel allowance shall not apply when Ironworkers are employed at the Employer’s permanent place of operation except when performing construction or repair work.

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**CLAUSE 12 – OUT-OF-TOWN JOBS**

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**1201 Travel Allowance**

The allowable tax-free rate for mileage expense reimbursement as published by the Canada Revenue Agency per kilometre by the most direct route plus ferry expenses when incurred from the point of dispatch or residence, whichever is closer to the job. The Parties agree that this amount per kilometre will be adjusted based upon the published amount as established by the Canada Revenue Agency for reasonable daily vehicle mileage expenditures. It will be at the discretion of the Employer to direct Ironworkers to take air transportation. When Ironworkers travel by air transportation, the Employer shall arrange and pay for air transportation, including taxes and ground transportation at the destination. The Employer may require receipts to reimburse Ironworkers for transportation expenses related to air transportation not paid by the Employer. The air carrier and grade of ticket shall be at the discretion of the Employer. Travel allowance shall not apply when Ironworkers travel by air transportation. Ironworkers traveling on Employer supplied transportation who arrive on the job site and are prepared to commence work by 1:00 p.m. shall be paid for the remainder of the shift worked.

No other payment or reimbursement will be provided by the Employer for the employee's travel or time to and from out of town projects as defined by this Agreement. Travel allowance reimbursement will be made within two (2) business days after the Ironworker's arrival on the job site.

**1202** To qualify for travel allowance to an out of town job, the Ironworker must be on the job for a minimum of fifteen (15) calendar days and thirty (30) calendar days to qualify for return travel allowance or until layoff or until job completion, whichever time is less. An Ironworker who is discharged for just cause or self-terminates their employment before qualifying for travel allowance shall forfeit such travel allowance. In such instance, the Employer may deduct any travel allowance paid from wages due to the Ironworker, and if these are not sufficient to reimburse the Employer, the Union shall pay any balance due to the Employer.

**1203** A bona fide local resident will be defined to mean any person residing in their primary residence within one hundred (100) kilometres by road of the project or, where ferry travel is involved, within seventy-five (75) minutes travel time including ferry and road kilometres for a period of ninety (90) days prior to the Employer's commencement on the project in said location. Local residents shall not be eligible for LOA, room and meal allowance or travel allowance to the job site and back to the Greater Vancouver Area.

**1204** Daily travel allowance, per Clause 1102, shall only be payable for travel beyond forty (40) kilometres from the job site as measured by the most direct route from the employee's accommodation to the outer edge of the free zone and return. Such total daily sum shall not exceed the living out allowance as determined in Clause 1205 of this Agreement. If, due to an act of God, (e.g. road closures due to flooding), an Ironworker is not able to travel daily, they shall be accommodated by the Employer.

**1205** Where a member is required to travel in excess of eight hundred (800) kilometres to an out of town project and they split their travel into two (2) days they will be reimbursed their actual costs

for one (1) night accommodation plus meals up to the value of one (1) days' LOA upon presentation of receipts (within five (5) days of arrival on site) to the Employer. This allowance shall be payable for both initial and terminal travel.

**1206 Out of Town Accommodation**

When a job is located outside the Greater Vancouver Area, the Employer shall provide living out allowance or accommodation as provided herein for all Ironworkers except those classed as bona fide local residents. Where there is no camp accommodation, the following shall be provided at the option of the Employee:

- (a) Living out allowance (LOA) on the basis of two hundred dollars (\$200.00) on a seven (7) days per week basis.
- (b) Accommodation plus eighty-seven dollars and fifty cents (\$87.50) for meal allowance on a seven (7) days per week basis. Effective May 1, 2024, meal allowance will increase to ninety dollars (\$90.00). Effective May 1, 2025, the amount will increase to ninety-two dollars and fifty cents (\$92.50). Accommodation shall mean single rooms when available on a project. Available shall mean a hotel or motel located in or nearest to the city, town or village to which the project is located.

When an Ironworker is absent from work and does not furnish the Employer's representative on the job with satisfactory evidence of illness or accident, they will forfeit accommodation and meal allowance costs for the day they are absent. To qualify for living out allowance or meal allowances on weekends, the employee must work the last scheduled shift prior to the weekend and the first shift following the weekend or statutory holiday.

**1207** If the Union requests the Employer to provide transportation between employer-supplied accommodation and the job for any portion of the crew, such transportation, at the Employer's option, may be provided for the whole crew. Where the Employer provides daily transportation, the daily travel allowance referenced in Clause 1204 will be reduced by one-half. In all cases, the Ironworker will work their full shift at the job. If the Ironworker cannot complete their shift due to illness or injury, they will be paid the full daily travel allowance.

**1208** Ironworkers shall be required to be accommodated in camps where provided and such camps shall comply with the BCYT Camp Rules dated September, 1987 or agreed revision thereof.

On camps, no walking time shall be paid up to 2,500 feet from the work site. Beyond 2,500 feet up to thirty (30) minutes travel time each way, the Employer shall supply transportation. Travel time will be paid at prevailing rates for time in excess of thirty (30) minutes.

**1209 Definition of Industrial**

Industrial Construction shall be defined as construction work within the Ironworker jurisdiction in respect of heavy industrial development listed herein:

Pulp and Paper Mills	Waterfront Bulk Loading Facilities	Oil & Gas Extraction, Holding or
Refineries	Dams	Processing Facilities

Chemical Plants  
Smelters

Sawmills  
Mines

Major Steel Bridges

In addition, industrial work shall include such work as mutually agreed by the Joint Conference Board and ratified by both Parties to this Agreement.

**1210** If an Ironworker, through no fault of their own, is unduly delayed in traveling to or from the job on Employer supplied transportation, they shall be paid for the time so delayed at their regular rate of pay.

**1211** When an Ironworker is sent to a job outside the Greater Vancouver Area and work is not available for them on arrival, or any subsequent time or period, they shall be paid their regular rate of wage for any time up to eight (8) hours in each twenty-four (24) hour period Monday through Friday. The Employer may send such Ironworker back to the place of dispatch. In this event, travel allowance shall be paid by the Employer.

**1212** It shall be considered to be a provision of this Agreement that an employee who is in receipt of Employer supplied accommodation and meal allowance shall, as a condition of such accommodation and meal allowance, conduct themselves in a manner that shall not embarrass in any instance the Union or the Employer in respect to such supplied accommodation and meal allowance due to:

- (a) objectionable rowdyism or drunkenness in and on such provided premises and
- (b) the act of damaging premises occupied and/or being a party to damages and
- (c) non-adherence to hotel or camp regulations.

An Ironworker who fails to comply with this provision of this Agreement and is for said reason so discharged by the Employer, shall forfeit travel allowance to and from the job provided they have not otherwise qualified for payment of travel allowance per Clause 1202.

The Union shall be responsible, after a thorough investigation, for recovering from the member the cost for damages to property, overpayment of wages or expenses, etc. and forwarding same to the Employer.

**1213 Periodic Leave**

On out-of-town projects of thirty-five (35) calendar days or more duration, the Employer shall provide leave every twenty-eight (28) calendar days. Qualification requires five (5) days of work following the leave or payment. An allowance for turnaround or periodic leave will be provided on a "use it or lose it" basis. The allowance will be based on the following formula:

250 kms. to 500 kms.	\$255.00	501 kms. to 750 kms.	\$425.00
751 kms. to 1,000 kms	\$595.00	over 1,000 kms.	\$680.00

The mileage will be computed from the project to the transportation terminal nearest the employee's domicile. It is agreed the above amounts will be paid only once for each turnaround.

The extent of the leave shall be for a minimum of five (5) days to a maximum of one (1) week or a number of days mutually agreed between the Employer and the Employer's representative. The timing of the leave shall also be decided by mutual agreement. In no event will an employee receive leave unless they actually return to their place of departure. Living out allowances shall not be paid during leave periods. When an employee is entitled to their periodic leave they shall receive their periodic leave payment before taking their leave.

Ironworkers qualifying for leave shall be returned to the transportation terminal nearest the Ironworker's domicile except members from other locals or out of province employees who shall return to the point of dispatch within the Province of BC. There shall be no cash payment in lieu of periodic leave unless mutually agreed between the employee and Employer.

- 1214** It is agreed that none of the provisions of this clause shall be applicable when the Ironworker returns to the place of their dispatch for compassionate reasons such as serious accident, illness or death involving a member of their immediate family verified by written statements of a physician and of the Business Representative of Local 97. An Ironworker eligible for compassionate leave shall be entitled to fare and expenses paid by the Employer to the place of dispatch.

When an Ironworker is injured on the job and is unable to return to work based upon a physician's recommendation, the injured Ironworker shall be paid for the balance of their shift not to exceed eight (8) hours.

