TERRAZZO WORKERS STANDARD ICI 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 01, 2026, to April 30, 2029

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ARTICLE 1.00 – OBJECTS

The objects 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 for the period from and including May 1, 2026, to and including April 30, 2029, and from year to year thereafter subject to the right of either party to this Agreement, within four (4) months immediately preceding the date of expiry of this Agreement, which is April 30, 2029, or immediately preceding the last day of April in any year thereafter, by written notice to require the other party to the Agreement to commence collective bargaining.

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) The schedule of minimum straight time hourly wage rates provided for within Schedules "A" shall apply to all projects governed by this Agreement. Wages shall be paid at the end of shift, at least every two (2) weeks. Payment of wages may be made by cheque or electronic deposit. 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.

The pay statement shall include:

(i) The Employee's and Employer's name and address;

(ii) The hours worked by the Employee;

(iii) The Employee's wage rate;

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

(v) The Employee's overtime wage rate(s);

(vi) Any premium, money, allowance or other payment the Employee is entitled to;

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

(viii) Where possible the amount of each contribution to pension, health and welfare plans, training funds or other industry funds;

(ix) The Employee's gross and net wages;

(x) The current and year to date totals for all of the above.

(b) 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 but in no event later than seven (7) calendar days or in conjunction with the Employer's next regularly scheduled payroll, whichever comes first.

(c) 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.

(d) 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.

3.02 **Monetary Package Increases**

(a) 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.

(b) 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.

3.03 Height Pay

Any Employee who is required to work any portion of a shift on hanging scaffolds at a height of more than fifty (50) feet from the ground on the exterior of a structure or vessel, or more than fifty (50) feet from the floor or bottom in the interior of a structure or vessel, shall be paid a premium of twenty five cents ($0.25) per hour above such Employee's otherwise applicable straight time hourly wage rate for the entire shift. Such premium shall not apply to full width suspended scaffolds with proper guard rails.

3.04 Underground Premium

Any Employee working on an Industrial Construction project who is required to work underground shall receive a premium of ten percent (10%) over and above such Employee's otherwise applicable minimum straight time hourly wage rate on the project. Such premium shall not apply to work performed in the basement of a building and/or in an open ditch.

ARTICLE 4.00 – EMPLOYEE CLASSIFICATIONS

4.01 Foreperson

(a) If an Employer employs six (6) or more Employees on a project, such Employer shall designate one (1) of the Employees to act as an "A" Foreperson. The minimum straight time hourly wage rate for an "A" Foreperson shall be one-hundred and fifteen percent (115%) of the applicable Terrazzo Mechanic minimum straight time hourly wage rate on the project.

(b) If an Employer employs three (3) or more Employees on a project, such Employer shall designate one (1) of the Employees to act as a "B" Foreperson. A "B" Foreperson shall receive a premium of one dollar ($1.00) per hour over and above the applicable Terrazzo Mechanic minimum straight time hourly wage rate on the project.

4.02 Terrazzo Mechanic

A Terrazzo Mechanic shall be defined as any Employee who is qualified to perform all terrazzo related work outlined within both the National Occupational Analysis and Tilesetters Red Seal Program.

4.03 Helper

The minimum straight time hourly wage rate for a Helper shall be eighty-five percent (85%) of the applicable Terrazzo Mechanic minimum straight time hourly wage rate on the project. All Employer contributions and Employee deductions shall apply.

4.04 Apprentices

The Union shall regulate the apprenticeship program but shall not have the authority to institute rules, regulations and/or restrictions which are inconsistent with this Agreement or the Tilesetters 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 Terrazzo Mechanic minimum straight time hourly wage rate on the project. Refer to Article 4.04(b)(i) for corresponding percentages.

(ii) All Employer Contributions and Employee Deductions shall apply.

(b) Classification and Recruitment

(i) The Apprentice classification shall consist of the following sub classifications.

A6 (6th Term) Apprentice (90%)	Sixth (6th) six (6) months of work
A5 (5th Term) Apprentice (80%)	Fifth (5th) six (6) months of work
A4 (4th Term) Apprentice (70%)	Fourth (4th) six (6) months of work
A3 (3rd Term) Apprentice (65%)	Third (3rd) six (6) months of work
A2 (2nd Term) Apprentice (60%)	Second (2nd) six (6) months of work
A1 (1st Term) Apprentice (55%)	First (1st) six (6) months of work

(ii) All new Apprentices shall be classified as an A1 (1st Term) Apprentice. Wherever possible, new Apprentices shall be recruited from the ranks of Pre-Apprentices.

(iii) The Union shall retain final authority to approve all applications for apprenticeship, and such approval shall be granted at the Union's discretion.

(iv) All indentures shall be executed in triplicate. The original copy shall be given to the Apprentice, the second (2nd) copy shall be retained by the Employer, and the third (3rd) copy shall be filed with the Union.

(c) Training

The Tilesetters Red Seal Program shall supersede all contrary provisions of Article 4.04(c).

(i) Apprentices shall serve a three (3) year period of continuous employment at the Terrazzo trade, including school instruction if provided. The first three (3) months of such period shall be a probationary period.

(ii) Apprentices shall be given a thorough training in all aspects of the trade.

(iii) Apprentices shall work a minimum of one (1) year under the supervision of a Terrazzo Mechanic.

(iv) Upon completion of the Tilesetters Red Seal Program, the Apprentice shall be reclassified as a Terrazzo Mechanic.

(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 Terrazzo Mechanic, 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

An Employer shall be permitted to employ one (1) Apprentice for each two (2) Terrazzo Mechanics. Such ratio shall be calculated on a company wide basis.

4.05 Pre-Apprentices

The Parties have agreed to establish a Pre-Apprentice classification within this Agreement for work on ICI projects. The Parties have further agreed that the following provisions shall be those which apply to such classification. Such provisions shall govern all conditions of work for a Pre-Apprentice. No other restrictions shall apply.

(a) Monetary Package

(i) The minimum straight time hourly wage rate for a Pre-Apprentice shall be fifty percent (50%) of the Journeyperson with TQ straight time hourly wage rate. All Employer Contributions and Employee Deductions shall apply, except as otherwise provided below.

