BRICKLAYERS
STANDARD INDUSTRIAL AGREEMENT

By and Between:

International Union of Bricklayers and Allied Craftworkers (IUBAC) Local #2 BC

(the "Union")

And:

Construction Labour Relations Association of B.C. (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 09, 2016 Letter of Agreement By and Between the BCBCBTU and CLR
As interpreted by the Arbitration Decision B.C.C.A.A.A. No. 164

(the "Employer")

(collectively, the "Parties")

May 1, 2026 to April 30, 2029

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ARTICLE 1.00 – OBJECT

The object of this Agreement shall be to stabilize the industry, elevate the trade, promote peace and harmony between Employers and Employees, facilitate the peaceful adjustment of all disputes and grievances, and prevent strikes, lockouts, waste, expense, and avoidable and unnecessary delays in construction and repair work.

ARTICLE 2.00 – EFFECTIVE DATE AND DURATION

2.01 This Agreement shall be in full force and effect from and including May 1, 2026 to and including April 30, 2029 and shall continue in full force and effect from year to year thereafter, subject to the right of either Party to this Agreement within four (4) months and not less than two (2) months immediately preceding the date of April 30, 2029 or immediately preceding the last day of April in any year thereafter by written notice to the other party, require the other Party to commence collective bargaining with a view to the conclusion of a renewal or revision of this Agreement or a new Agreement.

2.02 Should either party give written notice to the other party pursuant hereto, this Agreement shall thereafter continue in full force and effect until the Union shall give notice of strike, or the Employer shall give notice of lockout, or the parties shall conclude a renewal or revision of this Agreement, or a new Collective Agreement.

2.03 The operation of Section 50(2) and Section 50(3) of the *BC Labour Relations Code* is hereby excluded in accordance with Section 50(4) of the *BC Labour Relations Code*.

ARTICLE 3.00 – WAGES AND PREMIUMS

3.01 **Wages**

(a) Wage Schedules

The schedules of minimum straight time hourly wage rates provided for within Schedules "A" shall apply to all projects governed by this Agreement.

(b) Payment of Wages

The Employer shall, at least once each week, pay to each Employee all monies (e.g. wages, premiums, annual vacation pay, statutory holiday pay, etc.) earned by the Employee to a day not more than three (3) working days prior to the date of payment, or five (5) working days prior to the date of payment if the Employee is working on an out-of-town project. The Employer shall have the right to pay wages by direct electronic deposit or by cheque.

(i) The Employer shall provide a separate or detachable itemized statement with each pay, clearly showing the following:

(a) the Employee's and Employer's name and address;

(b) the hours worked by the Employee;

(c) the Employee's wage rate;

(d) the hours worked by the Employee at the overtime wage rate(s);

(e) the Employee's overtime wage rate(s);

(f) any premium, money, allowance or other payment the Employee is entitled to;

(g) the amount of each deduction from the Employee's wages and the purpose of each deduction;

(h) where possible, the amount of each contribution to pension, health and welfare plans, training funds or other industry funds.

(i) the Employee's gross and net wages;

(j) the current and year to date totals for all payments, deductions and contributions listed above.

An Employer may provide a wage statement to an Employee electronically if the Employer provides the Employee, through the workplace, confidential access to the electronic wage statement, and a means of making a paper copy of that wage statement.

(ii) In the event that an Employee ceases to be an Employee of the Employer, for any reason, the Employer shall pay such Employee all monies (e.g. wages, premiums, annual vacation pay, statutory holiday pay, etc.) which are owing at time of termination on the project. Alternatively, in the event the Employer is unable to pay all monies which are owing to an Employee at the time of termination of employment, such monies shall be paid as quickly as reasonably possible thereafter but in no event later than seven (7) calendar days or in conjunction with the Employer's next regularly scheduled payroll, whichever comes first. Refer also to Article 10.01(a)(iv) (Hours of Work).

(iii) Any Employee who requires off site medical attention and does not return to the project, or when a qualified industrial first aid attendant recommends rest for the remainder of the shift, shall be paid for the full shift.

(iv) In the event an Employee suffers a workplace injury which requires treatment at a location other than the workplace, the Employer will ensure that the Employee is transported to the treatment location in a manner appropriate to the nature of the injury. In addition, the Employer is responsible to return the Employee either to the workplace to collect their personal vehicle or to their accommodation (home if working in town or current accommodation if working out of town) at the conclusion of the medical treatment. The Employee will be paid until the end of their scheduled shift.

(c) Monetary Package Increases

Effective the dates indicated below, the total monetary package for the Journeyperson (or equivalent) will be increased by an amount equal to the specified percentage of the Wage Rate in effect prior to the date of the increase. The Union retains the right to distribute these increases between Wages/Vacation & HP or Employer Contributions at their sole discretion. All other indexes shall be calculated accordingly.

The allocation will be provided to the Employer by the Union with sufficient notice prior to the effective date of the increase for the Employer's payroll department to be able to institute the change. Refer to Schedules "A" for actual rates of pay.

(i) Effective May 31, 2026 (the first Sunday following ratification), the total monetary package shall be increased by an amount equal to three and one-half percent (3.5%) of the wage rate.

(ii) Effective May 2, 2027, the total monetary package shall be increased by an amount equal to three and three-quarter percent (3.75%) of the wage rate.

(iii) Effective April 30, 2028, the monetary package shall be increased by an amount equal to three and three-quarter percent (3.75%) of the wage rate.

3.02 Premiums

(a) Underground Premium

Any Employee who is required to work underground shall be paid one hundred and ten percent (110%) of the otherwise applicable minimum straight time or overtime hourly wage rate. This premium shall not apply on work performed in basements of buildings or in open ditches.

(b) Acid Proof and Refractory Premium

Any Employee who performs acid proof or refractory work shall be paid a premium of forty cents ($0.40) per hour earned above such Employee's otherwise applicable straight time hourly wage rate. This premium shall not be applicable on work related to the linings of fireplaces, and/or chimneys in houses, apartments, schools, office buildings, churches and hospitals.

(c) Project Premiums

A premium of one percent (1%) over and above the otherwise applicable hourly wage rate shall apply for work performed on any project which is governed by a PLA.

ARTICLE 4.00 – EMPLOYEE CLASSIFICATIONS

4.01 Foreperson

A Foreperson shall be defined as a Journeyperson who is designated by the Employer to routinely issue orders and/or provide direction to Employees. Where three (3) or more bricklayers or masons are employed, one (1) shall be appointed by the Employer as a Foreperson. The minimum straight time hourly wage rate for a Foreperson shall be one-hundred and fifteen percent (115%) of the applicable Journeyperson minimum straight time hourly wage rate on the project.

4.02 Journeypersons

A Journeyperson shall be defined as any member of the Union who has a valid Bricklayer TQ Certificate or has successfully completed the Bricklayers Red Seal Program.

4.03 Apprentices

All Apprentices shall be employed in accordance with applicable apprenticeship related provincial legislation. All Apprentices shall be properly registered as such with the appropriate governing agency and/or organization. The Union and the MCA of BC shall jointly regulate the apprenticeship program but shall not have the authority to institute rules, regulations, and/or restrictions which are inconsistent with this Agreement and/or the Bricklayers Red Seal Program.

(a) Monetary Package

(i) The minimum straight time hourly wage rate for an Apprentice shall be determined as a percentage of the applicable Journeyperson minimum straight time hourly wage rate on the project. Refer to Article 4.03(b)(i) for corresponding percentages.

(ii) All Employer Contributions and Employee Deductions shall apply. Refer to Schedules "B".

(b) Classification and Recruitment

(i) The Apprentice classification shall consist of the following eight (8) terms. Each term shall consist of six (6) months of work.

A1	(1st Term) Apprentice	(55%)	A5	(5th Term) Apprentice	(80%)
A2	(2nd Term) Apprentice	(60%)	A6	(6th Term) Apprentice	(85%)
A3	(3rd Term) Apprentice	(65%)	A7	(7th Term) Apprentice	(90%)
A4	(4th Term) Apprentice	(75%)	A8	(8th Term) Apprentice	(95%)

To advance from one Apprentice level to the next, an Apprentice must complete both the required technical training and the required work hours. Failure to complete a technical training level within one and one-half (1½) years of having attained the number of hours for that term will result in the apprentice being withheld from the dispatch list, except by mutual agreement between the Union and the Employer through the Joint Apprenticeship and Training Committee.

(ii) All new Apprentices shall be classified as an A1 (1st Term) Apprentice. All new Apprentices who have completed a government approved pre-apprentice course shall be granted six (6) months credit towards their apprenticeship.

(c) Training

(i) The Bricklayers Red Seal Program shall supersede all contrary provisions of Article 4.03. Upon completion of the Bricklayers Red Seal Program, the Apprentice shall be reclassified as a Journeyperson.

(ii) An Apprentice shall not be permitted to perform work outside of the Union's work jurisdiction after such Apprentice has completed twelve (12) months of their apprenticeship. Refer to Appendix "B" (Scope of Work and Trade Jurisdiction) for description of the Union's work jurisdiction. No Apprentice shall be kept on a masonry saw for more than one (1) week at a time.

(d) Apprentice Log Book

(i) An Apprentice Log Book shall be developed in which the Apprentice shall maintain an accurate record of their employment hourly work functions, and such Log Book shall include space for verification by a Journeyperson as well as by the Employer.

(ii) Apprentices shall ensure their Log Book is complete and up to date. Such Log Book shall be reviewed periodically by the Union and shall be used to determine whether the Apprentice is receiving training in accordance with the apprenticeship program.

(e) Employment Ratios

The Employer may employ a maximum of one (1) Apprentice for every one (1) Journeyperson employed. Such ratio shall be calculated on a company-wide (as opposed to project by project) basis.

4.04 Probationary Employees

(a) Hiring and Monetary Package

(i) The Employer may hire Probationary Employees for up to sixty (60) working days, during which time the Employer retains the unfettered right to determine such Employee's hourly wage rate and combined annual vacation and statutory holiday pay percentage.

(ii) Employer Contributions shall not be payable on behalf of a Probationary Employee(s).

(b) Union Membership

In the event the Employer retains the Probationary Employee(s) for more than sixty (60) working days, such Employee(s) shall be required to become a member of the Union, shall be classified as an Apprentice, and shall thereafter be governed by the full terms and conditions of this Agreement.

ARTICLE 5.00 – MONTHLY REMITTANCES AND RATE CALCULATIONS

5.01 Monthly Remittances

(a) The Employer shall remit to the Union all Employer Contributions and Employee Deductions required in accordance with this Agreement on behalf of Employees working under the terms of this Agreement.

(b) Such remittance shall be made by a single payment, accompanied by a correctly completed Monthly Employer Contribution Report, and shall be received by the Union not later than the fifteenth (15^{th}) calendar day of the month following that for which such payments are payable.

(c) The Union shall notify the Employer, in writing, of any delinquent remittance. If the Employer fails to respond to such notification, within two (2) regular working days of receiving same, the Union shall require the delinquent Employer to pay the greater of either a penalty in the amount of ten percent (10%) of the delinquent remittance, or a sum of fifteen dollars ($15.00).

(d) Notwithstanding Article 12.02 (Hiring and Union Security), the Union may also withdraw its members from a delinquent Employer, and such withdrawal shall not be deemed a violation of this Agreement.

(e) All Employer Contributions and Employee Deductions required under the terms of this Agreement, are deemed, without exception, to be held in trust by the Employer until remitted in the manner set forth in Article 5.01.

(f) All Employer Contributions and Employee Deductions required under the terms of this Agreement, are also deemed, without exception, to be wages due the Employee, which the Employee has chosen to assign to the respective Plans, Funds, Organizations, etc., for the purposes of receiving benefits from same.

(g) If the Employer fails to remit all Employer Contributions and Employee Deductions required under the terms of this Agreement, and/or if the Employer fails to deduct such Employee Deductions required under the terms of this Agreement from an Employee's pay cheque, such Employer shall be liable for the full amount due.

(h) As a condition of employment, each Employee shall submit to the Union a written authorization for all Employee Deductions required in accordance with this Agreement. If the Employer subsequently fails to make the required Employee Deductions, such Employer shall be held liable for the amount due.

(i) The Union shall, once each month after receiving the combined monthly remittance from each Employer, allocate and/or distribute the monies of such combined remittances to the various Plans, Funds, Organizations, etc. in the appropriate manner. The Union acknowledges that such Plans, Funds, Organizations, etc. are entitled to receive such monies, and that such monies are, in fact, held in trust by the Union until properly allocated and/or distributed.

