

# **PROVINCIAL CEMENT MASON/ PLASTERER AGREEMENT**

**(For Commercial/Institutional Construction)**

This Agreement, entered into by and between:

EACH OF THE UNIONIZED EMPLOYERS IN THE CEMENT  
MASON/PLASTERER TRADE DIVISION OF THE CONSTRUCTION INDUSTRY  
ON WHOSE BEHALF THE CLR CONSTRUCTION LABOUR RELATIONS  
ASSOCIATION OF SASKATCHEWAN INC., AS THE REPRESENTATIVE  
EMPLOYERS' ORGANIZATION, HAS ENTERED INTO THIS AGREEMENT

**(Hereinafter Referred to as the "Employer")**

**AND**

OPERATIVE PLASTERERS AND CEMENT MASONS INTERNATIONAL  
ASSOCIATION OF THE UNITED STATES AND CANADA LOCAL 442

**(Hereinafter referred to as the "Union")**

**Expires April 30, 1999**

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## **DEFINITIONS**

BUILDING TRADES COUNCIL OR SPB & CTC	-	means the Saskatchewan Provincial Building and Construction Trades Council
CLR	-	means CLR Construction Labour Relations Association of Saskatchewan Inc.
CODC	-	means CODC Construction Opportunities Development Council Inc.
COMMERCIAL/INSTITUTIONAL CONSTRUCTION	-	includes schools, parking garages, hospitals, malls, office buildings, municipal water and sewer treatment plants, curb and gutter, sewer, sidewalk, roadway.
EMPLOYEE	-	means anyone employed under the terms of this Agreement.
EMPLOYER	-	means a Company bound by the terms of this Collective Agreement.
GENDER	-	means where the masculine gender is used in this Agreement it shall be considered to include the feminine gender.
KM	-	means kilometre by road (not radius).
LOCAL RESIDENT	-	a local resident is a person who has resided within one hundred (100) kilometres of a project, but outside the cities of Regina and Saskatoon, for at least six (6) months immediately preceding the date of hire.
LOCAL RESIDENCE	-	a local person's residence is the place where he permanently maintains a self-contained domestic establishment (a dwelling place, apartment, or similar place of residence where a person generally sleeps and eats) in which he resides.

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Original Documents (not photocopies) are required for proof of residence. These will be verified by the employer, copied and returned. Two (2) of the following are acceptable:

- Income Tax Assessment
- Property Tax Assessment
- Unemployment Insurance
- Utilities Receipt

LOCAL UNION or UNION

- means the Operative Plasterers and Cement Masons International Association of the United States and Canada Local 442 (OPCMIA 442).



**ARTICLE 1:00 PURPOSE, SCOPE AND SPECIAL PROJECTS**

**1:01 Purpose**

The general purpose of this Agreement is to establish mutual satisfactory relations between the Employer and its Employees, to provide for the prompt and equitable disposition of grievances without stoppages or work, to prevent any unnecessary expense or delay in the work performed, and to establish and maintain satisfactory working conditions, hours of work, and wages for all Employees who are subject to the provisions of this Agreement.

**1:02 Scope**

The terms of this Agreement and no other Agreement shall apply to all Commercial/Institutional construction work performed by plasterers, cement masons and their apprentices within the Province of Saskatchewan. The terms and conditions of this Agreement apply to all appendices, except as otherwise amended by an appendix.

The Employer recognizes the work jurisdiction of the plasterer/cement mason which includes, but is not restricted to: fireproofing; stucco work; interior and exterior plaster work; concrete finishing; grouting; concrete sawing, coring; concrete renovation; concrete coating and sealing; installation of mesh or corner bead for concrete or plaster; screeding, darbying, floating and trowelling of concrete or plaster or substitutes thereof; curb and gutter work; waterproofing, stamping, pigmenting, washing, grinding or bush hammering of concrete; and all other work that is traditionally done by the plasterer/cement mason. The tending and assisting of journeymen is the work of plasterer/cement mason apprentices.

**1:03 Special Projects**

The parties hereto express their intent to consider amending certain provisions of this Collective Agreement, by way of an appendix, where this action appears necessary and appropriate for certain projects. The provisions must be mutually agreed upon by the parties hereto.