(a) The Employer Pension Plan contribution shall not be required on behalf of a Pre-Apprentice.

(b) A Pre-Apprentice shall not be eligible to participate in the Bricklayers and Masons Welfare Plan until three (3) months after date of hire. During this period, the Employer Welfare Plan contribution shall not be required on behalf of a Pre-Apprentice.

(b) Advancement

A Pre-Apprentice may advance to the classification of an Apprentice, or alternatively to the classification of a Helper, upon the recommendation of the Union and the Employer six (6) months after the first date of hire by a Union company.

(c) Union Membership

A Pre-Apprentice shall become a Union member upon hire, and the Union shall charge a Pre-Apprentice no more than one hundred dollars ($100.00) as a Union membership fee.

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 (15th) 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 11.03 (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 also 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 Inspection of Employer Records

(a) The Trustees of the Bricklayers and Masons Welfare Plan and Bricklayers and Ceramic Tile Workers Pension Plan may appoint an independent accounting firm to inspect the payroll and monthly remittance records of a delinquent Employer. 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 Employee Deductions are required in accordance with this Agreement.

(c) In the event such inspection reveals that the Employer did not properly remit any/all Employer Contributions and 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, Employee Deductions, and reimburse the Bricklayers and Masons Welfare Plan and Bricklayers and Ceramic Tile Workers Pension Plan for the cost of the inspection.

(d) Refer also to Article 5.01(d).

5.40 Wage Security Bond

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

ARTICLE 6.00 – UNION BENEFIT PLANS

6.01 Administration

The Bricklayers and Masons Welfare Plan and Bricklayers and Ceramic Tile Workers 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). Such amount(s), and the effective date(s) applicable, shall be as stipulated within Schedules "B".

6.03 Bricklayers and Ceramic Tile Workers Pension Plan

(a) The Employer shall contribute the required amount to the Bricklayers and Ceramic Tile Workers Pension Plan in the manner set forth in Article 5.00 (Monthly Remittances and Rate Calculations). Such amount(s), and the effective date(s) applicable, shall be as stipulated within Schedules "B". The Employer shall annually issue to each Employee, on their T-4 slip, a statement of contributions made to the Pension Plan on behalf of such Employee.

(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 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, PERMITS FEES AND REPRESENTATIVES

7.01 Union Dues

The Employer shall deduct such amount(s) 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 Remittances 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 amount(s). Refer also 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 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 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.

(c) 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.

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

ARTICLE 8.00 – INDUSTRY FUNDS

8.01 Union Related Funds

The Employer shall deduct the amounts stipulated in Schedules "B" for each hour worked from each Employee's pay cheque and shall remit such deductions to the following Union related funds in the manner set forth in Article 5.00 (Monthly Remittances and Rate Calculations): BCBT Fund, SkillPlan, and the Canadian Building Trades.

8.02 Contract Administration Fund (CAF)

(a) Employer Contribution

(i) The Employer shall contribute the amounts stipulated in Schedules "B" for each hour 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.

(ii) Any cost incurred by the Union with respect to having to change the Monthly Employer Contribution Report, as a direct result of 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 8.02(b)(ii).

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

8.03 Construction Industry Rehabilitation Plan (CIRP)

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

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

The Employer shall contribute the amounts set out in Schedules "B" for each hour worked to the D&A Society in the manner set forth in Article 5.00 (Monthly Remittances and Rate Calculations). 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. The Parties to this Agreement agree to be bound by the decisions of the D&A Society with respect to the implementation of an Industry Employee and Family Assistance Program (EFAP).

8.05 Jurisdictional Assignment Plan (JAplan)

The Employer shall contribute the amounts stipulated in Schedules "B" for each hour worked to the JAplan in the manner set forth in Article 5.00 (Monthly Remittances and Rate Calculations). 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 noncompliance with the Umpire's ruling for the period subsequent to the ruling.

8.06 BCBCBTU Fund

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

ARTICLE 9.00 – HOURS OF WORK

9.01 Shifts

(a) Starting and Stopping

(i) The starting and stopping time on a project may be varied by a maximum of one (1) hour earlier or later than the otherwise required start time of the shift at the Employer's discretion. The starting and stopping time on a project may be varied by a maximum of two (2) hours earlier or later than the otherwise required start time of the shift upon mutual agreement of the Employer and the majority of IUBAC members employed on such project.

(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. On Industrial projects the starting and stopping times shall be at the tool lock-up, or on non-camp projects, the lunchroom.

(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 meal 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 Premiums

(i) Commercial/Institutional

The Employer may schedule an afternoon and/or night shift as required. It shall not be necessary for there to be a day shift for there to be an afternoon shift or a night shift. Nor shall it be necessary to maintain an afternoon shift or night shift for consecutive days to constitute such a shift.

The Employer shall pay a shift premium to any Employee who is employed on an afternoon or night shift. This premium shall not attract Vacation and Holiday pay and shall not be paid on any hour paid at overtime rates. The premium shall be adjusted for all Employee classifications based on their percentage of Terrazzo Mechanic's rate. Second (2nd) and subsequent meal breaks shall not be considered hours worked.

Day Shift	No shift premium.
Afternoon Shift	The Terrazzo Mechanic minimum straight time hourly wage rate shall be increased by three dollars ($3.00) for each hour worked on any shift which commences at any time after 10:00 am but on or before 8:30 pm.
Night Shift	The Terrazzo Mechanic minimum straight time hourly wage rate shall be increased by three dollars ($3.00) for each hour worked on any shift which commences at any time after 8:30 pm but on or before 1:00 am.

(ii) Industrial

The Employer may schedule an afternoon and/or night shift 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 shift. If a shift is not established (constituted), all hours are paid two times (2X) the otherwise applicable straight time hourly wage rate.

The Employer shall pay a shift premium to any Employee who is employed on an afternoon or night shift. This premium shall not attract Vacation and Holiday pay and shall not be paid on any hour paid at overtime rates. The premium shall be adjusted for all Employee classifications based on their percentage of Terrazzo Mechanic's rate. Second (2nd) and subsequent meal breaks shall not be considered hours worked.