Should an Ironworker suffer a work injury on an out-of-town job and a physician declares them unfit for work, the Employer shall pay the cost of transportation back to the point of dispatch, however, should the period of incapacity be for a period of less than five (5) working days, the Employer may alternatively continue to pay the usual living out allowance or room and meal allowance.

- 1215** When a job is located outside the Greater Vancouver Area, the Employer shall provide the same meal allowance on Saturdays, Sundays and holidays as are provided on working days. Hot lunches will not be provided, however, hot soup, beverages and sandwiches will be made available. It will be the Ironworker's responsibility to take the supplied lunch with them to the work site. Where the work site is within close proximity of the employee's accommodations, hot lunches may be provided at the discretion of the Employer.

**1216 Weekend Checkout**

Any Ironworker who is living in accommodation provided by the Employer may, on any weekend, vacate or check out of such accommodations, the Employer shall pay them as follows:

Camps	\$12.00 per day	Hotels/Motels	\$15.00 per day
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To qualify, an Ironworker must work the scheduled shift prior to the weekend or Statutory Holiday and the scheduled shift after the weekend or Statutory Holiday unless mutually agreed by the Ironworker and the Employer Representative. If meal tickets are provided to Ironworkers, the Ironworker who intends to check out or vacate for the weekend must turn in their meal tickets to the Employer's Representative not later than 4:00 p.m. Friday.

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**CLAUSE 13 – CLOTHES ROOM**

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- 1301** It is agreed that where there is no running tap water available, cool drinking water in approved sanitary containers shall be provided. Paper cups will be supplied.
- 1302** The Employer shall provide a room in which Ironworkers may change and dry their clothes on all job of sufficient size and of sufficient length (one (1) week duration) to justify the provision of such a room.
- 1303** The said room shall be adjacent to the job and shall be suitably heated and shall be used as a clothes room and lunch room only. No tools or other equipment shall be stored in the said room. Every effort shall be made to keep the lunch room and dry room separate.
- 1304** Ironworkers shall be considered as being on the job when changed at the clothes room, except on those jobs where two (2) or three (3) shifts are being used and where Ironworkers are required to relieve each other in order that the job may be continued without interruption.
- 1305** Where wash up facilities are not provided, hand cleaners will be made available by the Employer at no cost to the Ironworkers.
- 1306** A telephone(s) shall be made available to all employees at all times for incoming or outgoing purposes, and incoming messages of an emergency nature shall be relayed immediately. No employee except for the steward (while doing business as steward) shall be permitted to use a cell phone or smart phone for personal purposes during working hours, excluding rest and meal breaks, except in case of an emergency. Repeated violations of the foregoing shall constitute just cause for discipline, up to and including termination.
- 1307** No employee shall be required to install any app on their personal phone as a condition of employment.

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**CLAUSE 14 – WORKING CONDITIONS**

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- 1401** So long as any Ironworker is actively engaged on a job, they shall not, either during a regular working day or after the expiry of a regular working day, take employment on any other job.
- 1402 Piece Work**
- It shall be a violation of this Agreement for Ironworkers to engage in piece work of any description.
- 1403 Work Limitation**
- No limitation shall be placed on the amount of work which may be performed by an Ironworker during working hours.
- 1404 Rest Breaks**
- On a regular shift, two (2) ten (10) minute rest breaks will be taken at a location determined by

mutual agreement between the Employer and the Union. Where work is scheduled for ten (10) hours, there shall be two (2) fifteen (15) minute rest breaks inclusive of compressed work weeks. Where work is required beyond ten (10) hours, a second meal break of one-half (½) hour will be provided at the end of eight (8) hours to be paid at straight time rates. If a second meal break is provided, the third rest break shall not be taken.

**1405 Finishers’ Tools**

The Employer shall furnish all tools required to effectively install all Ornamental and Curtain Wall work.

**1406** An Ironworker is expected, at a minimum, to show up for work with the following:

<u>Structural</u>	<u>Rebar</u>
Belt	Belt
Tape Measure	Reel
Pocket Knife	Pliers
12" Adjustable Wrench	Side Cutters
1 Bull Pin	Tape Measure
1 Spud Wrench 1 1/4"	Frogger
	Bolt Bag

The Trade Improvement Committee may determine required tools by other sectors of the Ironworker trade.

**1407 Loading and Unloading Materials**

Where material arrives at a point or storage yard some distance from the job and power equipment or rigging is used to unload or load such material, such unloading or loading shall be done by Ironworkers.

**1408 Unloading Windows, Lockers and Shelving Partitions**

When power rigging is used to load, unload or hoist these materials, Journey person Ironworkers shall be employed to handle the said materials. Journey person Ironworkers will install and erect the said material.

**1409 Wrecking**

When a steel structure is taken apart, torn down, moved or dismantled, such work shall be performed by members of Local 97. When power equipment is used to load such material for removal from the site, rigging will be performed by Ironworkers.

**1410 Equipment Removal, False Work, Rigs**

The erection or dismantling of all false work and the taking down of derricks, travelers and rigging

used in the erection or dismantling of any and all steel work, shall be done by members of Local 97.

**1411 Leaves of Absence**

**(a) Pregnancy and Parental Leave**

Employees shall be entitled to Pregnancy and Parental Leave in accordance with the provisions of the *Employment Standards Act*.

**(b) Illness or Injury Leave**

Employees are entitled to illness or injury leave in accordance with the terms of the Employment Standards Act in effect on January 1, 2023.

**(c) Military Leave**

The Parties agree to cooperate to facilitate broad and liberal leaves for operations and training military leave for workers who serve as members of the Canadian Forces Reserves, in accordance with provincial and federal law and the "Declaration of Support for the Reserve Forces" signed by the Canadian Office of the Building and Construction Trades Department and the National Construction Labour Relations Alliance, dated May 12, 2010.

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**CLAUSE 15 – SAFETY PROVISIONS**

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**1501** The Parties to this Agreement shall at all times comply with the Accident Prevention Regulations of Workers Compensation Board of British Columbia (dba WorkSafeBC). A refusal by any Ironworker to work or continue to work in contravention of the said regulations shall not be deemed to be a breach of this Agreement.

**1502** All equipment, tools and materials must conform and be utilized in conformity with applicable provincial and/or federal regulations acts and laws. Employer safety rules and regulations shall be complied with provided they are not inconsistent with the above mentioned.

It shall not be considered a violation of this Agreement should Ironworkers refuse to work in conditions and/or use equipment that do not meet prescribed safety standards and/or regulations. Refusal of an employee to abide by the Workers Compensation Board of British Columbia (dba WorkSafeBC) Regulations may be considered cause for dismissal.

**1503** The Union shall give thorough instructions to its members in all standard safety precautions.

**1504** When an Ironworker is traveling on Employer business at the request of the Employer, they shall be covered by Workers' Compensation.

**1505 Safety Nets**

The Employer and the Union agree that a Joint Safety Committee will make every effort to have the use of safety nets installed in the Workers Compensation Board of British Columbia (dba WorkSafeBC) Accident Prevention Regulations and safety nets will be used when erecting and repairing bridges wherever it is practical.

**1506 Safety Equipment**

(a) The Employer shall supply safety hats, winter liners, sweat bands, welders' helmets, welders' gloves, burning goggles and flash goggles at no cost to the Ironworker, except that they shall be returned to the Employer upon completion of the Ironworkers' employment. If such articles are not returned or have been willfully damaged, the replacement cost shall be deducted from the Ironworker's pay cheque.

(b) All safety equipment and clothing that is provided by the Employer under this Agreement will be correct fitting for every individual body type, size and gender when available.

**1507** On abnormally dirty maintenance, revamp and repair work in which the Ironworkers' clothes may be abnormally or permanently damaged, the Employer shall supply and maintain coveralls at no cost to the Ironworkers. Such coveralls must be returned to the Employer or the cost of the coveralls shall be deducted from the Ironworkers' wages.

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**CLAUSE 16 – HARASSMENT**

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**1601** The Parties agree that there will be zero tolerance to bullying and discrimination under the prohibited grounds of the BC Human Rights Code and shall not be tolerated within the open and inclusive craft building trades construction industry.

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**CLAUSE 17 – UNION SECURITY**

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**1701** The Employer has the right of choice of selection of the first four (4) Ironworkers required and fifty percent (50%) of further Ironworkers required, provided the Employer contact the Business Office of Local 97 before hiring said Ironworkers and provided Ironworkers requested shall be members in good standing of Local 97 and be registered as unemployed with the Union.

On out-of-town jobs, Employers will have the option to hire available local members within two hundred (200) kilometres notwithstanding the Employer's rights to name requesting per this clause and the Employer's rights to transfer Ironworkers from job to job.