5.02 Calculation of Monetary Package and Wage Rates

The Union and CLR shall mutually agree on all calculations involved in determining the breakdown of the monetary package, and hourly wage rates for all Employee classifications and/or premiums requiring calculation. The Union and CLR shall mutually agree on the format of the Monthly Employer Contribution Report. Such mutual agreements shall be reached prior to such information and/or documents being distributed to either the Union membership and/or any Employer signatory to this Agreement. The foregoing shall not be interpreted to mean the Union does not retain sole authority to determine allocation of the monetary package.

5.03 Wage Security Bond

Refer to Appendix "C" (Wage Security Bond).

5.04 Inspection of Employer Records

(a) The Trustees of the Bricklayers and Masons Welfare Plan and Bricklayers and Ceramic Tileworkers Pension Plan may appoint an independent accounting firm to inspect the payroll and monthly remittance records of a delinquent Employer. Notwithstanding the foregoing, only Employer records for the immediately preceding twelve (12) month period shall be subject to inspection.

(b) Such inspection shall take place during regular working hours, and the results shall be reported to the various Plans, Funds, Organizations, etc. in respect of which Employer Contributions and/or Employee Deductions are required in accordance with this Agreement.

(c) In the event such inspection reveals that the Employer did not properly remit any Employer Contributions and/or Employee Deductions required in accordance with this Agreement, the Employer shall, at the direction of the Trustees, be required to remit all outstanding Employer Contributions or Employee Deductions and reimburse the Bricklayers and Masons Welfare Plan and Bricklayers and Ceramic Tileworkers Pension Plan for the cost of the inspection.

(d) Refer also Article 5.01(d).

ARTICLE 6.00 – BRICKLAYERS AND MASONS WELFARE PLAN AND BRICKLAYERS AND CERAMIC TILEWORKERS PENSION PLAN

6.01 Administration

The Bricklayers and Masons Welfare Plan and Bricklayers and Ceramic Tileworkers Pension Plan shall be administered by a Board of Trustees consisting of four (4) representatives appointed by the MCA of BC and four (4) representatives appointed by the Union. The Employers signatory to this Agreement hereby delegate all rights to representation on the Board of Trustees to the MCA of BC.

6.02 Bricklayers and Masons Welfare Plan

The Employer shall contribute the required amount to the Bricklayers and Masons Welfare Plan in the manner set forth in Article 5.00 (Monthly Remittances and Rate Calculations). The required amount, and the effective date applicable thereto, shall be as stipulated within Schedules "B".

6.03 Bricklayers and Ceramic Tileworkers Pension Plan

(a) The Employer shall contribute the required amount to the Bricklayers and Ceramic Tileworkers Pension Plan in the manner set forth in Article 5.00 (Monthly Remittances and Rate Calculations). The required amount, and the effective date applicable thereto, shall be as stipulated within Schedules "B".

(b) If permitted by the Bricklayers and Ceramic Tileworkers Pension Plan, and elected by the Employee, the Employer shall process an Employee Deduction in the manner set forth in Article 5.00 (Monthly Remittances and Rate Calculations). The required amount of the deduction shall be in accordance with a written authorization provided by the Union and the Employee.

(c) The Employer shall annually issue to each Employee, on their T-4 slip, a statement of contributions made to the Bricklayers and Ceramic Tileworkers Pension Plan on behalf of such Employee.

(d) The Employer will cease Pension Contributions for any Employee (a) continuing to work after the calendar year in which they turn seventy-one (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.

ARTICLE 7.00 – UNION DUES AND UNION REPRESENTATIVES

7.01 Union Dues

The Employer shall deduct Union Dues of such amounts as the Union directs, on a monthly, weekly and/or hourly basis, and shall forward such deductions in the manner set forth in Article 5.00 (Monthly Remittance and Rate Calculations). The Union shall provide the Employer with not less than thirty (30) days written notice of a change in the Union Dues deduction amounts. Refer to Schedules "B".

7.02 Union Permit Fees

The Union retains the right to direct Employers to deduct a monthly permit fee from the pay cheque of any/all Employees working for such Employer under the terms of a Union permit, as opposed to Union membership. The amount of such permit fee shall be one hundred dollars ($100.00) per month, unless otherwise adjusted by the Union. Appropriate notice shall be given to CLR and signatory Employers upon any adjustment to the amount of the monthly permit fee.

7.03 Union Representatives

(a) Union representatives, in the carrying out of their regular duties, shall be permitted access to a project but shall first be required to notify the Employer. The Employer will work with the Union Representative to ensure access is available to all necessary indoctrination and documentation required to permit access in accordance with this Article.

(b) An Employee has the right to have a Union representative present either in person or via telephone/online at any meeting where disciplinary action is being taken. The Employee and a Union representative will be advised in advance of the meeting if such is the case. Where the Employee elects to not have a Union representative present, the absence of the Union representative shall not, on its own, affect the Employer's right to discipline the Employee.

If during an investigation meeting the Employer believes that discipline may result from the investigation, the meeting will cease and the Employee will be given access to a Union representative.

(c) Job Stewards shall be recognized on all projects, and they shall not be discriminated against. The Union shall notify the Employer, in writing, of the name of the Job Steward and any subsequent change.

(d) It shall be the intent of this Agreement that the Job Steward shall be the last Employee transferred or laid off with the exception of the Foreperson, unless the Employer has just cause for dismissal.

(e) The Employer shall allow time off work, without pay, for any Employee who is serving on a Union committee or for purposes of serving as a Union delegate to any conference or function, provided this can be accomplished without cost to the Employer. Any Employee who acts within the scope of the foregoing shall not lose their job or be discriminated against for so acting.

ARTICLE 8.00 – LEAVES OF ABSENCE

8.01 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.

8.02 Maternity and Parental Leave

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

8.03 Illness or Injury Leave

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

ARTICLE 9.00 – INDUSTRY FUNDS

9.01 MCA of BC Training Fund

The Employer shall contribute the amounts stipulated in Schedules "B" for all hours worked to the MCA of BC Training Fund in the manner set forth in Article 5.00 (Monthly Remittances and Rate Calculations). The MCA of BC may alter such contribution amount by providing the Union with sixty (60) calendar days' written notice of their intention to do so. Any cost incurred by the Union during the term of this Agreement as a direct result of having to change the Monthly Employer Contribution Report due to a change in the MCA of BC Fund contribution amount shall be borne by the MCA of BC.

9.02 MCA of BC Fund

The Employer shall contribute the amounts stipulated in Schedules "B" for all hours worked to the MCA of BC Fund in the manner set forth in Article 5.00 (Monthly Remittances and Rate Calculations). A lump sum monthly contribution shall no longer be required. The MCA of BC may alter such contribution amount by providing the Union with sixty (60) calendar days' written notice of their intention to do so. Any cost incurred by the Union during the term of this

Agreement as a direct result of having to change the Monthly Employer Contribution Report due to a change in the MCA of BC Fund contribution amount shall be borne by the MCA of BC.

9.03 Contract Administration Fund (CAF)

(a) Employer Contribution

The Employer shall contribute the amounts stipulated in Schedules "B" for all hours worked, inclusive of GST, to the CAF in the manner set forth in Article 5.00 (Monthly Remittances and Rate Calculations). CLR may alter this amount by providing the Union with sixty (60) calendar days' written notice. Any cost incurred by the Union during the term of this Agreement as a result of having to change the Monthly Employer Contribution Report due to a change in the CAF contribution amount, shall be borne by CLR.

(b) Union Collection and Payment

(i) The Union shall collect and forward to CLR, without exception, all monies designated for the CAF and received in accordance with the Monthly Employer Contribution Report.

(ii) Such payment to CLR shall be made by the Union not later than the last day of the month in which such amount was received and shall be accompanied with a summary report form which shall include at least the following information for each Employer from whom contributions were collected:

- name of Employer,
- number of contribution hours,
- total contribution amount, and
- period for which contributions were payable.

(iii) The Union shall be entitled to deduct an amount equal to six percent (6%) of the total collected Employer Contributions to the CAF to cover administration costs, prior to forwarding such contributions to CLR. The amount of such deduction shall also be included on the form provided for in Article 9.03(b)(i).

(iv) A designated representative of CLR may inspect, upon appointment, the receipts and records of the Union related to the CAF.

9.04 Construction Industry Rehabilitation Plan (CIRP)

The Employer shall contribute the amounts stipulated in Schedules "B" for all hours worked to CIRP in the manner set forth in Article 5.00 (Monthly Remittances and Rate Calculations). The Employer shall deduct the amounts stipulated in Schedules "B" for all hours worked from each Employee's pay cheque and shall remit such deduction to CIRP in the manner set forth in Article 5.00 (Monthly Remittances and Rate Calculations).

9.05 Jurisdictional Assignment Plan (JAplan)

(a) Employer Contribution

The Employer shall contribute the amounts stipulated in Schedules "B" for all hours worked to the JAplan in the manner set forth in Article 5.00 (Monthly Remittances and Rate Calculations).

(b) Application

The JAplan, as agreed to by and between the BCBT and CLR, shall be binding upon the Parties. Where the Employer makes an assignment of work to another constituent union or local union of the BCBCBTU, which is challenged under the JAplan, 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 LRB, 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 non-compliance with the Umpire's ruling for the period subsequent to the ruling.

9.06 BCD&A Drug & Alcohol Program Society (D&A Society)

(a) The Employer shall contribute the amounts stipulated in Schedules "B" for all hours worked to the D&A Society in the manner set forth in Article 5.00 (Monthly Remittances and Rate Calculations).

(b) 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. In particular, the Parties shall be bound by the decisions of the D&A Society with respect to the implementation of an Industry Employee and Family Assistance Program (EFAP) providing such decisions have been endorsed by both the BCBCBTU and CLR.

9.07 Trade Union Council Funds

(a) BC Building Trades (BCBT)

The Employer shall deduct the amounts stipulated in Schedules "B" for all hours earned from each Employee's pay cheque and shall remit such deduction to the BCBT in the manner set forth in Article 5.00 (Monthly Remittances and Rate Calculations).

(b) BCBCBTU

The Employer shall contribute the amounts stipulated in Schedules "B" for all hours worked to the BCBCBTU in the manner set forth in Article 5.00 (Monthly Remittances and Rate Calculations). Such contribution shall continue only for as long as the Bargaining Council structure continues to exist pursuant to the *BC Labour Relations Code*.

(c) Canadian Building Trades (CBTU)

The Employer shall deduct the amounts stipulated in Schedules "B" for all hours earned from each Employee's pay cheque and shall remit such deduction to the CBTU in the manner set forth in Article 5.00 (Monthly Remittances and Rate Calculations).

(d) SkillPlan

The Employer shall deduct the amounts stipulated in Schedules "B" for all hours earned from each Employee's pay cheque and shall remit such deduction to SkillPlan in the manner set forth in Article 5.00 (Monthly Remittances and Rate Calculations).

ARTICLE 10.00 – HOURS OF WORK

10.01 Shifts

(a) Starting and Stopping

(i) The scheduled start time of any shift may be varied by up to one (1) hour earlier or later at the discretion of the Employer.

(ii) Employees shall be at the workplace and ready to start work at the designated starting time, except as may otherwise be provided by this Agreement.

(iii) A ten (10) minute pick-up shall be allowed prior to end of shift.

(iv) The Employer shall provide an Employee with one (1) hour notice of termination of employment, or one (1) hour's pay in lieu.

(b) Day Shift

The regular workday shall be eight (8) hours between the hours of 8:00 am and 4:30 pm, with a one-half (½) hour mid-shift lunch break. The regular work week shall be five (5) days, forty (40) hours, between 8:00 am Monday and 4:30 pm Friday.

(c) Afternoon and Night Shift

The Employer may schedule an afternoon and/or night shift if/as required. Two (2) consecutive days shall be necessary to constitute an afternoon shift, and three (3) consecutive days shall be necessary to constitute a night shift. It shall not be necessary for there to be a day shift for there to be an afternoon and/or a night shift. If a shift is not established (constituted), all hours are paid two times (2X) the straight time hourly wage rate.

(d) Shift Premiums

The Employer shall pay a shift premium over and above the otherwise applicable minimum straight time hourly wage rate to any Journeyperson who is employed on an afternoon or night shift. The minimum straight time hourly wage rate applicable for all other Employee classifications shall be recalculated accordingly. Such shift premium shall be paid in accordance with the following schedule.

Day Shift: No shift premium.