Day Shift	No shift premium.
Afternoon Shift	The Terrazzo Mechanic minimum straight time hourly wage rate shall be increased by four dollars ($4.00) per hour worked on any shift which commences on or after 3:30 pm but prior to 8:30 pm.
Night Shift	The Terrazzo Mechanic minimum straight time hourly wage rate shall be increased by four dollars ($4.00) per hour worked on any shift which commences on or after 8:30 pm but prior to 1:01 am

9.02 Compressed Work Week

A compressed work week may be established by the Employer. The terms and conditions of such compressed work week shall be as follows and shall supersede any contrary provisions of the Agreement.

(a) Hours of Work

(i) Ten (10) straight time hours (7:30 am to 6:00 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 (6:00 pm to 4:30 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) The first eight (8) hours of overtime worked on a Saturday shall be payable at one and one-half (1½) times the otherwise applicable minimum straight time hourly wage rate.

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

(c) Statutory Holidays

All statutory holidays which occur during a compressed work week schedule, in accordance with Article 9.02(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.

9.03 Inclement Weather Reporting Time

(a) If 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 a twenty-five dollar ($25.00) gas allowance providing said Employee remains at the shop or project site for a minimum of one (1) hour, or such lesser time as may be required by the Employer, after the designated starting time.

(b) No gas allowance shall be paid to an Employee who has been notified by the Employer not to report for work, providing such notification was provided not less than two (2) hours prior to the designated starting time.

(c) An Employee shall not receive any additional reporting pay.

9.04 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.

9.05 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) The first eight (8) hours of overtime on Saturdays shall be paid at one and one-half (1½) times the otherwise applicable minimum straight time hourly wage rate.

(iii) On Industrial Construction projects only, all overtime on Saturdays shall be paid at two (2) times the otherwise applicable straight time hourly rate where the preponderance of other trades working on the project are signatory to Building Trade Union collective agreements and such agreements provide for two (2) times the otherwise applicable straight time hourly rate on Saturdays.

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

9.06 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.

(ii) When Employees are required to work a shift of more than ten (10) hours duration, the Employer shall provide a meal period of thirty (30) minutes which shall be paid for at straight time rates. The Employer shall also provide a hot meal to the Employees at no cost or shall pay each Employee a meal allowance of twenty-five dollars ($25.00) in lieu.

(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.

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

ARTICLE 10.00 – ANNUAL VACATION AND STATUTORY HOLIDAYS

10.01 Annual Vacation Pay and Statutory Holiday Pay

(a) Annual vacation pay of six percent (6%) and statutory holiday pay of four percent (4%) shall be combined in an amount equal to ten percent (10%). 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 ten percent (10%) 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.

10.02 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.

10.03 Statutory Holidays

The following statutory holidays shall apply to work performed in accordance with this Agreement:

(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 any other day so proclaimed by the Federal or Provincial Governments.

(b) The Friday preceding Labour Day may be floated, and the day therefore worked at straight time rates, with an alternate day scheduled to be taken off as mutually agreed between the Employer and the Employee.

(c) Any holiday falling on a Saturday or Sunday shall be observed the following workday(s).

(d) 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 10.01.

(e) No Employee shall be required to work on Labour Day and/or Remembrance Day except for the preservation of life or property.

ARTICLE 11.00 – HIRING AND UNION SECURITY

11.01 Hiring

(a) Productivity

The Union acknowledges that a qualified and competent labour force, capable of performing at a satisfactory level of productivity, is required by the Employer to compete successfully against other contractors engaged in the terrazzo industry who are operating in the open shop sector. The Union further acknowledges that all Employees are expected to perform at a level of productivity satisfactory to their Employer. As a result, the Union shall ensure that a qualified, competent, and productive labour force is readily available to all signatory Employers and shall work with such Employers via the MCA of BC to increase the overall skills and productivity of Union members. Refer also to Article 15.00 (Productivity).

(b) Name Request

The Employer shall have the exclusive right to hire one hundred percent (100%) of all Employees required, including Foreperson, on a "name request" basis.

(c) Union Membership

(i) All Employees must be a member of the Union. Any Employee cleared through the Union and working on a temporary basis shall be laid off when a Union member(s) is available or when economically possible.

(ii) In the event competent and acceptable Union members are not available for dispatch, the Employer shall have the right to employ such other workers as the Employer wishes. Such workers shall receive a clearance from the Union prior to commencing work, and such clearance shall not be unreasonably withheld.

(d) 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 otherwise applicable straight time hourly rate for a successful test provided they report to the project. This amount will be paid on the first (1st) pay period for a successful test. This provision may be waived by the Business Manager.

(e) 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 otherwise applicable straight time hourly 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.

11.02 Leaves of Absences

(a) 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.

(b) Maternity and Parental Leave

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

(c) Illness or Injury Leave

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

11.03 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 any Employee employed by the Employer who is in contravention of Article 11.01(c).

(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) The Employer retains the unfettered right to work on any project on which non-union and/or non-Building Trade Union workers are employed by an Employer(s) who is/are not signatory to this Agreement.

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

11.04 Sub-Contracting

(a) The Employer may sub-contract work under the following conditions:

(i) It does not possess the necessary facilities or equipment;

(ii) It does not have and/or cannot acquire the required workers;

(iii) There is a joint bid on a project which requires the work be subcontracted to the other party of the bid;

(iv) It cannot compete in terms of cost on portions of the scope of work and/or;

(v) The prime contractor requires the contractor to accept the lowest qualified tender price for all subcontracted work.

(b) Where the Employer anticipates that subcontracting circumstances may exist, they must:

(i) Notify the Union with as much notice as possible, but not less than seventy-two (72) hours before a bid closing deadline. It is agreed that this notice provision can be limited by unusual circumstances.

(ii) Allow the Union the opportunity to propose alternate contractors or other measures to encourage union bidders provided this does not impact the timing of bid submissions or work schedule.

(iii) Give timely notification to the Union when engaging any subcontractor on jobs not captured by the foregoing.

(iv) Nothing in the foregoing waives the requirement that there will be no non-union subcontracting on Concert Properties projects.