It is understood that the hiring of Forepersons is the sole prerogative of the Employer and shall not be subject to the hiring policy outlined above. Forepersons must be dispatched through the Union Dispatch Office. The name requesting of Forepersons shall not be used to circumvent the hiring policy requirements of Clause 1701 and such use by the Employer will be deemed a breach of this Agreement.

**Letter of Clarification  
Ironworker – Hiring Procedure**

- (a)** To be eligible for dispatch, Ironworkers must have the following current credentials: WHMIS, JLG, Fall Arrest and Confined Space. Other credentials may be added with the mutual agreement of the Employer and the Union.
- (b)** The Employer shall be responsible for informing the Union of the classification of Ironworkers required.
- (c)** It is understood and agreed that the fifty percent (50%) dispatched by the Union shall be competent Journeypersons suitable for the tasks to be performed.
- (d)** Following the hiring of the first four (4) Ironworkers, the hiring formula for each project shall be:
  - (i)** Union – odd numbers including replacements
  - (ii)** Employer – even numbers including replacements
- (e)** Each Employer reserves the right to offer any Ironworker member on any project the opportunity to transfer to another project and the Union will be so notified prior to the transfer.

Such notification shall not be necessary when the Ironworker returns to their home daily.

Should the member accept transfer from one project to another for the purpose of initial and terminal travel allowance qualifications as specified in Clause 1202, their calendar days shall be cumulative from the first day of work for that Employer.

Should the Employer request cancellation of a dispatch order and the Union and/or the Employer is unable to notify the dispatched Ironworker of such cancellation prior to their departure, the Employer shall be required to pay travel allowance per Clause 1201 of this Agreement.

**1702** In the event that Local 97 is unable to supply the Employer with competent Ironworkers, the Employer shall have the right to employ any available competent person, provided that such people hired shall, as a condition of employment, within thirty (30) days of the date hired, make application to become members of Local 97. Individuals hired directly by the Employer shall have their skill level assessed by Local 97 and be placed and paid at the appropriate pay scale (i.e. 1<sup>st</sup> year, 2<sup>nd</sup> year, 3<sup>rd</sup> year Apprentice). Individuals/Pre-Apprentices shall be paid no less than level 1 Apprentice.

**1703** In the event that the application referred to in Clause 1702 is not made within the stipulated time or if membership is not granted by local 97, the Employer shall discharge such Ironworker upon receipt of written notice from the Union.

**1704** Local 97 agrees that in the event an Ironworker is to be discharged at the request of the Union,

the Union shall replace such a person with a competent replacement on the job at no cost to the Employer.

- 1705** Should the Employer wish to reduce the number of Ironworkers employed on any job, the Employer shall first give consideration to the classification, competency and job conduct of the Ironworkers on that job. Subject to those considerations, the Employer shall lay off in the following sequence

**First:** Probationary members (who do not hold a paid up membership book in Local 97)  
**Second:** Travel card members  
**Third:** Members of Local 97

The Foreperson shall notify the Job Steward of all layoffs.

- 1706** Where Ironworkers are laid off or discharged from jobs where they are accommodated in a Camp, Hotel, Motel or receiving LOA, they will be given one (1) hour in which to pick up their personal gear and turn in tools and protective clothing. Where Ironworkers are laid off or discharged from jobs other than above, they will be given one-half (½) hour in which to pick up their personal gear and return tools and protective clothing.

In order to receive pick up time, an Ironworker must have in excess of thirty (30) calendar days on the job. The day traveled to the job shall be included in the calculation of calendar days.

- 1707** An Ironworker may be discharged for just cause but the Union may designate such discharge a grievance to be acted on in accordance with the grievance procedure.

- 1708** The Employer agrees not to subcontract any work under the jurisdiction of Local 97 to any person or company not signatory to this Agreement.

- 1709** It shall not be a violation of this Agreement for members of Local 97 to refuse to cross a legal picket line.

- 1710** Subject to reasonable notice given to the Employer, it shall not be a violation of this Agreement for the Union to withdraw its members from a job site or sites for:

- (a)** Rendering assistance to Labour Organizations
- (b)** Refusal on the part of the Union members to handle any material, equipment or product declared unfair by Building Trades Councils; or manufactured, assembled or produced by an Employer whose employees are on strike against or locked out by an Employer.

- 1711** In order for Ironworkers to be eligible for dispatch they are required to maintain and upgrade their skills and remain current in all existing and evolving skills required of an Ironworker. The Union may, at its sole discretion, require Ironworkers to upgrade their skills before they will be eligible for dispatch.

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**CLAUSE 18 – BUSINESS REPRESENTATIVE AND JOB STEWARD**

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- 1801** The Business Representative of the Union shall be permitted on all jobs, but will in no way interfere with the employees during working hours unless permission is granted by the Employer or its Representative.
- 1802** Job Stewards shall be recognized on all jobs and shall have adequate time to take care of all grievances and shall not be discriminated against.
- 1803** The Union shall notify the Employer or Erection Superintendent in writing as to the name of the Job Steward and any change thereof.
- 1804** The Union shall be notified in writing if a Job Steward is discharged for cause.
- 1805** Under no circumstances shall Job Stewards or any Ironworker make any arrangements with the Foreperson or Management, or vice versa, that will change or conflict in any way with any section or terms of this Agreement without the prior approval of the Business Manager.
- 1806** On all jobs, other than Forepersons, a Job Steward shall be one (1) of the latter Ironworkers terminated or transferred from any project unless by mutual agreement, and the Job Steward shall be the first Journeyperson called out when overtime is to be worked provided they are available, it being understood that classification, competency and job conduct must be given first consideration.
- 1807** Whenever the Employer has acquired a contract(s), subcontract(s) material and/or equipment assignment which involves work with the jurisdiction of the Union (Clause 2 and Appendix "A" of this Agreement) the Employer shall notify the Union and a pre-job conference shall be arranged in the City of Vancouver, BC to discuss the work to be performed.

When a contractor requests submissions from local Unions defending jurisdictional claims, the Union shall be given access to the submissions from the Unions to check their authenticity.

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**CLAUSE 19 – SETTLEMENT OF GRIEVANCES**

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Any grievances, disputes or matters of controversy arising between the Parties bound by this Agreement concerning its terms, interpretation, application, operation or any alleged violation thereof, including any difference arising from the dismissal of an employee, shall be finally and conclusively settled without stoppage of work as hereinafter provided.

- Stage 1:** The employee involved, preferably with the Job Steward, will first take up the matter with their Foreperson or supervisor directly in charge of the work and if not resolved, Union and Employer representatives will discuss and, if possible, settle the matter.
- Stage 2:** Failing resolution at Stage 1, the grievance shall be set out in writing by the grieving party and shall include a brief statement of the nature of the grievance and referred to the other party and they shall forthwith confer on the matter. With the exception of pay disputes, such written submission must be made within thirty (30) days or it shall be

deemed to be abandoned.

**Stage 3:** Failing resolution at Stage 2, within ten (10) days or such longer time agreed to, the grievance shall be referred to in writing and heard by the Joint Conference Board.

The Joint Conference Board will be formed with five (5) committee members of the contractors signatory to this Agreement and appointed by CLR and five (5) members of Local 97, who shall meet as required by either party, at which meeting three (3) committee members of each party will constitute a quorum. The board shall have the power on behalf of the respective parties to adjust trade disputes, grievances or establish regulations governing the conduct of their members.

A majority decision of the Joint Conference Board concerning a grievance referred to it shall be final and binding on the parties and their members.

If any dispute or grievance referred to the Joint Conference Board cannot be settled or otherwise resolved, upon it having been considered by the Joint Conference Board, then either of the parties to the dispute or grievance will be at liberty to refer the matter to arbitration as provided in Stage 4 below.

**Stage 4:** Failing resolution at Stage 3, and within fourteen (14) days of the completion of Stage 3, either party may refer the unresolved grievance to a mutually acceptable single arbitrator or an arbitration board.

Either party desiring arbitration shall notify the other party in writing of its intention and particulars of the matters in dispute. In the case where an arbitration board is to be used, the party initiating the arbitration shall appoint a member to the arbitration board and notify the other party of such appointment. The party receiving the notice shall, within five (5) days thereafter, appoint a member for the arbitration board and notify the other party of its appointment.

The two (2) arbitrators so appointed shall confer to select a third person to be Chair, and failing for five (5) days from the appointment of the second of them to agree upon a person willing to act, either of them may apply to the Minister of Labour to appoint such third member.

The arbitrator or arbitration board shall sit, hear the Parties, settle the term of the question or questions to be arbitrated, and make an award. The arbitrator or arbitration board shall submit the award in writing to each of the parties and the award shall be final and binding.

Each party shall pay its own costs and expense of arbitration. One-half the compensation and expenses of the arbitrator shall be paid by each party.

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**CLAUSE 20 – DURATION OF AGREEMENT**

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**1901** The term of this Agreement shall commence on May 1, 2023 through April 30,2026.