Afternoon Shift: Six dollars ($6.00) per hour worked (i.e. the same amount is payable on both straight time and overtime hours) on any shift which commences between 3:30 pm and 8:30 pm. Second (2nd) and subsequent meal breaks are not considered to be hours worked.

Night Shift: Six dollars ($6.00) per hour worked (i.e. the same amount is payable on both straight time and overtime hours) on any shift which commences between 8:30 pm and before 1:01 am. Second (2nd) and subsequent meal breaks are not considered to be hours worked.

Notwithstanding any contrary interpretation of the foregoing schedule:

> A shift commencing at 3:30 pm shall be deemed to be an afternoon shift and a shift commencing at 8:30 pm shall be deemed to be a night shift.

> Overtime on afternoon and night shifts shall be payable for all hours of work performed in excess of eight (8) hours per shift.

> No shift premium shall be payable for work performed on a Saturday, Sunday or statutory holiday.

> No holiday pay shall be payable on a shift premium.

10.02 Compressed Work Week

A compressed work week may be established, prior to dispatch to the project, by the Employer for other than short term shutdown projects where overtime is scheduled. The terms and conditions of such compressed work week shall supersede any contrary provisions of the Agreement.

(a) Hours of Work

(i) Ten (10) straight time hours (8:00 am to 6:30 pm, inclusive of a meal break) shall constitute the compressed work weekday shift. Forty (40) straight time hours, Monday through Thursday inclusive, or Tuesday through Friday inclusive, shall constitute the regular work week.

(ii) Ten (10) straight time hours (6:30 pm to 5:00 am, inclusive of a meal break) shall constitute the compressed work week afternoon shift. Forty (40) straight time hours, Monday through Thursday inclusive, or Tuesday through Friday inclusive, shall constitute the regular work week. The applicable shift premium shall apply.

(iii) 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.

(b) Overtime

(i) 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 (1½) times the otherwise applicable minimum straight time hourly wage rate.

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

(c) Statutory Holidays

All statutory holidays which occur during a compressed work week schedule, in accordance with Article 10.02(a), shall be observed on the actual day of the statutory holiday except in such cases where the statutory holiday occurs on a Saturday or Sunday in which case it will be observed on the following workday(s).

All statutory holidays which occur on a regularly scheduled workday of a compressed work week schedule may be rescheduled by prior mutual agreement of the Employer and the Union. However, in such event, an Employee shall retain sole discretion to decline to work on the actual statutory holiday date and shall not be discriminated against for doing so.

10.03 Call Out Time

If an Employee is unable to report to work due to sickness or other extenuating circumstances, such Employee shall be responsible to notify the Employer and Job Steward a minimum of one (1) hour prior to the designated starting time of their shift.

(a) General Conditions

When an Employee reports for work at the Employer's shop or project site and work is not available for reasons other than inclement weather, such Employee shall be paid two (2) hours at the otherwise applicable minimum straight time or overtime hourly wage rate if work did not commence, or a minimum of four (4) hours if work did commence. The daily travel allowance shall be paid in addition to the foregoing where such allowance is applicable.

(b) Inclement Weather

When an Employee reports for work at the Employer's shop or project site and work is not available due to inclement weather, such Employee shall be paid two (2) hours at the otherwise applicable minimum straight time or overtime hourly wage rate, regardless of whether or not work commenced, providing such Employee remains on the project for two (2) hours after the designated starting time of their shift. An Employee shall not be eligible to receive such payment if such Employee was notified not to report for work a minimum of two (2) hours prior to the designated starting time of their shift.

(c) Pre Access Drug and Alcohol Testing

Where a member is required to perform a pre-access Drug & Alcohol test, they will be paid one (1) hour at the applicable straight time hourly wage 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.

(d) Online Orientation/Indoctrination

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 the applicable straight time hourly wage rate 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.

10.04 Stand By

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.

10.05 Overtime

(a) Definition

All work performed before or after the regular working shift (day shift, afternoon shift or night shift) in any one (1) day shall be considered overtime until a break of eight (8) hours occurs and shall be paid for at the applicable overtime rate. Any Employee required to work before a break of eight (8) hours occurs shall be paid at the applicable overtime rate until such time as a break of eight (8) hours occurs.

(b) Premiums

(i) The first two (2) hours of overtime, Monday through Friday, shall be paid at one and one-half (1½) times the otherwise applicable straight time hourly wage rate.

(ii) All other overtime, and all overtime on Saturdays, Sundays and statutory holidays, shall be paid at two (2) times the otherwise applicable straight time hourly wage rate.

10.06 Meal Breaks and Rest Periods

(a) Meal Breaks

(i) A one-half (½) hour meal break shall be provided during each working shift at approximately the middle of such shift. This break shall not be considered as time worked. A one (1) hour meal break may be implemented on a project(s) if/as appropriate, providing the Union is notified prior to implementation.

(ii) If a working shift is to exceed ten (10) hours, a second meal break of one-half (½) hour shall be provided at the end of eight (8) hours, and at four (4) hour intervals thereafter. The meal shall be a "hot meal" and shall be supplied by the Employer at no cost to the Employee. This break shall be considered as time worked and shall be paid for at the otherwise applicable minimum straight time hourly wage rate. In the event the Employer is unable to provide a "hot meal", each Employee shall receive a meal allowance of twenty-five dollars ($25.00) in lieu.

(iii) Where it is determined a working shift will extend beyond ten (10) hours after eight (8) hours have been worked, the second meal break will be provided as soon as possible after the determination is made.

(b) Rest Periods

(i) Two (2) rest periods of ten (10) minutes' duration each shall be provided during a scheduled eight (8) hour or nine (9) hour shift. A third rest period of ten (10) minutes' duration shall be provided after eight (8) hours if the shift is subsequently extended beyond eight (8) hours or nine (9) hours up to a maximum of ten (10) hours.

(ii) Only two (2) rest periods shall be provided on a scheduled shift of ten (10) hours, however each such rest period shall be of fifteen (15) minutes' duration. Additional short breaks required for the protection of Employees Health and Safety due to the nature of the work or adverse environmental conditions (temperature, dirty conditions, etc.) will be provided as mutually agreed by the Employer and the Union.

(iii) Rest periods shall be taken at a location determined by mutual agreement between the Employer and the Union.

ARTICLE 11.00 – ANNUAL VACATION AND STATUTORY HOLIDAYS

11.01 Annual Vacation Pay and Statutory Holiday Pay

(a) Annual vacation pay of six percent (6%) and statutory holiday pay of six percent (6%) shall be combined in an amount equal to twelve percent (12%). Upon termination, an Employee shall receive all annual vacation pay and statutory holiday pay owing.

(b) Such combined annual vacation pay and statutory holiday pay of twelve percent (12%) shall:

(i) include any additional statutory holiday(s) which may be declared by the Federal or Provincial Government,

(ii) be calculated only on the gross hourly earnings of each Employee regardless of the number of hours worked,

(iii) not be calculated on Employer Contributions required in accordance with this Agreement.

(iv) accrue to each Employee's credit, and

(v) be paid by the Employer every pay period on each Employee's pay cheque.

11.02 Annual Vacation

An Employee may take up to three (3) weeks of annual vacation in any calendar year. The vacation period shall be arranged by mutual agreement between such Employee and the Employer.

11.03 Statutory Holidays

The following statutory holidays shall apply to work performed in accordance with this Agreement. Refer also to Appendix "F" (Schedule of Statutory Holidays).

(a) New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, Friday preceding BC Day, BC Day, Friday preceding Labour Day, Labour Day, National Day for Truth and Reconciliation, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and/or any other day so proclaimed by the Federal or Provincial Government.

(b) When a statutory holiday falls on a Saturday or Sunday, the following workday(s) shall be observed in place thereof.

(c) All work performed on statutory holidays, or days observed in place thereof, shall be paid for at two (2) times the otherwise applicable straight time hourly wage rate, in addition to the annual vacation pay and statutory holiday pay provided for in Article 11.01.

(d) No Employee shall be required to work Labour Day and/or Remembrance Day except for the preservation of life or property. An Employee shall not be discriminated against for refusing to work on Christmas Day.

ARTICLE 12.00 – HIRING AND UNION SECURITY

12.01 Hiring

(a) Name Request

The Employer shall have the exclusive right to hire one hundred percent (100%) of all Employees required, including Forepersons, on a "name request" basis. To support the employment of Local Residents on projects the Union will provide a list of available Local Residents to the Employer who will take that availability into account when selecting the crew.

(b) Union Membership

All Employees must be a member in good standing of the Union. Employees shall present a clearance slip to the Job Steward prior to commencement of work, and such clearance shall include confirmation of the Employee's membership status.

(c) Layoff

(i) The Employer shall advise the Job Steward as to the reason for the layoff or discharge of an Employee.

(ii) 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.

(d) Transfer Between Projects

No Employee shall be required to accept a transfer between two (2) projects.

(i) If an Employee does not accept a transfer between two (2) projects (i.e. Project 1 and Project 2) the following terms shall apply.

(a) The Employer shall issue and file a properly completed Record of Employment (ROE) for such Employee.

(b) The Employer shall pay a terminal travel allowance if/as required pursuant to Article 13.01(a) (Initial and Terminal Travel Allowance). The road kilometres actually driven shall be calculated from Project 1 back to the Employee's residence via the most direct route.

(c) The Employee shall not be entitled to receive an initial travel allowance to a new project, regardless of the Employer, unless such individual has physically returned to their residence and obtained a clearance slip from the Union for such new project.

(ii) If an Employee accepts a transfer between two (2) projects (i.e. Project 1 and Project 2) the following terms shall apply.

(a) The Employer shall pay a project transfer travel allowance pursuant to Article 13.04 (Out of Town Projects), providing that both Projects are governed by Article 13.02(a) Option #2. The road kilometres actually driven shall be calculated from the Project 1 Employer supplied accommodation to the Project 2 Employer supplied accommodation via the most direct route.

(b) The Employer shall pay a terminal travel allowance as required by Article 13.01(a) (Initial and Terminal Travel Allowance), providing Project 2 is an out-of-town project. The road kilometres actually driven shall be calculated from Project 2 back to the Employee's residence via the most direct route. (Note: The Employee will have already received an initial travel allowance from their residence to Project 1 as required pursuant to Article 13.01(a) (Initial and Terminal Travel Allowance).

12.02 Withdrawal of Labour

(a) Subject to reasonable notice given to the Employer(s), in writing, it shall not be a violation of this Agreement for the Union to withdraw its members from a project(s) for:

(i) the purpose of rendering assistance to labour organizations,

(ii) refusal on the part of Union members to handle any materials, equipment or product declared unfair by a Building Trades Council(s); or manufactured, assembled or produced by an Employer whose Employees are on strike against or are locked out by an Employer, and

(iii) refusal on the part of Union members to work with non-union workers.

(b) When such removal takes place, the Union shall authorize Employees on the project(s) to carefully put away all tools, materials, equipment or any other property of the Employer in a safe manner and to the entire satisfaction of the Employer.

(c) Refer also to Article 5.01(d) (Monthly Remittance and Wage Calculations).

12.03 Sub-Contracting

(a) The Employer shall not let contracts or subcontracts for work governed by the terms of this Agreement to any individual or contractor who is not signatory to either this Agreement or another collective agreement with the Union which governs the scope of work which has been contracted or subcontracted.

(b) The Employer shall not contract work on a labour only basis. Where it is alleged that the Employer has violated the foregoing, it shall be incumbent upon the Employer to provide physical evidence to prove otherwise. In the absence of such evidence, the Union retains the right to remove its members from the project until such evidence has been provided.

ARTICLE 13.00 – OUT OF TOWN PROJECTS

Refer to Appendix "A" (Definitions and Abbreviations) for definition of an out-of-town project.

13.01 Initial and Terminal Travel Allowance

(a) The Employer shall pay an initial and terminal travel allowance pursuant to Article 13.04 to any Employee who is directed or dispatched to an out-of-town project. Such allowance shall be payable each way, and the distance travelled shall be calculated from the Employee's residence in B.C. or the Yukon Territory to the project via the most direct route. Should an Employee's residence be outside those boundaries, the distance will be measured from the point the Employee first (1st) enters the Province of British Columbia or the Yukon Territory while following the most direct route to the jobsite. An Employee shall not receive an initial travel allowance if such Employee does not travel from their residence to the project or a terminal travel allowance if such Employee does not travel from the project back to their residence. (For example, upon being transferred from one (1) out of town project to another out of town project. Refer to Article 12.01(d) (Transfer Between Projects) for important clarification regarding the practical application of the foregoing.) No additional payment or reimbursement for travel time or incurred expenses shall be required, except as otherwise specifically required within Article 13.01.