(c) No Employer shall subcontract work which is within the work jurisdiction of the Terrazzo Worker:

(i) On any Concert Properties project(s), and/or

(ii) To any contractor unless such contractor has both a valid CRA business number and is duly registered with Workers' Compensation Board of British Columbia (dba WorkSafeBC).

(d) In order to provide a measure of protection and to address the Union's legitimate concern regarding the potential impact of this provision, the Parties agree that a monitoring or review mechanism should be put in place. To that end, Mr. Vince Ready will retain jurisdiction to monitor the effect of this provision. Mr. Ready shall retain the jurisdiction to take any necessary or appropriate steps which the circumstances may require.

ARTICLE 12.00 – OUT-OF-TOWN PROJECTS

12.01 Initial and Terminal Travel Allowance

(a) The Employer shall pay an initial and terminal travel allowance per road kilometre pursuant to Article 12.04 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 Employees residence be outside those boundaries the distance will be measured from the point the Employee first enters the Province of British Columbia or the Yukon Territory while following the most direct route to the jobsite. No additional payment or reimbursement for travel time or incurred expenses shall be required, except as otherwise specifically required within Article 12.01.

(b) 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.

(c) Refer to Articles 12.01(b) through 12.01(h) for further clarification.

(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 be entitled to deduct the initial travel allowance already paid from the Employee's final pay cheque.

12.02 Out of Town Accommodation

Article 12.02 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" (Definitions and Abbreviations) for definition of local resident.

(a) Commercial/Institutional Projects

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 based on seven (7) days per week.

Option #1 The Employer shall provide the Employee with a daily lump sum Living Out Allowance (LOA).

Option #2 The Employer shall provide the Employee with a single room plus a daily meal allowance.

The amount of the daily lump sum LOA and daily meal allowance shall be as mutually agreed by the Union and the Employer on a "project by project" basis, or, at the Employer's sole discretion, shall be as per the standard which applies to Industrial projects.

(b) Industrial Construction Projects

(i) 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.

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

If the Employer provided room is forty (40) road kilometres or less from the project, no daily travel allowance shall be paid. If the Employer provided room is more than forty (40) road kilometres from the project, a daily travel allowance pursuant to Article 12.04 shall be paid each way to/from the forty (40) kilometre boundary.

(ii) Camp Accommodation

(a) 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.

(b) 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.**(c)**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) 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.

(iv) 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.

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

(b) 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.

(v) 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 if camp accommodation is unavailable for all Employees, the Employer and Union shall mutually agree to terms governing travel time.

12.03 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 requires five (5) days of work following the leave or payment.

(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 place of departure. Living Out 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 domicile, 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.

12.04 **Increases to Travel Allowance**

The amount per road kilometre payable shall be subject to annual adjustments throughout the duration of this Agreement. The effective "per road kilometre" amount which shall be payable as an initial and terminal travel allowance shall be the maximum allowable tax-free rate for mileage expense reimbursement as published annually by the Canada Revenue Agency.

ARTICLE 13.00 – LOCAL TRAVEL

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

13.01 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.

13.02 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 kilometre driven between the Lower Mainland boundary and the project.

13.03 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

13.04 The daily travel allowance amount per road kilometre shall be subject to annual adjustments throughout the duration of this Agreement. As a result, the effective "per road kilometre" amount which shall be payable pursuant to Article 13.00 shall be the maximum allowable tax-free rate for mileage expense reimbursement as published annually by the Canada Revenue Agency.

13.05 On any commercial/institutional project in downtown Vancouver (the area bounded by Quebec St on the east, False Creek to the south, and Burrard Inlet to the north), UBC or in the City of Victoria, the Employer will pay a daily parking amount on the following basis:

(a) Seventy-five cents ($0.75) per hour worked to a maximum of six dollars ($6.00) per day.

(b) The Employer reserves the right to require representation of receipts prior to making this payment to an Employee.

(c) This payment will not be made where adequate free parking is available or on any project where parking is provided by either the Employer or client.

(d) Where this parking premium is paid, the Metro Travel premium will not be paid. Where the Metro Travel premium is higher than this parking amount, this parking amount will not apply.

ARTICLE 14.00 – WORKING CONDITIONS

14.01 **Harassment and Discrimination**

The Union and the Employer recognize the right of all persons to work in an environment free from harassment. The Parties agree that 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.

14.02 **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.

14.03 **Cell Phone Apps**

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

14.04 Drinking Water and Salt Tablets

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

14.05 Accident Prevention

(a) All equipment, tools and material must conform and be utilized in conformity with applicable Provincial and/or Federal regulations, acts, and laws. In addition, Employer safety rules and regulations shall be complied with provided they are not inconsistent with the foregoing.

(b) It shall not be considered a violation of this Agreement for an Employee to refuse to work in conditions or use equipment that does not meet prescribed safety standards and regulations.

(c) Refusal of an Employee to abide by Workers' Compensation Board of British Columbia (dba WorkSafeBC) regulations may be considered cause for dismissal.

(d) The Union shall give thorough instructions to its members in all standard safety precautions.

(e) The following provisions shall apply to all Employees, whether such Employees are initially reporting for work or are currently employed on a project:

(i) Certifications:

Employees shall be responsible for ensuring they possess all required certifications (e.g. Workplace Hazardous Materials Information System training, Record of Hearing Test, etc.), and that such certifications are valid. Proof of such certifications shall be provided to the Employer upon request.

(ii) Personal Protective Equipment:

Employees shall be responsible for personally providing and utilizing the following, as required under regulations imposed by Workers' Compensation Board of British Columbia (dba WorkSafeBC), and/or any other such body (e.g. Federal, Provincial, or Municipal Governments, etc.), having the authority to enact same:

(a) Clothing suitable for protection against the natural elements to which they may be exposed, and

(b) All such personal protective equipment generally regarded as being the responsibility of the Employee. Such personal protective equipment shall include, but not be limited to, Canadian Standards Association (CSA) approved: gloves, safety headgear, and steel toed safety footwear complete with above ankle support.

(c) The Employer shall be responsible for supplying appropriate gloves and protective clothing to Employees working with epoxy.