**ARTICLE 2:00 CONTRACTING**

**2:01** The Employer will not subcontract out any Cement Mason/Plasterer work, which is regularly and routinely performed by the Employer's own forces, unless such work is to a sub-contractor that agrees to be bound by the terms and conditions of this agreement.

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- 2:02 The Employer shall not be restricted from contracting Cement Mason/Plasterer work, which is not regularly and routinely performed by the Employer's own forces, to a subcontractor which is not bound by the terms and conditions of this agreement.
- 2:03 Notwithstanding the above, it is understood that should the Employer undertake certain Cement Mason/Plasterers work that is normally performed by a subcontractor as provided for in 2:02, then the Employer may continue to sub-contract this particular work at his discretion for the duration of this collective bargaining agreement without restriction.
- 2:04 In special circumstances the Employer may subcontract out work, which is regularly and routinely performed by the Employer's own forces, to a subcontractor which is not bound by the terms and conditions of this agreement, on a firm price basis only. In order to use this provision the subcontract must include all materials and equipment normally associated with the work being subcontracted and Union Permit Fees, Building Trades Per Capita and Contract Administration and Industry Development Fees must be paid based on the reasonably estimated man hours of Cement Mason/Plasterer work involved in the subcontract. The Employer shall be responsible for enforcement of this Article.
- 2:05 It is agreed that where a project requires that Employers be bound by, or employ persons under the terms and conditions of this agreement, then the provisions of 2:01, 2:02, 2:03 and 2:04 are null and void, and all subcontractors engaged directly or indirectly by the Employer to perform work within the jurisdiction of the Union and within the scope of this Agreement shall conform to the terms and conditions of this Agreement.

**ARTICLE 3:00 UNION SECURITY, HIRING,  
JOB ACCESS, STEWARDS**

**3:01 Union Security**

The employer recognizes OPCMIA Local 442 as the exclusive bargaining agent for plasterers and cement masons in the Province of Saskatchewan

- 3:02 Every Employee who is now or hereafter becomes a member of the Union shall maintain his membership in the Union as a condition of his employment, and every new Employee whose employment commences hereafter shall, within thirty (30) days after the commencement of his employment, apply for and maintain membership in the Union as a condition of his employment, provided that any Employee in the appropriate bargaining unit who is not required to maintain his membership or apply for and maintain his membership in the Union shall, as a condition of his employment, tender to the Union the periodic dues uniformly required to be paid by the members of the Union.
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3:03 The Employer agrees to deduct and remit Union dues and other deductions in accordance with the following:

- (a) Upon receipt of authorization from the Employee, the Employer shall deduct from all Employees coming within the scope of this Agreement, from the first pay period of each month, monthly Union dues, initiation fees or other assessments in the amount prescribed by the Local Union.
- (b) From each pay period, Union Field Dues in the amount calculated and/or prescribed by the Local Union.

3:04 Union dues and other deductions shall be remitted to the Local Union promptly by the 15th of the following month. Each remittance shall be accompanied by a list showing the name and social insurance number (provided the number is supplied by the Union on its referral form) of the Employees on whose behalf the deduction was made; and showing opposite each name the amount of the deduction. For the field dues deducted the list shall show the hours on which the deduction was based. Union dues and other deductions shall be mailed to OPCMIA LOCAL 442, P.O. BOX 901, SASKATOON, SK, S7K 3M4.

3:05 **Hiring**

The Employer shall have the right to name hire all Employees. The Employer shall hire only members of the Union in good standing through the appropriate Union office for the performance of all work within the scope of this Agreement.

3:06 The Union agrees to furnish qualified Employees on request. In the event the Union is unable to fill a requisition for Employees within a forty-eight (48) hour period (Saturdays, Sundays and recognized holidays excluded), the Employer shall have the right to employ qualified Employees from other available sources. All Employees shall obtain a clearance and/or referral slip from the appropriate union office before starting a job. At the request of the Employer, referral slips will be transmitted electronically to the Project (telephone, facsimile or telex).

Employers may hire Employees and the Union shall issue referral slips and/or clearance to Employers in the following sequence and in accordance with the following priorities:

- (a) Qualified Saskatchewan Union Members whose residences are located within one hundred (100) kilometres of the project.
- (b) Qualified persons whose residences are located within one hundred (100) kilometres of the project, provided that they are willing to join and do join the union prior to commencement of employment.
- (c) Qualified Union Members whose residences are located in Saskatchewan.