(b) Refer to Articles 13.01(c) through 13.01(h) for further clarification.

(c) Where an Employee 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) day's 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.

(d) The Employer shall reimburse an Employee, upon the submission of the appropriate receipts, for any ferry fares which are incurred in the course of initial and terminal travel. Such ferry fares shall be limited to one (1) standard length/height vehicle plus driver, each way. Tolls shall not be a reimbursable expense.

(e) Where an Employee requests to use air travel to travel to the project, the following terms and conditions shall prevail.

(i) The Employer shall pay for airfare, inclusive of all related fees and taxes, plus taxi fare to/from the project from the nearest airport. Taxi fare shall not be payable where Employer (or Owner) supplied transportation is provided.

(ii) The Employer shall pre-arrange the air travel to/from the airport nearest the Employee's residence. The air carrier and class of ticket shall be at the discretion of the Employer but shall be via a regularly scheduled carrier. The Employer shall not direct an Employee to fly "standby".

(iii) The Employee shall provide the Employer with the Boarding Pass and proper ground transportation receipts if requested to do so by the Employer.

(f) Where a variety of travel distances exist for Employees to a particular project, the Employer and the Union may agree upon a standard initial and terminal travel allowance "lump sum" amount which shall be paid to all applicable Employees on the project. Such agreement shall be reached prior to the commencement of work on the project, and prior to date of tender if possible.

(g) The Employer shall ensure that an Employee receives payment for the applicable initial travel allowance and all applicable reimbursements for incurred expenses (e.g. ferry fares, etc.) within seven (7) calendar days, or earlier if practical for the Employer, of the Employee's first shift on the project. The Union and the Employer may mutually agree to vary this requirement. Such agreement shall be reached prior to the commencement of work on the project, and prior to date of tender if possible.

(h) In the event an Employee voluntarily terminates their own employment after having been on the project for less than fifteen (15) calendar days, the Employer shall not be required to pay the Employee's terminal travel allowance and shall additionally be entitled to deduct the initial travel allowance already paid from the Employee's final pay cheque.

13.02 Out of Town Accommodation

Article 13.02 shall apply to Employees who are not local residents of the area where the work is being performed or is to be performed. Refer to Appendix "A" for definition of local resident.

(a) Room and Board Allowance

Each Employee shall select one (1) of the following options prior to commencing work on an out-of-town project, and such selection shall apply for the duration of the Employee's employment on such project. The choice of options shall be at the sole discretion of the Employee, and the Employee shall provide the Employer with written notice of their selection upon request. Both options shall be payable on the basis of seven (7) days per week.

Option #1 The Employer shall provide the Employee with a daily lump sum Living Out Allowance (LOA) of two hundred and forty dollars ($240.00) effective May 31, 2026 (the first Sunday following the Date of Ratification), a daily lump sum Living Out Allowance (LOA) of two hundred and sixty dollars ($260.00) effective May 2, 2027, and a daily lump sum Living Out Allowance (LOA) of two hundred and sixty dollars (260.00) effective April 30, 2028.

No daily travel allowance or daily travel time shall be paid to an Employee who selects Option #1, nor shall Employer supplied transportation be provided.

Option #2 The Employer shall provide the Employee with a single room plus ninety-seven dollars ($97.00) daily meal allowance effective May 31, 2026 (the first Sunday following the Date of Ratification), a single room plus one hundred dollars ($100.00) daily meal allowance effective May 2, 2027, and a single room plus one hundred dollars ($100.00) effective April 30, 2028

No daily travel time shall be paid to an Employee who selects Option #2, however the following terms and conditions shall be applicable.

(i) If the Employer provided room is forty (40) road kilometres or less from the project, no daily travel allowance shall be paid.

(ii) If the Employer provided room is more than forty (40) road kilometres from the project, a daily travel allowance pursuant to Article 13.04 shall be paid, each way, to/from the forty (40) road kilometre boundary.

(iii) If the Employee requested to use air travel to the project in accordance with Article 13.01(e), Employer supplied transportation shall be provided to the Employee to/from the project on a daily basis.

(iv) If the Employee did not request to use air travel to the project in accordance with Article 13.01(e), no Employer supplied transportation shall be provided to the Employee to/from the project on a daily basis, and the Employee shall therefore assume all responsibility for travelling to/from the project on a daily basis.

(v) Any Employee who makes use of Employer supplied transportation to travel to/from a project shall not be paid a daily travel allowance for that day(s).

(b) Change in Accommodation

Where an Employee is living in accommodation provided by the Employer and is required by the Employer or the accommodation provider to change rooms outside of working hours, the Employee will be paid two (2) hours at the applicable straight time hourly wage rate to make such move. The Employer reserves the right to have the Employee move during working hours in lieu of making this payment.

(c) Camp Accommodation

(i) Camp accommodations, when supplied, shall meet the standards and requirements of the applicable Construction Camp Rules and Regulations Agreement by and between BCBT and CLR. An Employee may refuse to live in accommodations which do not meet such standards.

(ii) The Parties agree that the renewal of the BC Construction Camp Rules and Regulations will be negotiated between CLR and BCBCBTU and once the new agreement is in place, all Agreements will be amended to reflect the new Rules and Regulations rather than the current document.

(iii) Unless otherwise arranged at a pre-tender and/or pre-job conference, on projects where a camp is provided, Employees shall occupy the camp, and room and board shall be supplied in such camp seven (7) days a week, at no cost to the Employee.

(d) Weekend Checkout

Any Employee who is living in camp accommodations paid by the Employer may, on any weekend, vacate or check out of such accommodation and the Employer shall pay such Employee forty dollars ($40.00) per day.

(i) The Employee must turn in their meal ticket or sign a checkout in advance.

(ii) To qualify, an Employee must work their scheduled shift prior to the weekend and/or statutory holiday and their scheduled shift after the weekend and/or statutory holiday.

(e) Marshalling Points

On camp projects, no walking time shall be paid up to two thousand five hundred (2,500) feet from the work site. Beyond two thousand five hundred (2,500) feet up to thirty (30) minutes' travel each way, the Employer shall supply transportation. Travel time shall be paid at prevailing rates for time in excess of thirty (30) minutes. It is agreed that in the event that camp accommodation is unavailable for all Employees, the Employer and Union shall mutually agree to terms governing travel time.

13.03 Periodic Leave

(a) On out-of-town projects of over thirty-five (35) calendar days' duration, a periodic leave shall be made available to Employees every twenty-eight (28) calendar days. Qualification for this leave requires five (5) days of work following the leave.

(b) When a turnaround is provided, the Employee shall receive an allowance based on the distance from the job site to their residence once for each turnaround. The rate will be based on the maximum tax-free mileage rate established annually by the Canada Revenue Agency. The allowance will be calculated by multiplying the midpoint of each mileage rate by the posted mileage amount. These amounts will be updated on the same date as changes to the mileage amount are effective.

0 km to 249 km	n/a
250 km to 500 km	$274.00
501 km to 750 km	$457.00
751 km to 1,000 km	$639.00
over 1,000 km	$730.00

(c) The duration of such periodic leave shall be for a minimum of five (5) days to a maximum of one (1) week, or such other number of days as may be mutually agreed between the Employer and the Employee.

(d) The timing of such periodic leave shall be decided by mutual agreement. In no event shall an Employee receive leave unless they actually return to their residence. Room and Board allowances shall not be paid during leave periods.

(e) Employees qualifying for periodic leave shall be returned to the transportation terminal nearest the Employee's residence, except out of province Employees who shall be returned to their point of dispatch within the province of BC.

(f) There shall be no cash payment in lieu of periodic leave, unless otherwise mutually agreed between the Union and the Employer.

13.04 **Travel Allowance Rates**

The maximum non-taxable mileage allowance as published annually by the Canada Revenue Agency shall govern the project transfer travel allowance amount payable in accordance with Article 12.01(d) (Transfer Between Projects), the initial and terminal travel allowance amount payable in accordance with Article 13.01(a), and the daily travel allowance amount payable in accordance with Article 13.02(a) Option #2 (ii), Article 14.02 and Article 14.03.

ARTICLE 14.00 – LOCAL TRAVEL

An Employee shall be paid a daily travel allowance for travel to and from a project in order to reimburse such Employee for travel costs and travel time. Such daily travel allowance shall be payable in accordance with this Article.

14.01 No daily travel allowance shall be payable on any project located within the Lower Mainland. Refer to Appendix "A" (Definitions and Abbreviations) for definition of Lower Mainland.

14.02 A daily travel allowance pursuant to Article 13.04 shall be paid to any Employee who resides within the Lower Mainland and uses their own vehicle to travel from their residence to a project located outside of the Lower Mainland. Such allowance shall be payable, each way, for each road kilometre driven between the Lower Mainland boundary and the project.

14.03 A daily travel allowance shall be paid to any Employee who resides outside of the Lower Mainland and uses their own vehicle to travel from their residence to a project located outside of the Lower Mainland. Such allowance shall be payable in accordance with the following schedule.

First forty (40) road kilometres, each way, each day	not applicable
All additional road kilometres, each way, each day	pursuant to Article 13.04

14.04 No Employee shall be permitted to use their personal vehicle in a manner which is unfair to other Union members or contrary to the best interests of the Union.

ARTICLE 15.00 – WORKING CONDITIONS

15.01 Harassment and Discrimination

Employees shall have the right to work in an environment free from harassment. In addition, discrimination under the prohibited grounds of the *BC Human Rights Code* shall not be tolerated within the open and inclusive craft building trades construction industry.

15.02 Telephones

A telephone(s) shall be made available to all Employees at all times for incoming or outgoing emergency purposes, and incoming messages of an emergency nature shall be relayed immediately. No Employee except for the Job Steward (while doing business as Job Steward) shall be permitted to use a personal cell phone during working hours, excluding rest and meal breaks, except in case of an emergency.

15.03 Cell Phone Apps

No Employee shall be required to install any app on their personal phone as a condition of employment.

15.04 Drinking Water

Where there is no running water available, cool drinking water in approved sanitary containers shall be provided. Paper cups will be supplied.

15.05 Health and Safety

Employees shall comply with Employer safety rules and regulations, except where such rules and regulations are inconsistent with the provisions of Articles 15.05(a) through 15.05(f).

(a) All equipment, tools and material must conform and be utilized in conformity with applicable Provincial and Federal regulations, acts and laws. All scaffolds shall be designed and inspected in accordance with Workers Compensation Board of British Columbia (dba WorkSafeBC) regulations.

(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.

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

(d) The Employer shall be responsible for supplying waterproof gloves and aprons to Employees engaged in cutting on a wet masonry saw or washing down masonry.

(e) Material weighing fifty (50) pounds or greater shall be installed by two (2) or more Employees. Concrete blocks weighing forty-five (45) pounds or greater shall also be installed by two (2) or more Employees whenever such blocks are being set continuously over a period in excess of thirty (30) minutes.

(f) Forepersons and project superintendents shall carry with them a copy of the Workers Compensation Board of British Columbia (dba WorkSafeBC) Accident Prevention Regulations and be familiar with such Regulations so they may be enforced on the project.

15.06 Tools

(a) All Employees shall be required to supply the ordinary tools of the trade. Such tools shall include, as a minimum requirement, the following:

One (1) marking pencil
One (1) trowel
One (1) pointing trowel
One (1) four foot (4') level, in working order
One (1) rule or tape
One (1) bolster or brick set
One hundred feet (100') of mason's line
One (1) tool bag or box
One (1) hand brush
One (1) raker or raking wheel
One (1) mash hammer
Two (2) round jointers
One (1) tuck pointer
One (1) brick hammer
Line Pins

Stonemasons shall be required to supply the following:

One (1) trowel
One (1) pointing trowel
Two (2) points
One (1) tool bag or box
Two (2) feather jointers
One (1) to two (2) to four (4) pound mash hammer
Two (2) traces, carbaloy-tipped
One (1) four foot (4') level
One (1) rule or tape
Two (2) pitches, carbaloy-tipped
One hundred feet (100') of mason's line

(b) An Employee shall not suffer any lost wages as a result of the Employer having made arrangements for the transportation of the Employee's tools to a project, if such tools are subsequently not available to the Employee for any reason as a result of a transportation delay or mishap. Tool transportation costs are the responsibility of the Employer.