(d) The Employer shall be responsible for supplying proper protective gear to Employees working with toxic and dangerous materials and tools.

(e) All safety equipment and clothing that is provided by the Employer under this Agreement, accordance with Article 14.05(e)(ii)(c and d), will be correct fitting for every individual body type, size and gender when available.

(f) The Employer shall be permitted to refuse work to any Employee who does not fulfil such provisions as stipulated in Article 14.05(e)(ii)(b). If an Employee is refused work in accordance with the foregoing, the Employer shall be required to pay such Employee only for actual time worked, if any.

(g) The Safety Training and Advocacy Committee is continued and shall make recommendations to the Parties, who shall jointly consider the Committee's mutually agreed recommendations, if any.

14.06 Tools

(a) All Employees with the exception of Pre-Apprentices shall be required to supply the ordinary tools of the trade.

(b) The Employer shall be responsible for replacing, as required, worn out cutting and/or mini grinder wheels, providing each such worn out wheel is given back to the Employer in exchange. Employees shall not use cutting and/or mini grinder wheels which have been supplied by the Employer for personal use, other than on a casual basis, and the Employer shall not be responsible for replacing any such wheels which have been used in this manner.

(c) 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.

14.06 Layoff

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.

14.07 Lunchroom

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.

ARTICLE 15.00 – PRODUCTIVITY

The Parties signatory to this Agreement recognize that in the interest of preserving and expanding employment opportunities they have a mutual obligation to consider steps to maintain a standard of productivity in order that the terrazzo industry can pay the wages and fringe benefits stipulated under the terms of this Agreement. To further this objective, the Union and the MCA of BC may institute a sub-committee consisting of an equal number of Employer representatives and Union representatives to make recommendations for the improvement of productivity. Such recommendations may include, but shall not be limited to conducting classes, seminars, and/or clinics, regarding new installation procedures.

ARTICLE 16.00 – GRIEVANCE PROCEDURE

16.01 Definition

(a) A grievance shall be defined as any "difference" between the Parties to this Agreement with respect to its interpretation application, operation, or any alleged violation thereof, including discharge for cause alleged to be unjust by the Union. Discharge shall not include layoff of Employees for reason of project efficiency or reduction of forces on suspension or completion of work.

(b) The party initiating a grievance shall be referred to herein as the aggrieved party. The other party to a grievance shall be referred to as the responding party.

(c) The two (2) Parties to any formal grievance shall be the two (2) Parties signatory to this Agreement, namely the Union and CLR (acting on its own behalf and/or on behalf of its respective signatory member Employer(s)).

16.02 Time Limits

(a) To initiate a formal grievance, the aggrieved party must provide written notification to the responding party within thirty (30) calendar days of the date on which the underlying "difference" is alleged to have occurred. Such notification shall include all relevant particulars of the formal grievance and all relevant and reliance documentation. The Parties expressly agree that a formal grievance shall not be deemed to have been initiated until the responding party has actually received a copy of the required written notification from the aggrieved party. All time limits shall be strictly enforced.

(b) In the event of an alleged error on a pay cheque, such "difference" shall be deemed to have occurred on the date the pay cheque stub was received by the aggrieved Employee(s). Likewise, in the event of an alleged error on the Employer's monthly remittance report, such "difference" shall be deemed to have occurred on the date the remittance report was received by the Union.

(c) There shall be no time limit restriction on a grievance initiated in respect of a wage claim.

16.03 Step 1 (Informal Resolution)

Once a formal grievance has been initiated, the Parties shall make a concerted good faith effort to work out a mutually agreeable resolution. Unless otherwise mutually agreed by the Parties in writing, the aggrieved party shall be deemed to have abandoned the formal grievance in the event notice of referral to the Arbitrator (in accordance with Article 16.04) has not been received by the responding party within sixty (60) calendar days of the date on which the underlying "difference" is alleged to have occurred. Refer to Articles 16.02(a and b) for clarification on the interpretation of "occurred"

16.04 Step 2 (Formal Resolution)

The Parties expressly agree that the Step 2 is an integral component of the Grievance Procedure in accordance with this Agreement.

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 be 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 mutually agreed, in writing, by the Parties.

(a) The Panel shall meet with the Parties and shall attempt to facilitate a mutually agreeable resolution.

(b) In the event the Panel is unable to facilitate a mutually agreeable resolution in accordance with Article 16.04 each party shall be required to submit a proposed determination/award, in writing to the Panel. The Panel Chair shall determine their own procedure including timing for such submissions. Upon receipt of both proposed determinations/awards the Panel shall provide a copy to each party.

(c) The Panel shall consider the relative merits of each of the proposed determinations/awards and shall select one (1) of the proposed determinations/awards in its entirety and may not impose any alternative or modified determination/award without the prior mutual agreement of the parties. The award of the majority of the Arbitration Board shall be final and binding on the parties and shall be carried out forthwith.

(d) The Panel Chair shall provide a summary of the reasons for their decision within their award.

(e) The Arbitration Panel shall have and may exercise all powers of a mediator/arbitrator pursuant to the *BC Labour Relations Code.*

(f) The Parties may mutually agree in writing to any other grievance resolution procedure which they agree is appropriate under the circumstances.

16.05 Expenses

Each Party shall be responsible for one hundred percent (100%) of any "Party specific" costs and fifty percent (50%) of any "joint" costs which may be incurred during the informal and formal grievance resolution process.

ARTICLE 17.00 – EXTENT OF AGREEMENT

17.01 Trade Jurisdiction and Scope of Work

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.

17.02 Geographical Jurisdiction

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

17.03 More Favourable Terms

If the Union enters into any Agreement other than this Agreement, with any individual Employer or group of Employers performing work covered by the terms of this Agreement, and such other Agreement provides for wages or any other terms or conditions, in whole or in part, which the Employers signatory to this Agreement consider to be more favourable, such wages or terms and conditions shall automatically become part of this Agreement, and shall replace, as required, all corresponding provisions of this Agreement. CLR shall notify the Union, in writing, prior to any Employer(s) implementing such more favourable wages or terms and conditions.