1902 After April 30, 2026, this Agreement shall continue in full force and effect from year to year unless a legal strike or lockout occurs.

1903 Should either party wish to change, add to, amend or cancel any clause or provision contained in this Agreement, notice in writing shall be given to the other party within one hundred and twenty (120) days prior to the termination of this Agreement.

1904 If notice is given in compliance with this clause, the parties shall commence to bargain collectively within five (5) days of the giving of said notice.

1905 It is agreed that the operation of Sections 50(2) and (3) of the Labour Relations Code are hereby excluded.

CLAUSE 21 – SAVINGS CLAUSE

It is assumed by the parties that each provision of this Agreement is in conformity with all applicable laws of Canada and British Columbia. Should it be later determined that it would be a violation of any legally effective federal or provincial law to comply with any provisions of this Agreement, the parties agree to renegotiate such provision(s) for the purpose of conforming with such federal or provincial law and the remaining provisions of this Agreement shall not be affected.

CLAUSE 22 – ENABLING

The Union, in conjunction with the Employer, may determine on a job by job, area or sector basis, if special dispensation is required to become competitive, and should the necessity arise, may, by mutual agreement in writing, amend or delete terms or conditions of this Agreement for the duration of the job. Such enabling may not be applied to cause the reduction and/or elimination of any joint industry funds negotiated between the BCBCBTU and CLR or individual dues to umbrella organizations, without the prior written consent of the BCBCBTU and CLR.

SIGNED THIS 14 DAY OF December, 2023

SIGNED ON BEHALF OF:

CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF BC

LOCAL 97 OF THE INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL, ORNAMENTAL AND REINFORCING IRONWORKERS

Handwritten signatures for the Construction Labour Relations Association of BC.

Handwritten signatures for Local 97 of the International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers.

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**APPENDIX "A" – TRADE JURISDICTION**

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Subject to trade agreements and decisions of the National Joint Board for the settlement of Jurisdictional Disputes, the International Association claims for its members the fabrication, production, erection and construction of all iron, steel, ornamental lead, bronze, brass copper, aluminum, all ferrous and non-ferrous metals; precast, prestressed and poststressed concrete structures, agitators, air ducts, anchors, application of all sealants such as Thiokol, Neoprene and similar types used to seal metal to metal surfaces; aprons, aqueducts; awnings, bar joists, blast furnaces, book stacks, boilers (sectional water tube, and tubular), boxes, brackets, bridges, bucks, bulkheads, bunkers, cableways, caissons, canopies, caps, cast tiling, chutes, slips, cofferdams, concentrators, conveyors, coolers, coping, corbels, corrugated sheets when attached to steel frames; cranes (the erection, installation, handling, operating and maintenance on all forms of construction work), crushers, cupolas, curtains, dams, decking (metal); roof decking (such as "Cofar" and similar type materials, as well as "trusdeck". Mahon "M" deck and other dual purpose type roof deck), derricks, docks, domes, dredges, drums, duct and trench frames and plates, dumb waiter enclosures, dumpers, elevators, elevator cars, elevator enclosures, enamel tanks, enamel vats, escalators, expanded metals, facias, false work, fans, fencing, fire escapes, fins, flag poles, floor construction and flooring, floor plates, flumes, frames, frames in support of boilers, fronts, fur rooms, gates, grating, grillage and foundation work, grill work, guards, hangers, hanging ceilings, hoppers, hot rooms, inclines, iron doors, jail and cell work, joists (pre-cast, prestressed and poststressed), kalomeined doors, kilns, lintels, lockers, locks, louvers, machinery, (moving, hoisting, lowering and placing on foundations), making and installation of all articles made of wire and fibrous rope, marquees, material altered in field such as: framing, cutting, bending, drilling, burning, metal curtain wall, metal floor decking, metal forms and false work pertaining to concrete construction, metal furniture, metal windows and enclosures, mixers, monorails, multi-plate, operating devices, ovens, pans, panels (insulated and non-insulated, factory and field assembled), penstocks, pile drivers, plates, porcelain enameled panels, prefabricated metal building, pulverizers, racks, railings (including pipe), railroad bridge work and maintenance, reservoirs, rigging (including shipyards, navy yards, vessels and government departments), roofs, rolling shutters, safe deposit boxes, safes, sash, scaffolding, seats, shafting, sheet piling, shelving, shoring, sidewalk and vault lights, signs, skip hoists, skylights, smoke conveyors, spandrels (metal and pre-cast concrete), spillways, stacks, stage equipment and counter-weight systems and rigging for asbestos curtain wall, stairways, stokers, storage rooms, stoves, subways, sun shades, tables, towers, tanks, tracks, tramways, traveling sheaves, trusses (steel, Howe and combination trusses), tunnels, vats, vault doors, vaults, ventilation, vertical hydraulic elevators, vessels, viaducts, window wall, wire work; wrecking and dismantling of all of the above and all housesmith work and sub-marine diving in connection with or about the same.

APPENDIX "B" – WAGE RATES & DEDUCTIONS

IRONWORKERS UNION LOCAL 97 STANDARD AGREEMENT  
INDUSTRIAL RATES

CONTRACTOR COSTS - JOURNEYPERSON							DEDUCTIONS			
	Wage	Vacation/ Holiday Pay (12%)	H&W @ Earned Hours	Pension @ Earned Hours	Funds @ Worked hours	Total Cost	@ Earned		@ Worked	
							Field Dues	Market Recovery	Rehabilitation Fund	BCYT Fund
May 28/23	\$47.74	\$5.73	\$3.01	\$5.45	\$1.49	\$63.42	\$1.69	\$1.00	\$0.04	\$0.03
Oct 29/23	\$48.80	\$5.86	\$3.01	\$5.45	\$1.49	\$64.61	\$1.73	\$1.00	\$0.04	\$0.03
Apr 28/24	\$50.59	\$6.07	\$3.11	\$5.55	\$1.49	\$66.81	\$1.79	\$1.00	\$0.04	\$0.03
May 4/25	\$52.45	\$6.29	\$3.21	\$5.65	\$1.49	\$69.09	\$1.86	\$1.00	\$0.04	\$0.03

CONTRACTOR COSTS - FOREPERSON (115%)							DEDUCTIONS			
	Wage	Vacation/ Holiday Pay (12%)	H&W @ Earned Hours	Pension @ Earned Hours	Funds @ Worked hours	Total Cost	@ Earned		@ Worked	
							Field Dues	Market Recovery	Rehabilitation Fund	BCYT Fund
May 28/23	\$54.90	\$6.59	\$3.01	\$5.45	\$1.49	\$71.44	\$1.69	\$1.00	\$0.04	\$0.03
Oct 29/23	\$56.12	\$6.73	\$3.01	\$5.45	\$1.49	\$72.80	\$1.73	\$1.00	\$0.04	\$0.03
Apr 28/24	\$58.18	\$6.98	\$3.11	\$5.55	\$1.49	\$75.31	\$1.79	\$1.00	\$0.04	\$0.03
May 4/25	\$60.32	\$7.24	\$3.21	\$5.65	\$1.49	\$77.91	\$1.86	\$1.00	\$0.04	\$0.03

CONTRACTOR COSTS - FOREPERSON (120%)							DEDUCTIONS			
	Wage	Vacation/ Holiday Pay (12%)	H&W @ Earned Hours	Pension @ Earned Hours	Funds @ Worked hours	Total Cost	@ Earned		@ Worked	
							Field Dues	Market Recovery	Rehabilitation Fund	BCYT Fund
May 28/23	\$57.29	\$6.87	\$3.01	\$5.45	\$1.49	\$74.11	\$1.69	\$1.00	\$0.04	\$0.03
Oct 29/23	\$58.56	\$7.03	\$3.01	\$5.45	\$1.49	\$75.54	\$1.73	\$1.00	\$0.04	\$0.03
Apr 28/24	\$60.71	\$7.29	\$3.11	\$5.55	\$1.49	\$78.15	\$1.79	\$1.00	\$0.04	\$0.03
May 4/25	\$62.94	\$7.55	\$3.21	\$5.65	\$1.49	\$80.84	\$1.86	\$1.00	\$0.04	\$0.03

**IRONWORKERS UNION LOCAL 97 STANDARD AGREEMENT  
INDUSTRIAL RATES (cont'd)**

<u>FUNDS WORKED</u>	<u>May 28/23</u>	<u>Oct 29/23</u>	<u>Apr 28/24</u>	<u>May 4/25</u>
BCBCBTU Fund	\$0.05	\$0.05	\$0.05	\$0.05
JA Plan Fund	\$0.01	\$0.01	\$0.01	\$0.01
Trade Improvement	\$0.80	\$0.80	\$0.80	\$0.80
Centennial Fund	\$0.05	\$0.05	\$0.05	\$0.05
IMPACT	\$0.40	\$0.40	\$0.40	\$0.40
Rehabilitation Fund	\$0.04	\$0.04	\$0.04	\$0.04
Contract Administration Fund	\$0.13	\$0.13	\$0.13	\$0.13
D&A Society	\$0.01	\$0.01	\$0.01	\$0.01