(c) All Employees are guaranteed that while employed on the jobsite, project, or place of business of the Employer, the Employees' tools shall be insured. The insurance shall cover fire, burglary and loss when working over water or such other areas where tools cannot be retrieved, and, in the event of loss, the Employer agrees to replace the tools. When commencing employment, the Employee shall submit to the Employer an inventory of the tools brought onto the project, and such list shall be signed by both the Employee and the Employer. Coverage will commence at the date of the filing of the inventory list with the Employer. The Employee shall ensure that the inventory is current. An affidavit may be requested by the Employer from the Employee claiming the loss. The foregoing conditions regarding inventory have no effect with regard to existing collective agreements that make provision for tool lists.

15.07 Lunchroom

(a) The Employer shall provide a suitable heated (and air conditioned in summer months) lunchroom, vented where practical, and facilities for Employees to change and dry clothing. The lunchroom shall not be used as a place to store tools, equipment and/or materials. The lunchroom shall also be equipped with adequate tables, chairs, microwave(s) and refrigerator(s) appropriate for the size of the crew. The Employer shall provide a Notice Board for the Union to post information.

The Employer shall supply clean flush toilets, wash up facilities with hot and cold running water, soap, and hand cleaner in accordance with OHS Regulations.

In the event that proper toilet facilities as described above are not provided, no Employee will be penalized for leaving the job in the case of necessity.

15.08 Insurance

The Employer shall protect the value of an Employee's work clothes to a total of three hundred dollars ($300.00) in the case of fire or burglary. An Employee shall not be entitled to such protection unless such Employee has filed an inventory of clothing with the Employer. The Employer shall supply the required forms, and the Employee shall complete and return the forms to the Employer. The Employee shall receive a signed copy of the inventory from the Employer. Coverage shall commence at the date of the filing of the inventory with the Employer.

ARTICLE 16.00 – VARIANCE FROM MINIMUM STANDARDS

Pursuant to the May 30, 2013 Mediation/Arbitration Decision issued by Mr. Vince Ready, Mediator/ Arbitrator, unless otherwise agreed upon by the Union and CLR, in writing, an Employee is not entitled to seek a benefit(s) (i.e. anything above and beyond the minimum standards provided for within this Agreement) from an Employer, and an Employer is not entitled to provide such a benefit(s) to an Employee.

ARTICLE 17.00 – GRIEVANCE PROCEDURE

17.01 Definition

A grievance shall be defined as any difference of opinion between the Parties to this Agreement concerning its interpretation, application, operation or any alleged violation thereof, including discharge for cause alleged to be unjust by the Union. Such discharge shall not include layoff of Employees for reasons of project efficiency, or reduction of forces on suspension or completion of work.

17.02 Time Limits

(a) A grievance shall not be entertained by either party unless such grievance has been initiated by the aggrieved party within thirty (30) calendar days of its occurrence.

(b) Notwithstanding Article 17.02(a), any grievance arising out of an alleged unjust discharge shall be initiated within fifteen (15) calendar days of its occurrence.

(c) Notwithstanding Articles 17.02(a) and 17.02(b), there shall be no time limit restriction on a grievance initiated in respect of a wage claim.

17.03 Resolution Procedure

All grievances shall be finally and conclusively resolved in accordance with the following Steps. Related matters shall normally be dealt with during regular working hours.

(a) Step No. 1

The Job Steward and/or Business Agent shall discuss the grievance with the Foreperson and/or the Employer. If such discussion results in a mutually agreed resolution, such resolution shall be final.

(b) Step No. 2

If the grievance is not resolved in accordance with Step No. 1 within five (5) working days of initiation, the particulars shall be set out in writing by the grieving party and shall be delivered to the other party within seven (7) working days of initiation. The two (2) Parties shall then discuss the matter, and if such discussion results in a mutually agreed resolution, such resolution shall be final.

(c) Step No. 3 – Arbitration Panel

(i) If the Parties are unable to resolve a dispute within ten (10) working days of a formal grievance being filed, then the dispute shall be referred to a three (3) person arbitration panel. One (1) panel representative shall be appointed by the Employer, and one (1) panel representative shall be appointed by the Union, and the Panel Chair shall an Arbitrator mutually agreed upon by the parties. All appointments shall be made within five (5) working days of the dispute being referred to the panel. Such process shall apply on all unresolved disputes, unless otherwise mutually agreed, in writing, by the Parties.

(ii) The award of the majority of the Arbitration Board shall be final and binding on the parties and shall be carried out forthwith.

(iii) Each party shall pay their own costs and expenses of arbitration, the entire remuneration, expenses, and/or disbursements of their appointed panel representative, one-half (½) of the expenses of the Panel Chair, and one-half (½) of any other expenses incurred by the arbitration panel.

ARTICLE 18.00 – EXTENT OF AGREEMENT

18.01 Trade Jurisdiction and Scope of Work

(a) This Agreement shall govern work performed on Industrial Construction projects only.

(b) Notwithstanding Appendix "B" (Scope of Work and Trade Jurisdiction), the Scope of Work of the Union shall include such trade jurisdiction as is determined by the JAplan.

18.02 Geographical Jurisdiction

This Agreement shall be applicable in the province of British Columbia.

18.03 Savings Clause

(a) If any Article or Section of this Agreement should be held invalid by operation of law or by a tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restrained by such tribunal, pending a final determination as to its validity, the remainder of this Agreement or the application of such Article or Section to persons or circumstances other than those as to which it has been held invalid, or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

(b) In the event that any Article or Section is held invalid, or enforcement of, or compliance with which has been restrained in accordance with Article 18.03(a), the Parties shall enter into immediate collective bargaining negotiations upon the request of the Union for the purpose of arriving at a mutually satisfactory replacement for such Article or Section during the period of invalidity or restraint. If the Parties do not agree on a mutually satisfactory replacement, they shall submit the dispute to the Grievance Procedure.

18.04 Enabling

(a) The Union Business Manager, in conjunction with Employers signatory to this Agreement, may determine, on a "project by project" and/or "blanket enabling" basis, if special dispensation or modification of terms is required to become competitive or to attract workforce, and should the necessity arise, may, by mutual agreement, and in writing, amend or delete any terms or conditions of this Agreement for the duration of the project(s).

(b) Notwithstanding Article 18.04(a) and/or any/all contrary provisions of this Agreement, joint Industry Funds negotiated between the BCBCBTU and CLR (e.g. Rehabilitation Fund, etc.), and/or individual dues to umbrella organizations, shall not be subject to reduction and/or elimination via enabling without the prior written consent of the BCBCBTU and CLR.

18.05 Registration

A copy of this Agreement shall be filed with the Minister of Labour and with the BC LRB.

ARTICLE 19.00 – MANAGEMENT RIGHTS AND RESPONSIBILITIES

19.01 Management Rights

The Employer has the right to operate and manage their business in all respects subject only to the limitations expressly stated in this Agreement. The Employer shall abide by all pertinent federal, provincial and municipal/local government legislation, regulations, bylaws, policies, procedures, etc., including but not limited to, the Canada Revenue Agency, *Employment Insurance Act*, Workers Compensation Board of British Columbia (dba WorkSafeBC), municipal business licensing bylaws, etc.

19.02 Working Principals, Partners and Shareholders

All working principal(s), partner(s) and/or shareholder(s) of an Employer must be a member in good standing of the Union. Only two (2) principals, partners and/or shareholders of an Employer may work with the tools of the trade or act as a Foreperson. Any additional principals, partners and/or shareholders of such Employer who perform work in accordance with this Agreement shall be classified as an Employee.

19.03 Retention of Workplace Records

The Employer will retain all records relating to the employment of its Employees and payroll in accordance with the requirements of applicable legislation including, but not limited to, the *BC Employment Standards Act*, the *Personal Information Protection Act*, the *Freedom of Information and Protection of Privacy Act*, and Canada Revenue Agency guidelines. In order to protect Employee privacy where maintenance of records is no longer required, they will be removed from the Employer's active system. In the event the Employer's system is breached and identifiable personal information is released, the affected individuals will be notified as quickly as possible. Upon request, the Employer will provide a copy of their privacy policy to the Union.

SIGNATURE OF PARTIES

Signed this 12 day of November, 2026.

SIGNED ON BEHALF OF:
CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF BC

Signed this 17 day of November, 2026.

SIGNED ON BEHALF OF:
INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTWORKERS LOCAL #2 BC

Schedule "A1.1"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE
APPLICABLE ON PROJECTS WHICH ARE NOT GOVERNED BY A PROJECT LABOUR AGREEMENT (PLA)

Schedule "A1.1" shall apply to all industrial projects which are located inside the Lower Mainland

"Inside" Lower Mainland **Effective May 31, 2026**

				Employer Contributions									
Employee Classifications:	**%**	**Wage Rate ***	**VP/SHP (12%)**	**B&M Welfare Plan [1]**	**B&CTW Pension Plan [1]**	**MCA Training Fund**	**MCA Fund**	**CAF**	**CIRP**	**JAplan [2]**	**BCBCBTU**	**D&A Society**	**Total Monetary Package**
Foreperson (FP)	115%	$60.36	$7.24	$3.00	$7.40	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$79.21
Journeyperson (JP)	**100%**	**$52.49**	**$6.30**	**$3.00**	**$7.40**	**$0.40**	**$0.60**	**$0.11**	**$0.04**	**n/a**	**$0.05**	**$0.01**	**$70.40**
Journeyperson (JP) Bill C-30[1]	100%	$52.49	$6.30	$10.40	$0.00	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$70.40
8th Term Apprentice (A8)	95%	$49.87	$5.98	$3.00	$7.40	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$67.46
7th Term Apprentice (A7)	90%	$47.24	$5.67	$3.00	$7.40	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$64.52
6th Term Apprentice (A6)	85%	$44.62	$5.35	$3.00	$7.40	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$61.58
5th Term Apprentice (A5)	80%	$41.99	$5.04	$3.00	$7.40	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$58.64
4th Term Apprentice (A4)	75%	$39.37	$4.72	$3.00	$7.40	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$55.70
3rd Term Apprentice (A3)	65%	$34.12	$4.09	$3.00	$7.40	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$49.82
2nd Term Apprentice (A2)	60%	$31.49	$3.78	$3.00	$7.40	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$46.88
1st Term Apprentice (A1)	55%	$28.87	$3.46	$3.00	$7.40	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$43.94

* Employers are reminded that the minimum straight time hour wage rate in Schedule "A1.1" do not include the Acid Proof and Refractory Premium of forty cents ($0.40) per hour earned which may also be applicable. Refer to Article 3.02(b) for details.

1. In accordance with Article 6.03(d) an amount equivalent to the pension contribution shall be redirected to the B&M Welfare Plan.
2. JAplan contributions suspended May 31, 2026, as per Appendix "E" – LOU Re: JAplan.

Schedule "A2.1"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE
APPLICABLE ON PROJECTS WHICH ARE NOT GOVERNED BY A PROJECT LABOUR AGREEMENT (PLA)

Schedule "A2.1" shall apply to all industrial projects which are located outside the Lower Mainland

"Outside" Lower Mainland **Effective May 31, 2026**

				Employer Contributions									
Employee Classifications:	**%**	**Wage Rate ***	**VP/SHP (12%)**	**B&M Welfare Plan [1]**	**B&CTW Pension Plan [1]**	**MCA Training Fund**	**MCA Fund**	**CAF**	**CIRP**	**JAplan [2]**	**BCBCBTU**	**D&A Society**	**Total Monetary Package**
Foreperson (FP)	115%	$59.02	$7.08	$3.00	$7.35	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$77.66
Journeyperson (JP)	**100%**	**$51.32**	**$6.16**	**$3.00**	**$7.35**	**$0.40**	**$0.60**	**$0.11**	**$0.04**	**n/a**	**$0.05**	**$0.01**	**$69.04**
Journeyperson (JP) Bill C-30[1]	100%	$51.32	$6.16	$10.35	$0.00	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$69.04
8th Term Apprentice (A8)	95%	$48.75	$5.85	$3.00	$7.35	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$66.16
7th Term Apprentice (A7)	90%	$46.19	$5.54	$3.00	$7.35	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$63.29
6th Term Apprentice (A6)	85%	$43.62	$5.23	$3.00	$7.35	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$60.41
5th Term Apprentice (A5)	80%	$41.06	$4.93	$3.00	$7.35	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$57.55
4th Term Apprentice (A4)	75%	$38.49	$4.62	$3.00	$7.35	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$54.67
3rd Term Apprentice (A3)	65%	$33.36	$4.00	$3.00	$7.35	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$48.92
2nd Term Apprentice (A2)	60%	$30.79	$3.69	$3.00	$7.35	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$46.04
1st Term Apprentice (A1)	55%	$28.23	$3.39	$3.00	$7.35	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$43.18

* Employers are reminded that the minimum straight time hour wage rate in Schedule "A2.1" do not include the Acid Proof and Refractory Premium of forty cents (0.40) per hour earned which may also be applicable. Refer to Article 3.02(b) for details.