17.04 Other Agreements Governing Scope of Work

(a) Copies of Agreement(s)

(i) The Union shall provide CLR with a true and complete copy of any agreement, other than this Agreement, which the Union may enter into with an individual Employer or group of Employers, regardless of whether such Employer(s) is/are themselves a member of CLR. The Union shall also provide CLR with a list of all Employers signatory to such other agreement(s).

(ii) Such copy(s) and list(s) shall be provided to CLR within five (5) working days of such an Agreement(s) being signed by the Employer, or, in the event such an agreement(s) currently exists, shall be provided to CLR within (5) working days of the Union signing this Agreement.

(iii) Articles 17.04(a)(i and ii) shall apply only to such other agreements, (e.g. Standard, Industrial, Commercial, Institutional, Residential, Project, Enabling, or combination thereof, etc.) which, in whole or in part, govern the performance of work also covered by the terms of this Agreement.

(b) Confirmation of Signatory Contractors

The Union shall provide to CLR, within five (5) working days of signing this Agreement, a list of all Employers signatory to this Agreement. Such list shall include each Employer's name, address, and phone number, and shall consist of all Employers signatory to this Agreement, regardless of whether such Employers are themselves members of CLR. The Union shall also ensure that such list is kept up to date by providing to CLR, within five (5) working days of such signing, the name, address, and phone number of any Employer who subsequently becomes signatory to this Agreement.

17.05 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.

(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 17.05(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.

17.06 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) Industry Funds negotiated between the BCBCBTU and CLR (e.g. CIRP, etc.), 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.

17.07 Registration

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

ARTICLE 18.00 – MANAGEMENT RIGHTS AND RESPONSIBILITIES

18.01 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.

18.02 Working Partners

(a) Only one (1) Partner, Shareholder, or Principal of an Employer may work with the tools of the trade. Any additional Partners, Shareholders, or Principals of such Employer who work with the tools of the trade shall be classified as an Employee, and as such must be a member in good standing of the Union.

(b) All Employer Contributions required in accordance with this Agreement, with the exception of the Employer Pension Plan contribution, shall be made by the Employer on behalf of such additional Partners, Shareholders, or Principals defined in Article 18.01. Such contributions shall be made on a minimum of one hundred forty (140) hours per month, or total hours worked, whichever is greater. Contributions to the Pension Plan may also be made at the option of the Employer.

18.03 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 13 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 RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "A1.1" All Projects NOT Subject to an Industrial PLA.

All Projects NOT Subject to an Industrial PLA **Effective May 31, 2026**

				Employer Contributions							
Employee Classifications:	%	Wage Rate	VP/SHP (10%)	B&M Welfare Plan [1]	B&CTW Pension Plan [1]	CAF	CIRP	JAplan [2]	BCBCBTU	D&A Society	Total Monetary Package
"A" Foreperson (AFP)	115%	$44.82	$4.48	$3.00	$6.60	$0.11	$0.04	n/a	$0.05	$0.01	$59.11
"B" Foreperson (BFP)	100% + $1.00	$39.97	$4.00	$3.00	$6.60	$0.11	$0.04	n/a	$0.05	$0.01	$53.78
Terrazzo Mechanic (TM)	**100%**	**$38.97**	**$3.90**	**$3.00**	**$6.60**	**$0.11**	**$0.04**	**n/a**	**$0.05**	**$0.01**	**$52.68**
Helper (HP)	85%	$33.12	$3.31	$3.00	$6.60	$0.11	$0.04	n/a	$0.05	$0.01	$46.24
6th Term Apprentice (A6)	90%	$35.07	$3.51	$3.00	$6.60	$0.11	$0.04	n/a	$0.05	$0.01	$48.39
5th Term Apprentice (A5)	80%	$31.18	$3.12	$3.00	$6.60	$0.11	$0.04	n/a	$0.05	$0.01	$44.11
4th Term Apprentice (A4)	70%	$27.28	$2.73	$3.00	$6.60	$0.11	$0.04	n/a	$0.05	$0.01	$39.82
3rd Term Apprentice (A3)	65%	$25.33	$2.53	$3.00	$6.60	$0.11	$0.04	n/a	$0.05	$0.01	$37.67
2nd Term Apprentice (A2)	60%	$23.38	$2.34	$3.00	$6.60	$0.11	$0.04	n/a	$0.05	$0.01	$35.53
1st Term Apprentice (A1)	55%	$21.43	$2.14	$3.00	$6.60	$0.11	$0.04	n/a	$0.05	$0.01	$33.38
Pre-Apprentice (PAP)	50%	$19.49	$1.95	$3.00	n/a	$0.11	$0.04	n/a	$0.05	$0.01	$24.65
Pre-Apprentice first 3 Months (PAP3)	50%	$19.49	$1.95	n/a	n/a	$0.11	$0.04	n/a	$0.05	$0.01	$21.65

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

SCHEDULE "A2.1" MINIMUM STRAIGHT TIME HOURLY RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "A2.1" Industrial PLA Projects.