3:07 The Union shall provide a completed sign-on-form, included as Appendix C to this Agreement, to the Employer at the time an Employee is dispatched.

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3:08           **Job Access**

An authorized representative of the Union shall retain the privilege of access to Employees of the Employer, provided that prior consent is obtained from the Employer, and the Prime Contractor and Owner when necessary, and that the work of the Employees is not interfered with.

3:09           **Stewards**

There shall be no non-working steward(s). The Union shall notify the Employer in writing of the name(s) of its steward(s). The steward will be allowed reasonable time to perform his duties. The steward(s) shall be one (1) of the last two (2) employees to be laid off, provided there is work available for which he is qualified, otherwise the Union will be notified in writing in a timely fashion in order to appoint a successor(s). The steward(s) shall not be discriminated against and shall receive his fair share of overtime work for which he is qualified.

**ARTICLE           4:00                           TERMINATION OF EMPLOYMENT**

The Union will be supplied with a photocopy of the Employee's Record of Employment, forthwith upon termination of employment.

4:01           When an Employee voluntarily terminates his employment, the Employer will mail (by Registered Mail) or send by courier service his wages to his last known address without undue delay but no later than the next regular pay day.

4:02           An Employee who is laid off will be paid all his monies due no later than the next regular pay day.

4:03           An Employee who is discharged for cause will be paid all his monies due no later than the next regular pay day.

4:04           In all cases, the Employee's final pay will be accompanied by a copy of the Employee's Record of Employment. In addition, the Employer shall send, by mail or fax, a copy of the record of Employment to the Union.

4:05           Where the Employer is supplying accommodation and board or subsistence allowance, it shall be continued until the foregoing terms of this section are fulfilled.

4:06           Should the Employer fail to comply with the provisions set forth in Articles 4:01, 4:02, and 4:03, the matter may be sent to Arbitration starting with Article 8:00 Step (X). In this case, the Arbitrator may choose to award the grievor(s) a minimum of eight (8) hours pay at straight time rate for each day he is kept waiting.

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4:07 When an Employee is laid off or discharged or quits of his own accord, one (1) hour's notice shall be given by either party. In the absence of such notice by the Employer, then one (1) hour's pay must be paid. An Employee shall not be laid off prior to the termination of his shift.

**ARTICLE 5:00 MANAGEMENT RIGHTS**

5:01 The Union agrees that it is the exclusive jurisdiction of the Employer to exercise the usual functions of management, including but not so as to restrict the generality of the foregoing, the right:

- (a) to conduct its business in all respects in accordance with its commitments and responsibilities, including the right to manage the jobs, locate, extend, curtail or cease operations, to determine the number of men required at any or all operations, to determine the kinds and locations of machines, tools and equipment to be used and the schedules of jobs and work, to classify and judge the suitability of Employees for various types of work and to maintain order, discipline and efficiency;
- (b) to select hire, discharge, transfer, promote, layoff, or otherwise discipline Employees, provided that a claim by an Employee that has been discharged without reasonable cause shall be subject to the provisions of the Grievance Procedure;
- (c) to make, alter from time to time, and enforce reasonable rules of conduct and procedure to be observed by the Employees, violations of which will be cause for discipline and may include discharge.

**ARTICLE 6:00 JOINT LABOUR MANAGEMENT COMMITTEE**

6:01 The employer and union will name representatives to a joint Labour Management Committee that will promote issues of mutual concern and resolve problems.

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**ARTICLE 7:00 NO STRIKE/NO LOCKOUT**

7:01 The Employer agrees that it will not cause or direct any lock-out of Employees.

No Employee working under the terms and conditions of this Agreement shall strike during the term of this Agreement. No person, Employee or trade union shall declare, authorize or participate in a strike or other collective action which will stop or interfere with production or counsel a strike or collective action to be effective during its term. Violations of this Article will be cause for immediate termination without the right to grievance or rehire at the project.