**IRONWORKERS UNION LOCAL 97 STANDARD AGREEMENT  
INDUSTRIAL RATES (cont'd)**

CONTRACTOR COSTS - PRE-APPRENTICE/APPRENTICE								
	Level	% of JM Wage	Wage	Vacation/ Holiday Pay (12%)	H&W @ Earned Hours	Pension @ Earned Hours	Funds @ Worked hours	Total Cost
A1	65%	\$31.03	\$3.72	\$3.01	\$3.54	\$2.05	\$43.35	
A2	70%	\$33.42	\$4.01	\$3.01	\$3.82	\$2.05	\$46.31	
A3	75%	\$35.81	\$4.30	\$3.01	\$4.09	\$2.05	\$49.26	
A4	80%-0.56	\$37.63	\$4.52	\$3.01	\$4.36	\$2.05	\$51.57	
A5	85%-0.56	\$40.02	\$4.80	\$3.01	\$4.63	\$2.05	\$54.51	
A6	90%-0.56	\$42.41	\$5.09	\$3.01	\$4.91	\$2.05	\$57.47	

DEDUCTIONS			
@ Earned		@ Worked	
Field Dues	Market Recovery	Rehab Fund	BCYT Fund
\$0.96	\$0.65	\$0.04	\$0.03
\$0.96	\$0.65	\$0.04	\$0.03
\$0.96	\$0.65	\$0.04	\$0.03
\$0.96	\$0.65	\$0.04	\$0.03
\$0.96	\$0.65	\$0.04	\$0.03
\$0.96	\$0.65	\$0.04	\$0.03
\$0.96	\$0.65	\$0.04	\$0.03

<b>Oct 29/23</b>	Pre-App	55%	\$26.84	\$3.22	\$3.01	\$0.00	\$2.61	\$35.68
	A1	65%	\$31.72	\$3.81	\$3.01	\$3.54	\$2.05	\$44.13
	A2	70%	\$34.16	\$4.10	\$3.01	\$3.82	\$2.05	\$47.14
	A3	75%	\$36.60	\$4.39	\$3.01	\$4.09	\$2.05	\$50.14
	A4	80%-0.56	\$38.48	\$4.62	\$3.01	\$4.36	\$2.05	\$52.52
	A5	85%-0.56	\$40.92	\$4.91	\$3.01	\$4.63	\$2.05	\$55.52
	A6	90%-0.56	\$43.36	\$5.20	\$3.01	\$4.91	\$2.05	\$58.53

\$0.98	\$0.65	\$0.04	\$0.03
\$0.98	\$0.65	\$0.04	\$0.03
\$0.98	\$0.65	\$0.04	\$0.03
\$0.98	\$0.65	\$0.04	\$0.03
\$0.98	\$0.65	\$0.04	\$0.03
\$0.98	\$0.65	\$0.04	\$0.03
\$0.98	\$0.65	\$0.04	\$0.03

**IRONWORKERS UNION LOCAL 97 STANDARD AGREEMENT  
INDUSTRIAL RATES (cont'd)**

CONTRACTOR COSTS - PRE-APPRENTICE/APPRENTICE								
	Level	% of JM Wage	Wage	Vacation/ Holiday Pay (12%)	H&W @ Earned Hours	Pension @ Earned Hours	Funds @ Worked hours	Total Cost
<b>Apr 28/24</b>	Pre-App	55%	\$27.82	\$3.34	\$3.11	\$0.00	\$2.61	\$36.88
	A1	65%	\$32.88	\$3.95	\$3.11	\$3.61	\$2.05	\$45.60
	A2	70%	\$35.41	\$4.25	\$3.11	\$3.89	\$2.05	\$48.71
	A3	75%	\$37.94	\$4.55	\$3.11	\$4.16	\$2.05	\$51.81
	A4	80%-0.56	\$39.91	\$4.79	\$3.11	\$4.44	\$2.05	\$54.30
	A5	85%-0.56	\$42.44	\$5.09	\$3.11	\$4.72	\$2.05	\$57.41
	A6	90%-0.56	\$44.97	\$5.40	\$3.11	\$5.00	\$2.05	\$60.53

DEDUCTIONS			
@ Earned		@ Worked	
Field Dues	Market Recover y	Rehab Fund	BCYT Fund
\$1.01	\$0.65	\$0.04	\$0.03
\$1.01	\$0.65	\$0.04	\$0.03
\$1.01	\$0.65	\$0.04	\$0.03
\$1.01	\$0.65	\$0.04	\$0.03
\$1.01	\$0.65	\$0.04	\$0.03
\$1.01	\$0.65	\$0.04	\$0.03
\$1.01	\$0.65	\$0.04	\$0.03

<b>May 4/25</b>	Pre-App	55%	\$28.85	\$3.46	\$3.21	\$0.00	\$2.61	\$38.13
	A1	65%	\$34.09	\$4.09	\$3.21	\$3.67	\$2.05	\$47.11
	A2	70%	\$36.72	\$4.41	\$3.21	\$3.96	\$2.05	\$50.35
	A3	75%	\$39.34	\$4.72	\$3.21	\$4.24	\$2.05	\$53.56
	A4	80%-0.56	\$41.40	\$4.97	\$3.21	\$4.52	\$2.05	\$56.15
	A5	85%-0.56	\$44.02	\$5.28	\$3.21	\$4.80	\$2.05	\$59.36
	A6	90%-0.56	\$46.65	\$5.60	\$3.21	\$5.09	\$2.05	\$62.60

\$1.05	\$0.65	\$0.04	\$0.03
\$1.05	\$0.65	\$0.04	\$0.03
\$1.05	\$0.65	\$0.04	\$0.03
\$1.05	\$0.65	\$0.04	\$0.03
\$1.05	\$0.65	\$0.04	\$0.03
\$1.05	\$0.65	\$0.04	\$0.03
\$1.05	\$0.65	\$0.04	\$0.03

**IRONWORKERS UNION LOCAL 97 STANDARD AGREEMENT  
INDUSTRIAL RATES (cont'd)**

<u>FUNDS WORKED</u>	May 28/23	Oct 29/23	Apr 28/24	May 4/25
BCBCBTU Fund	\$0.05	\$0.05	\$0.05	\$0.05
JA Plan Fund	\$0.01	\$0.01	\$0.01	\$0.01
Trade Improvement	\$0.80	\$0.80	\$0.80	\$0.80
Centennial Fund	\$0.05	\$0.05	\$0.05	\$0.05
IMPACT	\$0.40	\$0.40	\$0.40	\$0.40
Rehabilitation Fund	\$0.04	\$0.04	\$0.04	\$0.04
Contract Administration Fund	\$0.13	\$0.13	\$0.13	\$0.13
D&A Society	\$0.01	\$0.01	\$0.01	\$0.01
App Training Fund	\$0.56	\$0.56	\$0.56	\$0.56
Pre-App Training Fund	\$1.12	\$1.12	\$1.12	\$1.12

**IRONWORKERS UNION LOCAL 97 STANDARD AGREEMENT  
COMMERCIAL/INSTITUTIONAL RATES**

	CONTRACTOR COSTS - JOURNEYPERSON						DEDUCTIONS			
							@ Earned		@ Worked	
	Wage	Vacation/ Holiday Pay (12%)	H&W @ Earned Hours	Pension @ Earned Hours	Funds @ Worked Hours	Total Cost	Field Dues	Market Recovery	Rehab Fund	BCYT Fund
<b>May 28/23</b>	\$42.01	\$5.04	\$3.01	\$5.45	\$1.29	\$56.80	\$1.49	\$1.00	\$0.04	\$0.03
<b>Oct 29/23</b>	\$42.94	\$5.15	\$3.01	\$5.45	\$1.29	\$57.84	\$1.52	\$1.00	\$0.04	\$0.03
<b>Apr 28/24</b>	\$45.03	\$5.40	\$3.11	\$5.55	\$1.29	\$60.38	\$1.59	\$1.00	\$0.04	\$0.03
<b>May 4/25</b>	\$47.21	\$5.66	\$3.21	\$5.65	\$1.29	\$63.02	\$1.67	\$1.00	\$0.04	\$0.03