Industrial PLA Projects **Effective May 31, 2026**

				Employer Contributions							
Employee Classifications:	**%**	**Wage Rate**	**VP/SHP (10%)**	**B&M Welfare Plan [1]**	**B&CTW Pension Plan [1]**	**CAF**	**CIRP**	**JAplan [2]**	**BCBCBTU**	**D&A Society**	**Total Monetary Package**
"A" Foreperson (AFP)	115%	$50.59	$5.06	$3.00	$6.60	$0.11	$0.04	n/a	$0.05	$0.01	$65.46
"B" Foreperson (BFP)	100% + $1.00	$44.99	$4.50	$3.00	$6.60	$0.11	$0.04	n/a	$0.05	$0.01	$59.30
Terrazzo Mechanic (TM)	**100%**	**$43.99**	**$4.40**	**$3.00**	**$6.60**	**$0.11**	**$0.04**	**n/a**	**$0.05**	**$0.01**	**$58.20**
Helper (HP)	85%	$37.39	$3.74	$3.00	$6.60	$0.11	$0.04	n/a	$0.05	$0.01	$50.94
6th Term Apprentice (A6)	90%	$39.59	$3.96	$3.00	$6.60	$0.11	$0.04	n/a	$0.05	$0.01	$53.36
5th Term Apprentice (A5)	80%	$35.19	$3.52	$3.00	$6.60	$0.11	$0.04	n/a	$0.05	$0.01	$48.52
4th Term Apprentice (A4)	70%	$30.79	$3.08	$3.00	$6.60	$0.11	$0.04	n/a	$0.05	$0.01	$43.68
3rd Term Apprentice (A3)	65%	$28.59	$2.86	$3.00	$6.60	$0.11	$0.04	n/a	$0.05	$0.01	$41.26
2nd Term Apprentice (A2)	60%	$26.39	$2.64	$3.00	$6.60	$0.11	$0.04	n/a	$0.05	$0.01	$38.84
1st Term Apprentice (A1)	55%	$24.19	$2.42	$3.00	$6.60	$0.11	$0.04	n/a	$0.05	$0.01	$36.42
Pre-Apprentice (PAP)	50%	$22.00	$2.20	$3.00	n/a	$0.11	$0.04	n/a	$0.05	$0.01	$27.41
Pre-Apprentice first 3 Months (PAP3)	50%	$22.00	$2.20	n/a	n/a	$0.11	$0.04	n/a	$0.05	$0.01	$24.41

1. In accordance with Article 6.03(c) 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 "D" LOU Re: JAplan.

SCHEDULE "A3.1" MINIMUM STRAIGHT TIME HOURLY RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule A3.1 shall apply to LNG Canada Project ONLY

Industrial PLA Projects **Effective May 31, 2026**

				Employer Contributions							
Employee Classifications:	**%**	**Wage Rate**	**VP/SHP (10%)**	**B&M Welfare Plan [1]**	**B&CTW Pension Plan [1]**	**CAF**	**CIRP**	**JAplan [2]**	**BCBCBTU**	**D&A Society**	**Total Monetary Package**
"A" Foreperson (AFP)	115%	$56.66	$5.67	$3.00	$6.60	$0.11	$0.04	n/a	$0.05	$0.01	$72.14
"B" Foreperson (BFP)	100% + $1.00	$50.27	$5.03	$3.00	$6.60	$0.11	$0.04	n/a	$0.05	$0.01	$65.11
Terrazzo Mechanic (TM)	**100%**	**$49.27**	**$4.93**	**$3.00**	**$6.60**	**$0.11**	**$0.04**	**n/a**	**$0.05**	**$0.01**	**$64.01**
Helper (HP)	85%	$41.88	$4.19	$3.00	$6.60	$0.11	$0.04	n/a	$0.05	$0.01	$55.88
6th Term Apprentice (A6)	90%	$44.34	$4.43	$3.00	$6.60	$0.11	$0.04	n/a	$0.05	$0.01	$58.58
5th Term Apprentice (A5)	80%	$39.42	$3.94	$3.00	$6.60	$0.11	$0.04	n/a	$0.05	$0.01	$53.17
4th Term Apprentice (A4)	70%	$34.49	$3.45	$3.00	$6.60	$0.11	$0.04	n/a	$0.05	$0.01	$47.75
3rd Term Apprentice (A3)	65%	$32.03	$3.20	$3.00	$6.60	$0.11	$0.04	n/a	$0.05	$0.01	$45.04
2nd Term Apprentice (A2)	60%	$29.56	$2.96	$3.00	$6.60	$0.11	$0.04	n/a	$0.05	$0.01	$42.33
1st Term Apprentice (A1)	55%	$27.10	$2.71	$3.00	$6.60	$0.11	$0.04	n/a	$0.05	$0.01	$39.62
Pre-Apprentice (PAP)	50%	$24.64	$2.46	$3.00	n/a	$0.11	$0.04	n/a	$0.05	$0.01	$30.31
Pre-Apprentice first 3 Months (PAP3)	50%	$24.64	$2.46	n/a	n/a	$0.11	$0.04	n/a	$0.05	$0.01	$27.31

1. In accordance with Article 6.03(c) 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 "D" LOU Re: JAplan.

SCHEDULE "B1.1" EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Schedule "B1.1" All Projects NOT Subject to an Industrial PLA.

All Projects NOT Subject to an Industrial PLA **Effective May 31, 2026**

	Employee Classifications											
Employer Contributions	**AFP**	**BFP**	**TM**	**HEL**	**A6**	**A5**	**A4**	**A3**	**A2**	**A1**	**PAP**	**PAP3**
Bricklayers and Masons Welfare Plan [1]	$3.00	$3.00	$3.00	$3.00	$3.00	$3.00	$3.00	$3.00	$3.00	$3.00	$3.00	n/a
Bricklayers & Ceramic Tileworkers Pension Plan [1]	$6.60	$6.60	$6.60	$6.60	$6.60	$6.60	$6.60	$6.60	$6.60	$6.60	n/a	n/a
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	$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	$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	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	$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	$0.01
Total Employer Contributions	**$9.81**	**$9.81**	**$9.81**	**$9.81**	**$9.81**	**$9.81**	**$9.81**	**$9.81**	**$9.81**	**$9.81**	**$3.21**	**$0.21**
Employee Deductions - Hourly												
Bricklayers & 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	n/a
BCBT Fund	$0.085	$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	$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	$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	$0.04
Total Employee Deductions - Hourly	**$0.155**	**$0.155**	**$0.155**	**$0.155**	**$0.155**	**$0.155**	**$0.155**	**$0.155**	**$0.155**	**$0.155**	**$0.155**	**$0.155**
Total Hourly Remittance (Excluding Field Dues)	**$9.965**	**$9.965**	**$9.965**	**$9.965**	**$9.965**	**$9.965**	**$9.965**	**$9.965**	**$9.965**	**$9.965**	**$3.365**	**$0.365**
‡ **Employee Deductions - Field Dues**	**>>> Calculated on the basis of 2.5% of total Monetary Package <<<**											
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**	**$30.00**

Total Hourly Remittances which need to be submitted are the "Total Hourly Remittances (Excluding Field Dues)" amounts listed above plus the Field Dues.