1. In accordance with Article 6.03(d) an amount equivalent to the pension contribution shall be redirected to the B&M Welfare Plan.
2. JAplan contributions suspended May 31, 2026, as per Appendix "E" – LOU Re: JAplan.

Schedule "A3.1"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE
APPLICABLE ON PROJECTS WHICH ARE GOVERNED BY A PROJECT LABOUR AGREEMENT (PLA)

Schedule "A3.1" shall apply to all industrial projects which are located inside the Lower Mainland which are governed by a PLA

"Inside" Lower Mainland **Effective May 31, 2026**

				Employer Contributions									
Employee Classifications:	%	Wage Rate *	VP/SHP (12%)	B&M Welfare Plan [1]	B&CTW Pension Plan [1]	MCA Training Fund	MCA Fund	CAF	CIRP	JAplan [2]	BCBCBTU	D&A Society	Total Monetary Package
Foreperson (FP)	115%	$60.95	$7.31	$3.00	$7.40	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$79.87
Journeyperson (JP)	**100%**	**$53.01**	**$6.36**	**$3.00**	**$7.40**	**$0.40**	**$0.60**	**$0.11**	**$0.04**	**n/a**	**$0.05**	**$0.01**	**$70.98**
Journeyperson (JP) Bill C-30 [1]	100%	$53.01	$6.36	$10.40	$0.00	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$70.98
8th Term Apprentice (A8)	95%	$50.36	$6.04	$3.00	$7.40	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$68.01
7th Term Apprentice (A7)	90%	$47.71	$5.73	$3.00	$7.40	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$65.05
6th Term Apprentice (A6)	85%	$45.06	$5.41	$3.00	$7.40	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$62.08
5th Term Apprentice (A5)	80%	$42.41	$5.09	$3.00	$7.40	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$59.11
4th Term Apprentice (A4)	75%	$39.76	$4.77	$3.00	$7.40	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$56.14
3rd Term Apprentice (A3)	65%	$34.46	$4.14	$3.00	$7.40	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$50.21
2nd Term Apprentice (A2)	60%	$31.81	$3.82	$3.00	$7.40	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$47.24
1st Term Apprentice (A1)	55%	$29.16	$3.50	$3.00	$7.40	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$44.27

* Employers are reminded that the minimum straight time hour wage rate in Schedule "A3.1" do not include the Acid Proof and Refractory Premium of forty cents (0.40) per hour earned which may also be applicable. Refer to Article 3.02(b) for details.

1. In accordance with Article 6.03(d) an amount equivalent to the pension contribution shall be redirected to the B&M Welfare Plan.
2. JAplan contributions suspended May 31, 2026, as per Appendix "E" – LOU Re: JAplan.

Schedule "A4.1"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE
APPLICABLE ON PROJECTS WHICH ARE GOVERNED BY A PROJECT LABOUR AGREEMENT (PLA)

Schedule "A4.1" shall apply to all industrial projects which are located Outside the Lower Mainland which are governed by a PLA

"Outside" Lower Mainland **Effective May 31, 2026**

				Employer Contributions									
Employee Classifications:	%	Wage Rate *	VP/SHP (12%)	B&M Welfare Plan	B&CTW Pension Plan [1]	MCA Training Fund	MCA Fund	CAF	CIRP	JAplan [2]	BCBCBTU	D&A Society	Total Monetary Package
Foreperson (FP)	115%	$59.60	$7.15	$3.00	$7.35	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$78.31
Journeyperson (JP)	**100%**	**$51.83**	**$6.22**	**$3.00**	**$7.35**	**$0.40**	**$0.60**	**$0.11**	**$0.04**	**n/a**	**$0.05**	**$0.01**	**$69.61**
Journeyperson (JP) Bill C-30 [1]	100%	$51.83	$6.22	$10.35	$0.00	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$69.61
8th Term Apprentice (A8)	95%	$49.24	$5.91	$3.00	$7.35	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$66.71
7th Term Apprentice (A7)	90%	$46.65	$5.60	$3.00	$7.35	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$63.81
6th Term Apprentice (A6)	85%	$44.06	$5.29	$3.00	$7.35	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$60.91
5th Term Apprentice (A5)	80%	$41.46	$4.98	$3.00	$7.35	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$58.00
4th Term Apprentice (A4)	75%	$38.87	$4.66	$3.00	$7.35	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$55.09
3rd Term Apprentice (A3)	65%	$33.69	$4.04	$3.00	$7.35	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$49.29
2nd Term Apprentice (A2)	60%	$31.10	$3.73	$3.00	$7.35	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$46.39
1st Term Apprentice (A1)	55%	$28.51	$3.42	$3.00	$7.35	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$43.49

* Employers are reminded that the minimum straight time hour wage rate in Schedule "A4.1" do not include the Acid Proof and Refractory Premium of forty cents (0.40) per hour earned which may also be applicable. Refer to Article 3.02(b) for details.

1. In accordance with Article 6.03(d) an amount equivalent to the pension contribution shall be redirected to the B&M Welfare Plan.
2. JAplan contributions suspended May 31, 2026**, as** per Appendix "E" – LOU Re: JAplan.

Schedule "A5.1" MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

APPLICABLE ON THE LNG CANADA PROJECT ONLY

Schedule "A5.1" shall apply to work on the LNG Canada Project ONLY.

"Outside" Lower Mainland – LNG CANADA PROJECT ONLY Effective May 31, 2026

				Employer Contributions									
Employee Classifications:	%	Wage Rate *	VP/SHP (12%)	B&M Welfare Plan [1]	B&CTW Pension Plan [1]	MCA Training Fund	MCA Fund	CAF	CIRP	JAplan [2]	BCBCBTU	D&A Society	Total Monetary Package
Foreperson (FP)	115%	$66.76	$8.01	$3.00	$7.35	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$86.33
Journeyperson (JP)	**100%**	**$58.05**	**$6.97**	**$3.00**	**$7.35**	**$0.40**	**$0.60**	**$0.11**	**$0.04**	**n/a**	**$0.05**	**$0.01**	**$76.58**
Journeyperson (JP) Bill C-30 [1]	100%	$58.05	$6.97	$10.35	$0.00	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$76.58
8th Term Apprentice (A8)	95%	$55.15	$6.62	$3.00	$7.35	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$73.33
7th Term Apprentice (A7)	90%	$52.25	$6.27	$3.00	$7.35	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$70.08
6th Term Apprentice (A6)	85%	$49.34	$5.92	$3.00	$7.35	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$66.82
5th Term Apprentice (A5)	80%	$46.44	$5.57	$3.00	$7.35	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$63.57
4th Term Apprentice (A4)	75%	$43.54	$5.22	$3.00	$7.35	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$60.32
3rd Term Apprentice (A3)	65%	$37.73	$4.53	$3.00	$7.35	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$53.82
2nd Term Apprentice (A2)	60%	$34.83	$4.18	$3.00	$7.35	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$50.57
1st Term Apprentice (A1)	55%	$31.93	$3.83	$3.00	$7.35	$0.40	$0.60	$0.11	$0.04	n/a	$0.05	$0.01	$47.32

* Employers are reminded that the minimum straight time hour wage rate in Schedule "A5.1" do not include the Acid Proof and Refractory Premium of forty cents (0.40) per hour earned which may also be applicable. Refer to Article 3.02(b) for details.

1. In accordance with Article 6.03(d) an amount equivalent to the pension contribution shall be redirected to the B&M Welfare Plan.
2. JAplan contributions suspended May 31, 2026, as per Appendix "E" – LOU Re: JAplan.

Schedule "B1.1"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS APPLICABLE ON ALL PROJECTS INSIDE THE LOWER MAINLAND

All Projects "Inside" the Lower Mainland — **Effective May 31, 2026**

		Employee Classifications										
Employer Contributions		**FP**	**JP**	**JP Bill C-30** [1]	**A8**	**A7**	**A6**	**A5**	**A4**	**A3**	**A2**	**A1**
* Bricklayers and Masons Welfare Plan [1]		$3.00	$3.00	$10.40	$3.00	$3.00	$3.00	$3.00	$3.00	$3.00	$3.00	$3.00
* Bricklayers and Ceramic Tileworkers Pension Plan [1]		$7.40	$7.40	$0.00	$7.40	$7.40	$7.40	$7.40	$7.40	$7.40	$7.40	$7.40
† MCA of BC Training Fund		$0.40	$0.40	$0.40	$0.40	$0.40	$0.40	$0.40	$0.40	$0.40	$0.40	$0.40
† MCA of BC Fund		$0.60	$0.60	$0.60	$0.60	$0.60	$0.60	$0.60	$0.60	$0.60	$0.60	$0.60
† CAF (Contract Administration Fund)		$0.11	$0.11	$0.11	$0.11	$0.11	$0.11	$0.11	$0.11	$0.11	$0.11	$0.11
† CIRP (Rehabilitation Plan)		$0.04	$0.04	$0.04	$0.04	$0.04	$0.04	$0.04	$0.04	$0.04	$0.04	$0.04
† JAplan (BC Jurisdictional Assignment Plan) [2]		n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
† BCBCBTU Fund		$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05
† D&A Society		$0.01	$0.01	$0.01	$0.01	$0.01	$0.01	$0.01	$0.01	$0.01	$0.01	$0.01
Total Employer Contributions	**ST**	**$11.61**	**$11.61**	**$11.61**	**$11.61**	**$11.61**	**$11.61**	**$11.61**	**$11.61**	**$11.61**	**$11.61**	**$11.61**
	1.5x OT	**$16.81**	**$16.81**	**$16.81**	**$16.81**	**$16.81**	**$16.81**	**$16.81**	**$16.81**	**$16.81**	**$16.81**	**$16.81**
	2x OT	**$22.01**	**$22.01**	**$22.01**	**$22.01**	**$22.01**	**$22.01**	**$22.01**	**$22.01**	**$22.01**	**$22.01**	**$22.01**
Employee Deductions – Hourly												
* Bricklayers and Ceramic Tileworkers Pension Plan [1]		n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
* BCYT Fund		$0.085	$0.085	$0.085	$0.085	$0.085	$0.085	$0.085	$0.085	$0.085	$0.085	$0.085
* SkillPlan		$0.02	$0.02	$0.02	$0.02	$0.02	$0.02	$0.02	$0.02	$0.02	$0.02	$0.02
* Canadian Building Trades		$0.01	$0.01	$0.01	$0.01	$0.01	$0.01	$0.01	$0.01	$0.01	$0.01	$0.01
† CIRP (Rehabilitation Plan)		$0.04	$0.04	$0.04	$0.04	$0.04	$0.04	$0.04	$0.04	$0.04	$0.04	$0.04
Total Employee Deductions – Hourly	**ST**	**$0.16**	**$0.16**	**$0.16**	**$0.16**	**$0.16**	**$0.16**	**$0.16**	**$0.16**	**$0.16**	**$0.16**	**$0.16**
	1.5x OT	**$0.21**	**$0.21**	**$0.21**	**$0.21**	**$0.21**	**$0.21**	**$0.21**	**$0.21**	**$0.21**	**$0.21**	**$0.21**
	2x OT	**$0.27**	**$0.27**	**$0.27**	**$0.27**	**$0.27**	**$0.27**	**$0.27**	**$0.27**	**$0.27**	**$0.27**	**$0.27**
Total Hourly Remittance (Excluding Field Dues)	**ST**	**$11.765**	**$11.765**	**$11.765**	**$11.765**	**$11.765**	**$11.765**	**$11.765**	**$11.765**	**$11.765**	**$11.765**	**$11.765**
	1.5x OT	**$17.02**	**$17.02**	**$17.02**	**$17.02**	**$17.02**	**$17.02**	**$17.02**	**$17.02**	**$17.02**	**$17.02**	**$17.02**
	2x OT	**$22.28**	**$22.28**	**$22.28**	**$22.28**	**$22.28**	**$22.28**	**$22.28**	**$22.28**	**$22.28**	**$22.28**	**$22.28**
‡ **Employee Deductions – Field Dues**		>>> Calculated on the basis of 2.5% of total Monetary Package <<<										
Total Hourly Remittances which need to be submitted are the "Total Hourly Remittances (Excluding Field Dues)" amounts listed above plus the Field Dues.												
Monthly Counter Dues		**$30.00**	**$30.00**	**$30.00**	**$30.00**	**$30.00**	**$30.00**	**$30.00**	**$30.00**	**$30.00**	**$30.00**	**$30.00**

* Calculated and payable on the basis of "hours earned"

† Calculated and payable on the basis of "hours worked"

‡ Employers are reminded that the Employee Hourly Deduction for Field Dues should be calculated on the basis of 2.5% of the total Monetary Package (i.e. wage rate + VP/SHP + Employer Contributions + applicable premiums). As a result, in the event premiums (e.g. Acid Proof and Refractory Premium, Shift Premium, etc.) are payable pursuant to the Agreement, the Field Dues will need to be recalculated using the adjusted Monetary Package total. Please contact CLR or the Union for clarification if/as required. Refer also to Article 7.01.