**ARTICLE 8:00 GRIEVANCE PROCEDURE,  
OPTIONAL GRIEVANCE  
MEDIATION AND ARBITRATION**

**Grievance Procedure**

It is the mutual desire of the parties hereto, that complaints of Employees shall be adjusted as quickly as possible. The Foreman or Supervisor shall be given the opportunity to adjust a complaint. When a complaint is reduced to writing it shall be termed a grievance.

It is agreed that it is the spirit and intent of this Agreement to address grievances promptly. All grievances must be initiated within ten (10) working days of the incident.

Jurisdictional disputes shall not be settled by this grievance procedure but rather as provided for in Article 9:00.

A grievance shall mean any difference or dispute concerning the interpretation, application, administration or alleged violation of the Agreement and shall be handled in the following manner:

Step I The aggrieved party shall discuss his complaint with his steward and the Foreman or immediate Supervisor, who shall endeavour to settle the complaint.

Step II If the complaint is not settled within three (3) working days excluding Saturday, Sunday and recognized holidays, from the date there is evidence of a grievance having occurred, it shall be reduced to writing and referred to the Local Union's Business Representative and the Employer's Labour Relations Representative.

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- Step III If the grievance is not settled within (optional) thirteen (13) working days, excluding Saturday, Sunday and recognized holidays, from the date of the occurrence giving rise to the grievance, the parties may agree to refer the grievance to the Unions International Representative and the Employer's Management Representative. If the grievance is not settled within twenty three (23) working days excluding Saturday, Sunday and recognized holidays, from the date there is evidence of a grievance having occurred, the grievance shall proceed to arbitration at the request of either party.
- Step IV If the option in Step III is not exercised, the grievance shall proceed to arbitration at the request of either party.
- Step V It is understood and agreed that any of the time limits herein may be extended by mutual agreement in writing.
- Step VI Any grievance between the Employer or the Union concerning the interpretation, application, administration or alleged violation of the Agreement shall be dealt with commencing with Step II.

#### **Optional Grievance Mediation**

The parties may agree to refer one or more grievances to a grievance mediator for the purpose of resolving the grievances in an expeditious and informal manner.

- (1) The parties shall not refer a grievance to a grievance mediator unless they have agreed on the nature of any issues in dispute.
- (2) On a joint request by the parties, the Minister of Labour shall appoint a grievance mediator.
- (3) A grievance mediator appointed by the Minister shall begin proceedings within ten (10) days after being appointed or on any day that the parties jointly request.
- (4) Where the parties jointly request the appointment of a grievance mediator pursuant to this section, any provisions of the collective bargaining Agreement that impose a limitation of time with respect to the reference of a grievance to arbitration are deemed to be inoperative.
- (5) The grievance mediator shall endeavour to assist the parties to settle the grievance by mediation.
- (6) If the parties are unable to settle the grievance by mediation, the grievance mediator shall endeavour to assist the parties to agree on the material facts in dispute, and then the parties may determine the grievance in accordance with the arbitration provisions commencing with Step IV.

#### **Arbitration**

- Step VII A single Arbitrator shall be selected from the list of four Arbitrators in Appendix D to hear any grievance which has been referred to arbitration pursuant to this Agreement. Selection shall be in rotation beginning with the first listed Arbitrator and will continue sequentially subject to availability of those individual arbitrators.
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- Step VIII Both parties to the dispute shall share equally the expenses and fees of the Arbitrator.
- Step IX A request to proceed to arbitration shall be made within five (5) working days excluding Saturday, Sunday and recognized holidays immediately following the time limits set forth in Step III.
- Step X When the Union or an Employer requests that a grievance be submitted to arbitration, it shall make such a request in writing (Registered Mail) addressed to the other party with copies to CLR and the Building Trades Council. Within ten (10) working days after receipt of the notice to proceed to arbitration, CLR and the Building Trades Council will jointly advise both parties of the name of the Arbitrator and the time and place of arbitration.
- Step XI The Arbitrator shall not be authorized to make any decisions inconsistent with the provisions of this Agreement, nor to alter, modify or amend any part of this Agreement. The Arbitrator shall have the authority to vary or eliminate any disciplinary action or penalty imposed on an Employee when, in the opinion of the Arbitrator, an injustice has been done. The Arbitrator shall render his decision no later than fifteen (15) calendar days from the hearing date.
- Step VII The decision of the Arbitrator shall be final and binding upon both parties.