	CONTRACTOR COSTS – FOREPERSON (115%)						DEDUCTIONS			
							@ Earned		@ Worked	
	Wage	Vacation/ Holiday Pay (12%)	H&W @ Earned Hours	Pension @ Earned Hours	Funds @ Worked Hours	Total Cost	Field Dues	Market Recovery	Rehab Fund	BCYT Fund
<b>May 28/23</b>	\$48.31	\$5.80	\$3.01	\$5.45	\$1.29	\$63.86	\$1.49	\$1.00	\$0.04	\$0.03
<b>Oct 29/23</b>	\$49.39	\$5.93	\$3.01	\$5.45	\$1.29	\$65.07	\$1.52	\$1.00	\$0.04	\$0.03
<b>Apr 28/24</b>	\$51.78	\$6.21	\$3.11	\$5.55	\$1.29	\$67.94	\$1.59	\$1.00	\$0.04	\$0.03
<b>May 4/25</b>	\$54.29	\$6.51	\$3.21	\$5.65	\$1.29	\$70.95	\$1.67	\$1.00	\$0.04	\$0.03

**IRONWORKERS UNION LOCAL 97 STANDARD AGREEMENT  
COMMERCIAL/INSTITUTIONAL RATES (cont'd)**

	CONTRACTOR COSTS – GENERAL FOREPERSON (120%)						DEDUCTIONS			
	Wage	Vacation/ Holiday Pay (12%)	H&W @ Earned Hours	Pension @ Earned Hours	Funds @ Worked Hours	Total Cost	@ Earned		@ Worked	
							Field Dues	Market Recovery	Rehab Fund	BCYT Fund
<b>May 28/23</b>	\$50.41	\$6.05	\$3.01	\$5.45	\$1.29	\$66.21	\$1.49	\$1.00	\$0.04	\$0.03
<b>Oct 29/23</b>	\$51.53	\$6.18	\$3.01	\$5.45	\$1.29	\$67.46	\$1.52	\$1.00	\$0.04	\$0.03
<b>Apr 28/24</b>	\$54.03	\$6.48	\$3.11	\$5.55	\$1.29	\$70.46	\$1.59	\$1.00	\$0.04	\$0.03
<b>May 4/25</b>	\$56.65	\$6.80	\$3.21	\$5.65	\$1.29	\$73.60	\$1.67	\$1.00	\$0.04	\$0.03

<b>FUNDS WORKED</b>	<b>May 28/23</b>	<b>Oct 29/23</b>	<b>Apr 28/24</b>	<b>May 4/25</b>
BCBCBTU Fund	\$0.05	\$0.05	\$0.05	\$0.05
JA Plan	\$0.01	\$0.01	\$0.01	\$0.01
Trade Improvement	\$0.80	\$0.80	\$0.80	\$0.80
Centennial Fund	\$0.05	\$0.05	\$0.05	\$0.05
IMPACT	\$0.20	\$0.20	\$0.20	\$0.20
Rehabilitation Fund	\$0.04	\$0.04	\$0.04	\$0.04
Contract Administration Fund	\$0.13	\$0.13	\$0.13	\$0.13
D&A Society	\$0.01	\$0.01	\$0.01	\$0.01

**IRONWORKERS UNION LOCAL 97 STANDARD AGREEMENT  
COMMERCIAL/INSTITUTIONAL RATES (cont'd)**

CONTRACTOR COSTS - PRE-APPRENTICE/APPRENTICE								
	Level	% of JM Wage	Wage	Vacation/ Holiday Pay (12%)	H&W @ Earned Hours	Pension @ Earned Hours	Funds @ Worked hours	Total Cost
<b>May 28/23</b>	Pre-App	55%	\$23.11	\$2.77	\$3.01	\$0.00	\$2.41	\$31.30
	A1	65%	\$27.31	\$3.28	\$3.01	\$3.54	\$1.85	\$38.99
	A2	70%	\$29.41	\$3.53	\$3.01	\$3.82	\$1.85	\$41.62
	A3	75%	\$31.51	\$3.78	\$3.01	\$4.09	\$1.85	\$44.24
	A4	80%-0.56	\$33.05	\$3.97	\$3.01	\$4.36	\$1.85	\$46.24
	A5	85%-0.56	\$35.15	\$4.22	\$3.01	\$4.63	\$1.85	\$48.86
	A6	90%-0.56	\$37.25	\$4.47	\$3.01	\$4.91	\$1.85	\$51.49

DEDUCTIONS			
@ Earned		@ Worked	
Field Dues	Market Recover y	Rehab Fund	BCYT Fund
\$0.84	\$0.65	\$0.04	\$0.03
\$0.84	\$0.65	\$0.04	\$0.03
\$0.84	\$0.65	\$0.04	\$0.03
\$0.84	\$0.65	\$0.04	\$0.03
\$0.84	\$0.65	\$0.04	\$0.03
\$0.84	\$0.65	\$0.04	\$0.03
\$0.84	\$0.65	\$0.04	\$0.03

<b>Oct 29/23</b>	Pre-App	55%	\$23.62	\$2.83	\$3.01	\$0.00	\$2.41	\$31.87
	A1	65%	\$27.91	\$3.35	\$3.01	\$3.54	\$1.85	\$39.66
	A2	70%	\$30.06	\$3.61	\$3.01	\$3.82	\$1.85	\$42.35
	A3	75%	\$32.21	\$3.87	\$3.01	\$4.09	\$1.85	\$45.03
	A4	80%-0.56	\$33.80	\$4.06	\$3.01	\$4.36	\$1.85	\$47.08
	A5	85%-0.56	\$35.94	\$4.31	\$3.01	\$4.63	\$1.85	\$49.74
	A6	90%-0.56	\$38.09	\$4.57	\$3.01	\$4.91	\$1.85	\$52.43

\$0.86	\$1.00	\$0.04	\$0.03
\$0.86	\$1.00	\$0.04	\$0.03
\$0.86	\$1.00	\$0.04	\$0.03
\$0.86	\$1.00	\$0.04	\$0.03
\$0.86	\$1.00	\$0.04	\$0.03
\$0.86	\$1.00	\$0.04	\$0.03
\$0.86	\$1.00	\$0.04	\$0.03

**IRONWORKERS UNION LOCAL 97 STANDARD AGREEMENT  
COMMERCIAL/INSTITUTIONAL RATES (cont'd)**

CONTRACTOR COSTS - PRE-APPRENTICE/APPRENTICE								
	Level	% of JM Wage	Wage	Vacation/ Holiday Pay (12%)	H&W @ Earned Hours	Pension @ Earned Hours	Funds @ Worked hours	Total Cost
<b>Apr 28/24</b>	Pre-App	55%	\$24.76	\$2.97	\$3.11	\$0.00	\$2.41	\$33.25
	A1	65%	\$29.27	\$3.51	\$3.11	\$3.61	\$1.85	\$41.35
	A2	70%	\$31.52	\$3.78	\$3.11	\$3.89	\$1.85	\$44.15
	A3	75%	\$33.77	\$4.05	\$3.11	\$4.16	\$1.85	\$46.94
	A4	80%-0.56	\$35.46	\$4.26	\$3.11	\$4.44	\$1.85	\$49.12
	A5	85%-0.56	\$37.71	\$4.53	\$3.11	\$4.72	\$1.85	\$51.92
	A6	90%-0.56	\$39.96	\$4.80	\$3.11	\$5.00	\$1.85	\$54.72

DEDUCTIONS			
@ Earned		@ Worked	
Field Dues	Market Recover y	Rehab Fund	BCYT Fund
\$0.90	\$1.00	\$0.04	\$0.03
\$0.90	\$1.00	\$0.04	\$0.03
\$0.90	\$1.00	\$0.04	\$0.03
\$0.90	\$1.00	\$0.04	\$0.03
\$0.90	\$1.00	\$0.04	\$0.03
\$0.90	\$1.00	\$0.04	\$0.03
\$0.90	\$1.00	\$0.04	\$0.03

<b>May 4/25</b>	Pre-App	55%	\$25.96	\$3.12	\$3.21	\$0.00	\$2.41	\$34.70
	A1	65%	\$30.68	\$3.68	\$3.21	\$3.67	\$1.85	\$43.09
	A2	70%	\$33.04	\$3.96	\$3.21	\$3.96	\$1.85	\$46.02
	A3	75%	\$35.40	\$4.25	\$3.21	\$4.24	\$1.85	\$48.95
	A4	80%-0.56	\$37.20	\$4.46	\$3.21	\$4.52	\$1.85	\$51.24
	A5	85%-0.56	\$39.56	\$4.75	\$3.21	\$4.80	\$1.85	\$54.17
	A6	90%-0.56	\$41.92	\$5.03	\$3.21	\$5.09	\$1.85	\$57.10

\$0.95	\$1.00	\$0.04	\$0.03
\$0.95	\$1.00	\$0.04	\$0.03
\$0.95	\$1.00	\$0.04	\$0.03
\$0.95	\$1.00	\$0.04	\$0.03
\$0.95	\$1.00	\$0.04	\$0.03
\$0.95	\$1.00	\$0.04	\$0.03
\$0.95	\$1.00	\$0.04	\$0.03