1. In accordance with Article 6.03(d) an amount equivalent to the pension contribution shall be redirected to the B&M Welfare Plan.
2. JAplan contributions suspended May 31, 2026, as per Appendix "E" – LOU Re: JAplan.

Schedule "B2.1"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS APPLICABLE ON ALL PROJECTS OUTSIDE THE LOWER MAINLAND

All Projects "Outside" the Lower Mainland — **Effective May 31, 2026**

		Employee Classifications										
Employer Contributions		**FP**	**JP**	**JP Bill C-30** [1]	**A8**	**A7**	**A6**	**A5**	**A4**	**A3**	**A2**	**A1**
* Bricklayers and Masons Welfare Plan [1]		$3.00	$3.00	$10.35	$3.00	$3.00	$3.00	$3.00	$3.00	$3.00	$3.00	$3.00
* Bricklayers and Ceramic Tileworkers Pension Plan [1]		$7.35	$7.35	$0.00	$7.35	$7.35	$7.35	$7.35	$7.35	$7.35	$7.35	$7.35
† MCA of BC Training Fund		$0.40	$0.40	$0.40	$0.40	$0.40	$0.40	$0.40	$0.40	$0.40	$0.40	$0.40
† MCA of BC Fund		$0.60	$0.60	$0.60	$0.60	$0.60	$0.60	$0.60	$0.60	$0.60	$0.60	$0.60
† CAF (Contract Administration Fund)		$0.11	$0.11	$0.11	$0.11	$0.11	$0.11	$0.11	$0.11	$0.11	$0.11	$0.11
† CIRP (Rehabilitation Plan)		$0.04	$0.04	$0.04	$0.04	$0.04	$0.04	$0.04	$0.04	$0.04	$0.04	$0.04
† JAplan (BC Jurisdictional Assignment Plan) [2]		n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
† BCBCBTU Fund		$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05
† D&A Society		$0.01	$0.01	$0.01	$0.01	$0.01	$0.01	$0.01	$0.01	$0.01	$0.01	$0.01
Total Employer Contributions	**ST**	**$11.56**	**$11.56**	**$11.56**	**$11.56**	**$11.56**	**$11.56**	**$11.56**	**$11.56**	**$11.56**	**$11.56**	**$11.56**
	1.5x OT	**$16.735**	**$16.735**	**$16.735**	**$16.735**	**$16.735**	**$16.735**	**$16.735**	**$16.735**	**$16.735**	**$16.735**	**$16.735**
	2x OT	**$21.91**	**$21.91**	**$21.91**	**$21.91**	**$21.91**	**$21.91**	**$21.91**	**$21.91**	**$21.91**	**$21.91**	**$21.91**
Employee Deductions – Hourly												
* Bricklayers and Ceramic Tileworkers Pension Plan [1]		n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
* BCYT Fund		$0.085	$0.085	$0.085	$0.085	$0.085	$0.085	$0.085	$0.085	$0.085	$0.085	$0.085
* SkillPlan		$0.02	$0.02	$0.02	$0.02	$0.02	$0.02	$0.02	$0.02	$0.02	$0.02	$0.02
* Canadian Building Trades		$0.01	$0.01	$0.01	$0.01	$0.01	$0.01	$0.01	$0.01	$0.01	$0.01	$0.01
† CIRP (Rehabilitation Plan)		$0.04	$0.04	$0.04	$0.04	$0.04	$0.04	$0.04	$0.04	$0.04	$0.04	$0.04
Total Employee Deductions – Hourly	**ST**	**$0.16**	**$0.16**	**$0.16**	**$0.16**	**$0.16**	**$0.16**	**$0.16**	**$0.16**	**$0.16**	**$0.16**	**$0.16**
	1.5x OT	**$0.21**	**$0.21**	**$0.21**	**$0.21**	**$0.21**	**$0.21**	**$0.21**	**$0.21**	**$0.21**	**$0.21**	**$0.21**
	2x OT	**$0.27**	**$0.27**	**$0.27**	**$0.27**	**$0.27**	**$0.27**	**$0.27**	**$0.27**	**$0.27**	**$0.27**	**$0.27**
Total Hourly Remittance (Excluding Field Dues)	**ST**	**$11.715**	**$11.715**	**$11.715**	**$11.715**	**$11.715**	**$11.715**	**$11.715**	**$11.715**	**$11.715**	**$11.715**	**$11.715**
	1.5x OT	**$16.95**	**$16.95**	**$16.95**	**$16.95**	**$16.95**	**$16.95**	**$16.95**	**$16.95**	**$16.95**	**$16.95**	**$16.95**
	2x OT	**$22.18**	**$22.18**	**$22.18**	**$22.18**	**$22.18**	**$22.18**	**$22.18**	**$22.18**	**$22.18**	**$22.18**	**$22.18**
‡ **Employee Deductions – Field Dues**		>>> Calculated on the basis of 2.5% of total Monetary Package <<<										
Total Hourly Remittances which need to be submitted are the "Total Hourly Remittances (Excluding Field Dues)" amounts listed above plus the Field Dues.												
Monthly Counter Dues		**$30.00**	**$30.00**	**$30.00**	**$30.00**	**$30.00**	**$30.00**	**$30.00**	**$30.00**	**$30.00**	**$30.00**	**$30.00**

* Calculated and payable on the basis of "hours earned"

† Calculated and payable on the basis of "hours worked"

‡ Employers are reminded that the Employee Hourly Deduction for Field Dues should be calculated on the basis of 2.5% of the total Monetary Package (i.e. wage rate + VP/SHP + Employer Contributions + applicable premiums). As a result, in the event premiums (e.g. Acid Proof and Refractory Premium, Shift Premium, etc.) are payable pursuant to the Agreement, the Field Dues will need to be recalculated using the adjusted Monetary Package total. Please contact CLR or the Union for clarification if/as required. Refer also to Article 7.01.

1. In accordance with Article 6.03(d) an amount equivalent to the pension contribution shall be redirected to the B&M Welfare Plan.
2. JAplan contributions suspended May 31, 2026, **as** per Appendix "E" – LOU Re: JAplan.

APPENDIX "A" – DEFINITIONS AND ABBREVIATIONS

The following definitions and abbreviations shall be applicable to the interpretation of this Agreement.

1. **BCBCBTU**
   Bargaining Council of British Columbia Building Trade Unions

2. **BCBT**
   BC Building Trades (the British Columbia and Yukon Territory Building and Construction Trades Council)

3. **Bricklayer**
   Any individual who is a member of the Union and/or is otherwise eligible to be employed under the terms of this Agreement.

4. **CLR**
   Construction Labour Relations Association of British Columbia

5. **Day**
   Unless otherwise specified, one (1) day shall be deemed to mean one (1) full calendar day, and such day shall be deemed to commence at 12:00 midnight.

6. **Employee**
   Any individual who is a member of the Union, and/or such other person employed by the Employer under the terms of this Agreement.

7. **Employer**
   Any individual, business, partnership, company, corporation, or other similar entity, signatory to this Agreement. Where the term Employer is used within this Agreement, and the context of such usage makes it appropriate and logical to regard this term as a reference to a person, as opposed to a legal entity, then such usage shall be considered to refer to an authorized representative of the Employer.

8. **Hours Earned/Hours Worked**
   The calculation of Employer Contributions and Employee Deductions on a "per hours earned" basis and/or a "per hours worked" basis shall be governed by the following.

» One (1) straight time hour	=	1 hour earned	=	1 hour worked
» One (1) time and one-half (1½x) overtime hour	=	1½ hours earned	=	1 hour worked
» One (1) double time (2x) overtime hour	=	2 hours earned	=	1 hour worked

9. **Industrial Construction**
   Shall include, as examples: (i) manufacturing, (ii) production plants such as pulp mills, (iii) chemical plants, (iv) refineries, including the transmission facilities, (v) meter pumping, (vi) compressor stations, (vii) munitions plants, (viii) mines, (ix) power generating plants, (x) bulk loading terminals, (xi) dams, and (xii) breweries, etc.

APPENDIX "A" - DEFINITIONS AND ABBREVIATIONS CONT'D

10. IUBAC
International Union of Bricklayers and Allied Craftworkers

11. Local Resident
Any Employee who is working on a project that is not defined herein as an out of town project.

12. Lower Mainland
The area of BC inclusive of: Abbotsford, Aldergrove, Anmore, Belcarra, Burnaby, Chilliwack, Coquitlam, Delta, Langley (City and Township), Maple Ridge, Mission, New Westminster, North Vancouver (City and District), Pitt Meadows, Port Coquitlam, Port Moody, Richmond, Surrey, West Vancouver and White Rock.

13. BC LRB
British Columbia Labour Relations Board

14. MCA of BC
Masonry Contractors Association of BC

15. Out Of Town Project
Any project to which an Employee does not travel daily from their residence. Any project that is located more than two (2) hours' travel, each way, from an Employee's residence, any project to which it is not practical for the Employee to travel daily from their residence, and any project to which it is not cost effective for the Employer if the Employee travels daily from their residence, shall be defined as an out-of-town project.

16. Union
IUBAC Local #2 BC and/or any other such IUBAC Local(s) as may be established whose membership performs work as governed by the terms of this Agreement. Where the term Union is used within this Agreement, and the context of such usage makes it appropriate and logical to regard this term as a reference to a person, as opposed to a legal entity, then such usage shall be considered to refer to an authorized representative of the Union.

APPENDIX "B" – SCOPE OF WORK AND TRADE JURISDICTION

The following scope of work represents the Union's work jurisdiction claim. Notwithstanding the foregoing, the Employer agrees to abide by the work jurisdiction as may be determined from time to time by the Umpire of the JAplan.

1. **Brick Masonry**

   (a) Bricklaying masonry shall consist of the laying of bricks made from any material in, under or upon any structure or form of work where bricks are used, whether in the ground, or over its surface, or beneath water; in commercial buildings, rolling mills, iron works, blast or smelter furnaces, lime or brick kilns, in mines or fortifications and in all underground work, such as sewers, telegraphs, electric and telephone conduits. All cutting of joints, pointing, cleaning and cutting of brick walls, fireproofing, block-arching, terra cotta cutting and setting, the laying and cutting of all tile plaster, mineral-wool, work blocks and glass masonry, or any substitute for above material, the laying of all pipe sewers or water mains and the filling of all joints on the same when such sewers or conduits are of any vitreous material, burnt clay or cement, or any substitute material used for the above purpose, the cutting, rubbing and grinding of all kinds of brick and the setting of all cut stone trimmings on brick buildings and the preparation and erection of plastic castables, or any refractory materials is Bricklayer's work.

   (b) Cleaning, grouting, pointing and other work necessary to achieve and complete the work under the foregoing category shall be the work of the Bricklayer.

2. **Stone Masonry**

   (a) Stone masonry shall consist of laying all rip rap, rubble work, with or without mortar, setting all cut stone, marble, slate or stone work (meaning as to stone, any work manufactured from such foreign or domestic products as are specified and used in the interior or on the exterior of buildings by architects and customarily called, "stone" in the trade).

   (b) Cutting all shoddies, broken ashlar, or random ashlar that is roughly dressed upon the beds and joints and range ashlar not over ten (10) inches in height; the dressing of all jambs, corners and ringstones that are roughly dressed upon the beds, joints or reveals and the cutting of a draft upon same for plumbing purposes only; and the cleaning, cutting of joints and pointing of stone work.