‡ Employers are reminded that the Employee 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 shown above 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(c) 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 "D" LOU Re: JAplan.

SCHEDULE "B2.1" EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Schedule "B2.1" All Projects Subject to an Industrial PLA.

All Projects Subject to an Industrial PLA **Effective May 31, 2026**

	Employee Classifications											
Employer Contributions	**AFP**	**BFP**	**TM**	**HEL**	**A6**	**A5**	**A4**	**A3**	**A2**	**A1**	**PAP**	**PAP3**
Bricklayers and Masons Welfare Plan [1]	$3.00	$3.00	$3.00	$3.00	$3.00	$3.00	$3.00	$3.00	$3.00	$3.00	$3.00	n/a
Bricklayers & Ceramic Tileworkers Pension Plan [1]	$6.60	$6.60	$6.60	$6.60	$6.60	$6.60	$6.60	$6.60	$6.60	$6.60	n/a	n/a
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	$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	$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	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	$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	$0.01
Total Employer Contributions	**$9.81**	**$9.81**	**$9.81**	**$9.81**	**$9.81**	**$9.81**	**$9.81**	**$9.81**	**$9.81**	**$9.81**	**$3.21**	**$0.21**
Employee Deductions - Hourly												
Bricklayers & 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	n/a
BCBT Fund	$0.085	$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	$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	$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	$0.04
Total Employee Deductions - Hourly	**$0.155**	**$0.155**	**$0.155**	**$0.155**	**$0.155**	**$0.155**	**$0.155**	**$0.155**	**$0.155**	**$0.155**	**$0.155**	**$0.155**
Total Hourly Remittance (Excluding Field Dues)	**$9.965**	**$9.965**	**$9.965**	**$9.965**	**$9.965**	**$9.965**	**$9.965**	**$9.965**	**$9.965**	**$9.965**	**$3.365**	**$0.365**
‡ **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**	**30.00**

‡ Employers are reminded that the Employee 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 shown above 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(c) 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 "D" 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 Council

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

4. **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.

5. **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.

6. **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.

7. **Hours Worked**

   (a) One (1) straight time hour = One (1) hour worked

   (b) One (1) time and one-half (1½) overtime hour = One (1) hour worked

   (c) One (1) double time (2x) overtime hour = One (1) hour worked

8. **Industrial Construction**

   Industrial construction shall be defined as: production plants such as pulp mills; chemical plants; refineries, including transmission facilities; metre pumping; compressor stations; munitions plants; mines and smelters; power generating plants; bulk loading terminals; dams; breweries; and any/all other projects which are mutually agreed to by the Parties. Notwithstanding the foregoing, if a project is designated as an industrial construction project for the pipefitter, it shall also be designated as an industrial construction project for IUBAC Local #2 BC.

9. **IUBAC**
   International Union of Bricklayers and Allied Craftworkers

APPENDIX "A" – DEFINITIONS AND ABBREVIATIONS (CONT'D)

10. Local Resident

A local resident shall be defined as any person residing within one hundred (100) kilometres by road of the project or, where ferry travel is involved, within seventy-five (75) minutes travel time including ferry travel and road kilometres, and who has resided at a permanent address for a period of forty-five (45) calendar days in any city, town, village, or district where the work is being performed.

11. 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.

12. BC LRB

British Columbia Labour Relations Board

13. MCA of BC

Masonry Contractors Association of BC

14. 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.

15. Terrazzo Worker

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

16. Union

IUBAC Local #2 BC and/or any other such IUBAC Local(s) as may be established whose membership performs ICI 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

1. The casting of all Terrazzo in shop and on jobs, all bedding above concrete floors or walls that the preparation, cutting, laying, or setting of metal composition or wooden strips and the laying and cutting of metal strips, lath, or any other reinforcement were used in Terrazzo work, shall be the work of the Terrazzo Worker.

2. All cement Terrazzo, Magnesite Terrazzo, De-O-Tex, Rustic or rough washed for interior or exterior of buildings and any other kind of plastic mixtures composed of chips or marble, granite, blue stone, enamel, mother-of-pearl and all other kinds of chips when mixed with cement rubber, magnesium chloride or other binding material, when used on floors, ceilings, stairs, saddles or any other part of the interior or exterior of buildings and also other work not considered a part of the building, such as fountains, swimming pools, etc. Also, all other substitutes that may be applied under the same method as Terrazzo. All grinding and polishing shall be the work of the Terrazzo Workers.

3. 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.

4. Only members of the Union shall perform the on-site unloading, handling, erecting, and final installation of materials coming under the jurisdiction of the Terrazzo Workers, regardless of the type of equipment or machinery that is necessary to do same. Other than the operator of the equipment or machinery, same must be staffed by members of the Union without bar or restriction.

APPENDIX "C" – WAGE SECURITY BOND

(a) Requirement to Deposit and Maintain

(1) Any Employer who has been signatory to the Terrazzo Workers Standard ICI Agreement for 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, or any Employer Contributions, 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, 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: 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 "E" – SCHEDULE OF STATUTORY HOLIDAYS

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 prior to BC Day	Friday, July 31	Friday, July 31
BC Day	Monday, August 3	Monday, August 3
* Friday prior to 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 prior to BC Day	Friday, July 30	Friday, July 30
BC Day	Monday, August 2	Monday, August 2
Friday prior to 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 "E" – 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 prior to BC Day	Friday, August 4	Friday, August 4
BC Day	Monday, August 7	Monday, August 7
* Friday prior to 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 prior to BC Day	Friday, August 3	Friday, August 3
BC Day	Monday, August 6	Monday, August 6
Friday prior to 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 "F" – 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 the renewal of the Terrazzo Workers Standard ICI Agreement with IUBAC Local #2 BC and to sign such Agreement on their behalf.

1. Duron Specialty Contracting Group Ltd.

* The Letter of Agreement Re: By and Between Language signed by the BCBCBTU and CLR on August 9, 2016, as interpreted by the Arbitration Decision B.C.C.A.A.A. No. 164, shall govern the addition of an authorized Employer(s) to the above List of Signatory Employers.