**IRONWORKERS UNION LOCAL 97 STANDARD AGREEMENT  
COMMERCIAL/INSTITUTIONAL RATES (cont'd)**

<b>FUNDS WORKED</b>	<b>May 28/23</b>	<b>Oct 29/23</b>	<b>Apr 28/24</b>	<b>May 4/25</b>
BCBCBTU Fund	\$0.05	\$0.05	\$0.05	\$0.05
JA Plan Fund	\$0.01	\$0.01	\$0.01	\$0.01
Trade Improvement	\$0.80	\$0.80	\$0.80	\$0.80
Centennial Fund	\$0.05	\$0.05	\$0.05	\$0.05
IMPACT	\$0.20	\$0.20	\$0.20	\$0.20
Rehabilitation Fund	\$0.04	\$0.04	\$0.04	\$0.04
Contract Administration Fund	\$0.13	\$0.13	\$0.13	\$0.13
D&A Society	\$0.01	\$0.01	\$0.01	\$0.01
App Training Fund	\$0.56	\$0.56	\$0.56	\$0.56
Pre-App Training Fund	\$1.12	\$1.12	\$1.12	\$1.12

**REINFORCING ADDENDUM**

BY AND BETWEEN:

CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF BC

AND

INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL, ORNAMENTAL  
AND REINFORCING IRONWORKERS, LOCAL 97

Confirms and declares that the parties hereto agree to adhere to all provisions of the Ironworkers, Local 97 Standard Agreement 2010 – 2016 with the additions thereto as provided in this addendum which shall be attached to said Standard Agreement AND APPLY TO ALL COMMERCIAL INSTITUTIONAL AND RESIDENTIAL IRONWORK.

**CLAUSE 3 – WAGE RATES AND HOURLY COST ITEMS**

301 For a full breakdown, see attached Wage Schedule C.

**CLAUSE 4 – ANNUAL VACATION AND STATUTORY HOLIDAYS**

401 Holiday pay shall be a total of eight percent (8%) of the Ironworkers' gross earnings, consisting of four percent (4%) for annual holidays and four percent (4%) for statutory holidays to be paid to the Ironworkers on each pay cheque.

402 Statutory Holidays

The recognized statutory holidays shall be New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, BC Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day.

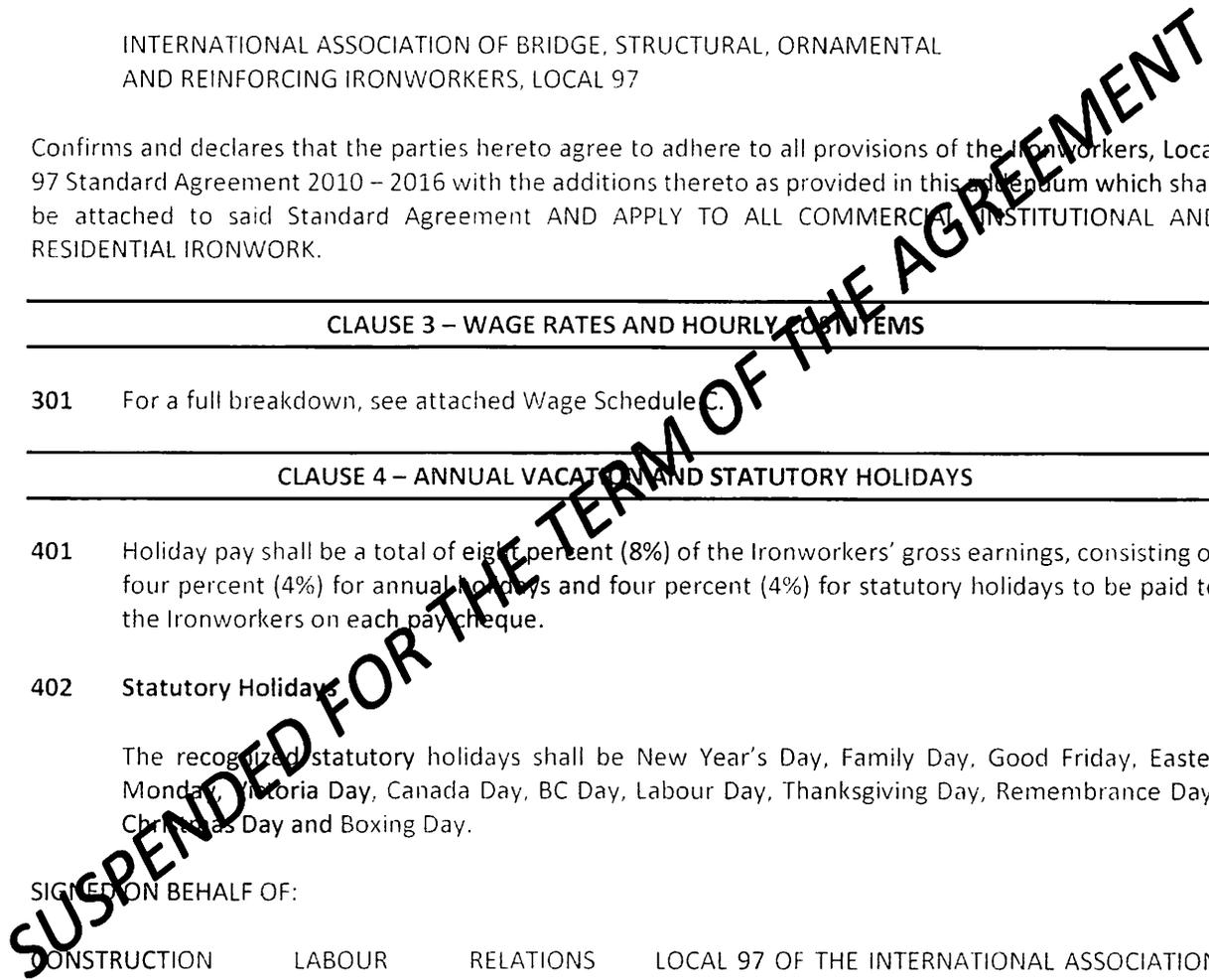
SIGNED ON BEHALF OF:

CONSTRUCTION LABOUR RELATIONS  
ASSOCIATION OF B.C.

LOCAL 97 OF THE INTERNATIONAL ASSOCIATION  
OF BRIDGE, STRUCTURAL, ORNAMENTAL AND  
REINFORCING IRONWORKERS

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APPENDIX "C" WAGE SCHEDULE – REINFORCING ADDENDUM

IRONWORKERS UNION LOCAL 97 REINFORCING ADDENDUM  
COMMERCIAL/INSTITUTIONAL RATES

CONTRACTOR COSTS – JOURNEYPERSON							DEDUCTIONS @ WORKED			
	Wage	Vacation/ Holiday Pay (8%)	H&W @ Worked Hours	Pension @ Worked Hours	Funds @ Worked Hours	Total Cost	Field Dues	Market Recovery	Rehabilitation Fund	BCYT Fund
May 28/23										
Oct 29/23										
Apr 28/24										
May 4/25										

CONTRACTOR COSTS – FOREPERSON (115%)							DEDUCTIONS @ WORKED			
	Wage	Vacation/ Holiday Pay (8%)	H&W @ Worked Hours	Pension @ Worked Hours	Funds @ Worked Hours	Total Cost	Field Dues	Market Recovery	Rehabilitation Fund	BCYT Fund
May 28/23										
Oct 29/23										
Apr 28/24										
May 4/25										

CONTRACTOR COSTS – GENERAL FOREPERSON (120%)							DEDUCTIONS @ WORKED			
	Wage	Vacation/ Holiday Pay (8%)	H&W @ Worked Hours	Pension @ Worked Hours	Funds @ Worked Hours	Total Cost	Field Dues	Market Recovery	Rehabilitation Fund	BCYT Fund
May 28/23										
Oct 29/23										
Apr 28/24										
May 4/25										

SUSPENDED FOR THE TERM OF THE AGREEMENT

IRONWORKERS UNION LOCAL 97 REINFORCING ADDENDUM  
COMMERCIAL/INSTITUTIONAL RATES (cont'd)

CONTRACTOR COSTS – PRE-APPRENTICE/APPRENTICE									DEDUCTIONS @ Worked				
	Level	% of JM Wage	Wage	Vacation/ Holiday Pay (8%)	H&W @ Worked Hours	Pension @ Worked Hours	Funds @ Worked Hours	Total Cost	Field Dues	Market Recovery	Training Fund	Rehab Fund	BCYT Fund
May 28/23	Pre-App												
	A1												
	A2												
	A3												
	A4												
	A5												
	A6												