   (c) This is to apply to all work on buildings, sewers, bridges, railroads, bulkheads, breakwaters, jetties, playgrounds, parks, landscaping and curbing of other public works and to all kinds of stone, particularly to the product of the locality where the work is being done and the same shall be considered stone masonry.

   (d) Stonemasons shall have the right to use all tools which they consider necessary in the performance of their work. Cleaning, grouting, pointing and other work necessary to achieve and complete the work under the foregoing category shall be the work of the Stonemason.

3. **Artificial Masonry**

   (a) The cutting, setting and pointing of cement blocks and all artificial stone or marble, either interior or exterior when set by the usual custom of the Stonemason and Marble Setter.

(b) All cement that is used for backing up external walls, the building of party walls, columns, girders, beams, floors, stairs and arches and all material substituted for the clay or natural stone products, shall be controlled by members of the Union, for which the highest rate of wages shall be demanded.

(c) All artificial masonry, the cutting, setting and pointing of all concrete prefabricated slabs, regardless of dimension size, shall be the work of members of the BAC Local No. 2, BC, for which the regular wage scale in the jurisdiction where the work is performed shall be paid.

4. Marble Masonry

Marble masons jurisdiction claims shall consist of the carving, cutting and setting of all marble, slate, including slate blackboards, stone, albereed, carrara, sanionyx, vitrolite and similar opaque glass, scagliola, marbleithic and all artificial, imitation or cast of whatever thickness or dimension. This shall apply to all interior work such as sanitary, decorative and other purposes inside of buildings, of every description wherever required, including all polish, honed or sand finished; also, the cutting and fitting of above materials after same leave mills or shop, as well as all accessories in connection with such work and the laying of all marble tile, slate tile and terrazzo tile.

5. Pointing, Caulking and Cleaning

(a) Pointing, caulking and cleaning shall consist of the pointing, caulking and cleaning of all types of masonry, caulking of all window frames encased in masonry brick, stone or cement structures, including all grinding and cutting out on such work and all sand blasting, steam cleaning and gunite work.

(b) The pointing, cleaning and weatherproofing of all building, grain elevators and chimneys built of stone, brick or concrete. It shall include all grinding and cutting out, sand blasting and gunite work on same.

6. Refractory

Refractory and/or corrosion maintenance and repair work shall consist of the removal and replacement of plastic, brick, castables, acid proof materials, ceramic fibre materials, and/or any refractory and/or corrosion materials where it consists as a protective lining on the interior of any/all industrial vessels. The cutting out of, grinding or chipping and/or jack hammering of existing materials, in whole or in part, shall be the work of the Bricklayer.

7. Scaffolding

All manufactured tubular or ready-made metal scaffolding must be erected by members of the Union, unless such scaffolding has already been erected for use by other crafts.

8. General

(a) Only Union members shall perform the unloading, handling, erecting, and final installation of materials coming under the work jurisdiction of the Union, regardless of the type of equipment or machinery necessary to do same. Other than the operator of the equipment, or machinery, same must be staffed by a Union member(s) without bar or restriction.

APPENDIX "B" - SCOPE OF WORK AND TRADE JURISDICTION CONT'D

(b) The following duties shall be performed by a Union member, but not necessarily by a Journeyperson.

- All washing down or cleaning of materials erected by Union members.
- All waterproofing and sealing of masonry materials.
- All cutting of masons' materials by hand or machine, whether on site or off site (except catalogued shapes).

APPENDIX "C" – WAGE SECURITY BOND

(A) Requirement to Deposit and Maintain

(1) Any Employer who has been signatory to a collective agreement with the Union less than three (3) years shall deposit and maintain with the Union an individual Wage Security Bond for a maximum period of three (3) years, for use in the event such Employer should default on the payment of wages and/or any Employer Contributions and/or any Employee Deductions as required under the terms of this Agreement.

(2) Such individual Wage Security Bond shall be:

(a) of a type suitable to the Union,

(b) for an amount acceptable to the Union, although such amount shall not exceed twenty five thousand dollars ($25,000.00),

(c) retained by the Union for use in accordance with (A) (1), and

(d) accompanied by a letter from the Employer authorizing such use by the Union.

(B) Return of Wage Security Bond

(1) An Employer's individual Wage Security Bond shall be returned to such Employer not more than three (3) years after such Employer becomes signatory to this Agreement, or such earlier date as may be approved by the Union.

(2) Notwithstanding (B) (1), in the event such an Employer ceases business within three (3) years of becoming signatory to this Agreement, the Union shall return such Employer's individual Wage Security Bond immediately upon being so informed, provided the Union is satisfied that the Employer has no outstanding wages, and that all Employer Contributions and/or Employee Deductions have been remitted as required.

(3) Notwithstanding (B) (1) and (B) (2), an Employer's individual Wage Security Bond shall not be returned to such Employer until at least one (1) year after such Employer has become signatory to this Agreement.

Appendix "D" – LOU Re: Hotshifting on Shotcrete

Bricklayers Standard Industrial Agreement
Letter of Understanding
Hotshifting on Shotcrete Work

BY AND BETWEEN:

Construction Labour Relations Association of British Columbia (CLR)
*On its own behalf, on behalf of its member Employers who have authorized the Association to execute this Agreement and those members added from time to time by notice given to the Union.

(the "Employer")

AND:

International Union of Bricklayers and Allied Craftworkers Local #2

(the "Union")

(collectively the "Parties")

In accordance with Article 10.62(c) of the 2023 - 2026 Bricklayers Standard Industrial Agreement ("the Agreement"), The Parties have entered into this Letter of Understanding to address "hotshifting", "missed meal breaks", and "hours of work" on scopes of work specific to **shotcrete only**.

The Parties agree to the following interpretations of any relevant articles of the Agreement:

1. The Employer may assign employees to "hotshifting" on shotcrete work and has the exclusive right to determine when the terms of this LOU are applied.

2. Reasonable effort will be made by the Employer to ensure employees receive breaks in accordance with the agreement however, it is agreed that the number of breaks provided, and the timing of the breaks may not be as provided in the Agreement.

3. Employees will be scheduled for twelve and one-half (12 ½) hour shifts and shall be on site for twelve and one-half (12 ½) hours (e.g. 07:00 – 19:30/19:00 – 07:30).

APPENDIX "D" - LOU Re: HOTSHIFTING ON SHOTCRETE **CONT'D**

4. Employees will be compensated in the following manner:
    - Eight (8) hours @ ST
    - Two (2) hours @ 1½X
    - Four (4) hours @ DT
    - One (1) hot meal or meal allowance @ $25.00

    Note 1: All hours on Saturday/Sunday/Stat Holidays will be at DT

    Note 2: All hours worked in excess of those described in (3) Will be compensated as per the Agreement

5. This LOU shall only apply to fully executed shifts as described in 3. And, on any partial shifts where shotcrete activities occur, the Agreement shall apply.

This Letter of Understanding shall be effective the date of ratification and apply for the duration of the Agreement. The Parties may agree to renew the LOU during the next round of negotiations.

Signed this 12 day of November 2026.
CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF BC

Signed this 12 day of November 2026.
INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTWORKERS LOCAL #2

APPENDIX "E" – LOU RE: JAPLAN

JURISDICTIONAL ASSIGNMENT PLAN CONTRIBUTION

Pursuant to the Overall Memorandum of Settlement signed by CLR and BCBCBTU on April 29, 2026, the Jurisdictional Assignment Plan contribution of one cent ($0.01) per hour worked is suspended for the term of the 2026 – 2029 collective agreement.

APPENDIX "F" – SCHEDULE OF STATUTORY HOLIDAYS

The following schedule of statutory holidays shall be applicable to the interpretation of this Agreement.

1. 2026

Statutory Holiday	Actual Date	Observed Date
New Year's Day	Thursday, January 1	Thursday, January 1
Family Day	Monday, February 16	Monday February 16
Good Friday	Friday, April 3	Friday, April 3
Easter Monday	Monday, April 6	Monday, April 6
Victoria Day	Monday, May 18	Monday, May 18
Canada Day	Wednesday, July 1	Wednesday, July 1
Friday before BC Day	Friday, July 31	Friday, July 31
BC Day	Monday, August 3	Monday, August 3
Friday before Labour Day	Friday, September 4	Friday, September 4
Labour Day	Monday, September 7	Monday, September 7
National Day for Truth and Reconciliation	Wednesday, September 30	Wednesday, September 30
Thanksgiving Day	Monday, October 12	Monday, October 12
Remembrance Day	Wednesday, November 11	Wednesday, November 11
Christmas Day	Friday, December 25	Friday, December 25
Boxing Day	Saturday, December 26	Monday, December 28

2. 2027

Statutory Holiday	Actual Date	Observed Date
New Year's Day	Friday, January 1	Friday, January 1
Family Day	Monday, February 15	Monday February 15
Good Friday	Friday, March 26	Friday, March 26
Easter Monday	Monday, March 29	Monday, March 29
Victoria Day	Monday, May 24	Monday, May 24
Canada Day	Thursday, July 1	Thursday, July 1
Friday before BC Day	Friday, July 30	Friday, July 30
BC Day	Monday, August 2	Monday, August 2
Friday before Labour Day	Friday, September 3	Friday, September 3
Labour Day	Monday, September 6	Monday, September 6
National Day for Truth and Reconciliation	Thursday, September 30	Thursday, September 30
Thanksgiving Day	Monday, October 11	Monday, October 11
Remembrance Day	Thursday, November 11	Thursday, November 11
Christmas Day	Saturday, December 25	Monday, December 27
Boxing Day	Sunday, December 26	Tuesday, December 28

APPENDIX "F" - SCHEDULE OF STATUTORY HOLIDAYS CONT'D

3. 2028

Statutory Holiday	Actual Date	Observed Date
New Year's Day	Saturday, January 1	Monday, January 3
Family Day	Monday, February 21	Monday February 21
Good Friday	Friday, April 14	Friday, April 14
Easter Monday	Monday, April 17	Monday, April 17
Victoria Day	Monday, May 22	Monday, May 22
Canada Day	Saturday, July 1	Monday, July 3
Friday before BC Day	Friday, August 4	Friday, August 4
BC Day	Monday, August 7	Monday, August 7
Friday before Labour Day	Friday, September 1	Friday, September 1
Labour Day	Monday, September 4	Monday, September 4
National Day for Truth and Reconciliation	Saturday, September 30	Monday, October 2
Thanksgiving Day	Monday, October 9	Monday, October 9
Remembrance Day	Saturday, November 11	Monday, November 13
Christmas Day	Monday, December 25	Monday, December 25
Boxing Day	Tuesday, December 26	Tuesday, December 26

4. 2029

Statutory Holiday	Actual Date	Observed Date
New Year's Day	Monday, January 1	Monday, January 1
Family Day	Monday, February 19	Monday February 19
Good Friday	Friday, March 30	Friday, March 30
Easter Monday	Monday, April 1	Monday, April 1
Victoria Day	Monday, May 21	Monday, May 21
Canada Day	Sunday, July 1	Monday, July 2
Friday before BC Day	Friday, August 3	Friday, August 3
BC Day	Monday, August 6	Monday, August 6
Friday before Labour Day	Friday, August 31	Friday, August 31
Labour Day	Monday, September 3	Monday, September 3
National Day for Truth and Reconciliation	Sunday, September 30	Monday, October 1
Thanksgiving Day	Monday, October 8	Monday, October 8
Remembrance Day	Sunday, November 11	Monday, November 12
Christmas Day	Tuesday, December 25	Tuesday, December 25
Boxing Day	Wednesday, December 26	Wednesday, December 26

APPENDIX "G" – LIST OF SIGNATORY EMPLOYERS

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 date of signing, the following employers have authorized CLR to bargain a renewal Bricklayers Standard Industrial Agreement with International Union of Bricklayers and Allied Craftworkers Local #2 BC and to sign such Agreement on their behalf.

1. 2545755 Ontario Inc. O/A Thorcan Construction & Refractories
2. Alliance Refractories Ltd.
3. Atlantic Plant Installation Canada Inc.
4. Babcock & Wilcox Industries Ltd.
5. CAM Field Solutions Canada Corp.
6. Canadian Stebbins Engineering & Manufacturing Co. Ltd.
7. CIMS Limited Partnership
8. Clayburn Services Ltd.
9. Clear Water Energy Services LP
10. Keller Industrial Installations Inc.
11. LML Industrial Contractors Ltd.
12. MBI Corexcel Inc.
13. RHI Canada Inc.
14. Technical Acid Construction - T.A.C. West Ltd.
15. TVE Industrial Services Ltd.
16. Zettl Masonry Ltd.

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