CONTRACTOR COSTS – PRE-APPRENTICE/APPRENTICE									DEDUCTIONS @ Worked				
	Level	% of JM Wage	Wage	Vacation/ Holiday Pay (8%)	H&W @ Worked Hours	Pension @ Worked Hours	Funds @ Worked Hours	Total Cost	Field Dues	Market Recovery	Training Fund	Rehab Fund	BCYT Fund
Oct 29/23	Pre-App												
	A1												
	A2												
	A3												
	A4												
	A5												
	A6												

SUSPENDED FOR THE TERM OF THE AGREEMENT

IRONWORKERS UNION LOCAL 97 REINFORCING ADDENDUM  
COMMERCIAL/INSTITUTIONAL RATES (cont'd)

CONTRACTOR COSTS – PRE-APPRENTICE/APPRENTICE									DEDUCTIONS @ Worked				
	Level	% of JM Wage	Wage	Vacation/ Holiday Pay (8%)	H&W @ Worked Hours	Pension @ Worked Hours	Funds @ Worked Hours	Total Cost	Field Dues	Market Recovery	Training Fund	Rehab Fund	BCYT Fund
Apr 28/24	Pre-App												
	A1												
	A2												
	A3												
	A4												
	A5												
	A6												

CONTRACTOR COSTS – PRE-APPRENTICE/APPRENTICE									DEDUCTIONS @ Worked				
	Level	% of JM Wage	Wage	Vacation/ Holiday Pay (8%)	H&W @ Worked Hours	Pension @ Worked Hours	Funds @ Worked Hours	Total Cost	Field Dues	Market Recovery	Training Fund	Rehab Fund	BCYT Fund
May 4/25	Pre-App												
	A1												
	A2												
	A3												
	A4												
	A5												
	A6												

SUSPENDED FOR THE TERM OF THE AGREEMENT

**IRONWORKERS UNION LOCAL 97 REINFORCING ADDENDUM  
RESIDENTIAL RATES**

CONTRACTOR COSTS – JOURNEYPERSON							DEDUCTIONS @ WORKED			
	Wage	Vacation/ Holiday Pay (8%)	H&W @ Worked Hours	Pension @ Worked Hours	Funds @ Worked Hours	Total Cost	Field Dues	Market Recovery	Rehabilitation Fund	BCYT Fund
May 28/23										
Oct 29/23										
Apr 28/24										
May 4/25										

CONTRACTOR COSTS – FOREPERSON (115%)							DEDUCTIONS @ WORKED			
	Wage	Vacation/ Holiday Pay (8%)	H&W @ Worked Hours	Pension @ Worked Hours	Funds @ Worked Hours	Total Cost	Field Dues	Market Recovery	Rehabilitation Fund	BCYT Fund
May 28/23										
Oct 29/23										
Apr 28/24										
May 4/25										

CONTRACTOR COSTS – GENERAL FOREPERSON (120%)							DEDUCTIONS @ WORKED			
	Wage	Vacation/ Holiday Pay (8%)	H&W @ Worked Hours	Pension @ Worked Hours	Funds @ Worked Hours	Total Cost	Field Dues	Market Recovery	Rehabilitation Fund	BCYT Fund
May 28/23										
Oct 29/23										
Apr 28/24										
May 4/25										

SUSPENDED FOR THE TERM OF THE AGREEMENT

IRONWORKERS UNION LOCAL 97 REINFORCING ADDENDUM  
RESIDENTIAL RATES (cont'd)

CONTRACTOR COSTS – PRE-APPRENTICE/APPRENTICE									DEDUCTIONS @ Worked				
	Level	% of JM Wage	Wage	Vacation/ Holiday Pay (8%)	H&W @ Worked Hours	Pension @ Worked Hours	Funds @ Worked Hours	Total Cost	Field Dues	Market Recovery	Training Fund	Rehab Fund	BCYT Fund
May 28/23	Pre-App	55%											
	A1	65%											
	A2	70%											
	A3	75%											
	A4	80%											
	A5	85%											
	A6	90%											

CONTRACTOR COSTS – PRE-APPRENTICE/APPRENTICE									DEDUCTIONS @ Worked				
	Level	% of JM Wage	Wage	Vacation/ Holiday Pay (8%)	H&W @ Worked Hours	Pension @ Worked Hours	Funds @ Worked Hours	Total Cost	Field Dues	Market Recovery	Training Fund	Rehab Fund	BCYT Fund
Oct 29/23	Pre-App	55%											
	A1	65%											
	A2	70%											
	A3	75%											
	A4	80%											
	A5	85%											
	A6	90%											

SUSPENDED FOR THE TERM OF THE AGREEMENT

IRONWORKERS UNION LOCAL 97 REINFORCING ADDENDUM  
RESIDENTIAL RATES (cont'd)

CONTRACTOR COSTS – PRE-APPRENTICE/APPRENTICE									DEDUCTIONS @ Worked				
	Level	% of JM Wage	Wage	Vacation/ Holiday Pay (8%)	H&W @ Worked Hours	Pension @ Worked Hours	Funds @ Worked Hours	Total Cost	Field Dues	Market Recovery	Training Fund	Rehab Fund	BCYT Fund
Apr 28/23	Pre-App	55%											
	A1	65%											
	A2	70%											
	A3	75%											
	A4	80%											
	A5	85%											
	A6	90%											

CONTRACTOR COSTS – PRE-APPRENTICE/APPRENTICE									DEDUCTIONS @ Worked				
	Level	% of JM Wage	Wage	Vacation/ Holiday Pay (8%)	H&W @ Worked Hours	Pension @ Worked Hours	Funds @ Worked Hours	Total Cost	Field Dues	Market Recovery	Training Fund	Rehab Fund	BCYT Fund
May 4/23	Pre-App	55%											
	A1	65%											
	A2	70%											
	A3	75%											
	A4	80%											
	A5	85%											
	A6	90%											

SUSPENDED FOR THE TERM OF THE AGREEMENT

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## LIST OF SIGNATORY EMPLOYERS\*

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The Employer recognizes the Union as the exclusive bargaining agent for all employees in the bargaining unit, and the Union recognizes CLR as the exclusive bargaining agent for all CLR members who have authorized the Association to sign this Agreement on their behalf.

Effective the date of signing of this Agreement, the following employers have authorized CLR to bargain a renewal Ironworkers Local 97 Standard Agreement with International Association of Bridge, Structural, Ornamental & Reinforcing Ironworkers Local 97 and to sign such Agreement on their behalf.

1. 101 Industries Ltd.
2. A & H Steel Ltd.
3. Aligned Industrial Services Inc.
4. Alliance Engineering Works (1985) Ltd.
5. Alstom Power Installation Canada Inc.
6. Babcock & Wilcox Industries Ltd.
7. Bantrel Constructors Co.
8. BFI Constructors Ltd.
9. Brymark Installations Group Inc.
10. CAM Field Solutions Canada Corp
11. Canron Western Constructors Ltd.
12. Cascade Mechanical Ltd.
13. CIMS Limited Partnership
14. Clear Water Energy Services LP
15. CM Reinforcing Ltd.
16. Co-Gen Mechanical Services Ltd.
17. DMS Industrial Constructors Inc.
18. Dynamic Installations Inc.
19. Empire Dynamic Structures
20. Empire Iron Works Ltd.
21. F & M Installations Ltd.
22. Farr Installations Ltd.
23. Fluor Constructors Canada Ltd.
24. Ganotec West ULC
25. Geo-Tech Industries Inc.
26. Harris Rebar Canada Placing Ltd.
27. Horton CBI, Limited
28. KBR Industrial Canada Co.
29. Kingston Construction Ltd.
30. Kitimat Iron & Metal Works Ltd.
31. KWH Constructors Ltd.
32. LML Industrial Constructors Ltd.
33. Lockerbie & Hole Eastern Inc.
34. Lorneville Mechanical Contactors Ltd.
35. Melloy Industrial Services Inc.
36. Midwest Mechanical Limited
37. Mitchell Installations Ltd.
38. Namdor Reinforcing Steel (1987) Ltd.
39. Quality Reinforcing Steel Ltd.
40. RKM Services Ltd.
41. South East Construction BC L.P.
42. Sunny Corner Enterprises Inc.
43. Termel Industries Ltd.
44. TVE Industrial Services Ltd.
45. Tycon Steel (1998) Inc.
46. United Power Ltd.
47. Waiward Industrial LP
48. West Kootenay Mechanical Ltd.
49. Zanron Fabrication & Machine Co. Ltd.

\* The Letter of Agreement Re: By and Between Language signed by the BCBCBTU and CLR on August 09, 2016 as interpreted by the Arbitration Decision B.C.C.A.A.A. No. 164 shall govern the addition of an authorized Employer(s) to the above list of Signatory Employers.