**ARTICLE 9:00 JURISDICTIONAL DISPUTES  
RESOLUTION**

**9:01 Jurisdictional Assignment Plan**

Any jurisdictional dispute between the Union and any other Building and Construction Trades Union that involves any work undertaken by the Employer shall be settled in accordance with the Saskatchewan Jurisdictional Assignment Plan, established by *The Construction Industry Labour Relations Act, 1992*.

Until such time as the Saskatchewan Jurisdictional Assignment Plan, established by *The Construction Industry Labour Relations Act, 1992*, comes into effect, it is agreed by the Employer and the Union that all jurisdictional disputes shall be settled in accordance with the Canadian Plan for the Settlement of Jurisdictional Disputes in the Construction Industry, as approved by the Building and Construction Trades Department, AFL-CIO.

**9:02** Jurisdictional disputes involving workers employed under this Collective Agreement shall henceforth be resolved under the provisions of the plan without work stoppage, slow down or other lack of production, and it is further agreed that a jurisdictional dispute shall in no way interfere with the progress or prosecution of work.

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9:03 In the Event that the Saskatchewan Jurisdictional Assignment Plan is not continued by Legislation during the term of this Agreement, the parties to this Agreement agree to continue the plan, including all of the rules, regulations, and procedures, as an Agreement between the parties.

**ARTICLE 10:00 HOURS OF WORK, OVERTIME,  
OVERTIME MEALS, SHIFTS,  
REST BREAKS, SHOW UP TIME,  
CALL OUTS**

10:01 **Hours of Work**

This Article is designed to identify the regular hours of work and is not to be construed as a guarantee of hours of work per day, per week, or with respect to days in any week.

The regular work week shall be forty (40) hours of employment per week divided into five (5) regular working days. The regular work day shall be eight (8) hours of employment per day generally performed between the hours of 8:00 am and 5:00 pm. Lunch period shall be unpaid, one-half (1/2) hour or one (1) hour as agreed on the project. The Employees are to commence and complete their shift at the lunchroom.

On projects where circumstances make it necessary, the regular hours of work shall be performed during any time of the day or night which will constitute a regular shift on that project and must remain in effect for three consecutive working days, otherwise the regular hours of work shall be as defined in 10:01.

10:02 **Overtime**

All hours worked from Mondays to Fridays, (and Saturdays if worked as a make-up day), in excess of forty (40) hours in any one (1) week period, and all hours worked on Saturdays and Sundays shall be paid at time and one half (1.5x). Saturday may be used as a make-up day when weather or other conditions beyond the control of the Employer have caused lost time during the regular work week. Work performed on a make-up day shall be paid at straight time (1x) rates.

All hours worked on Recognized Holidays shall be paid at double time (2x).

**Occupied Premises**

Notwithstanding all of the above, where the conditions of the job are such that work must be carried out on occupied premises, then the work may be done at regular straight time rates during any hours or days, including Saturdays and Sundays, and overtime rates will apply for all hours worked over 40 hours in any one week period.

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10:03      **Overtime Meals**

When an Employee is requested and agrees to work more than two (2) hours beyond the regularly scheduled shift, a free meal (hot when possible) and beverage will be provided. The meal will be provided during the first two (2) hours of such additional time and at each four (4) hour interval thereafter. The Employee shall be allowed a twenty (20) minute meal break and shall be compensated at the applicable rate of pay.

10:04      **Shifts**

On projects that require working more than a single shift then a premium of [REDACTED] shall be paid for all hours worked on second and third shift operations. Employees shall receive sixteen (16) working hours notice for shift work.

10:05      **Rest Breaks**

Each Employee shall be allowed two ten (10) minute rest breaks, one during the first half of a shift and one during the second half of a shift. Rest breaks may vary by mutual consent of the parties.

If work is to continue for more than one (1) hour past the scheduled shift, a rest break of ten (10) minutes shall be taken by the Employees at the end of the scheduled shift.

Rest breaks for a scheduled ten (10) hour work day will be extended to two (2) fifteen (15) minute rest breaks.

10:06      **Show Up Time**

Employees covered by this Agreement who report for work by direction of the Employer and not placed at work, shall be entitled to receive two (2) hours pay at the appropriate rate. The decision to start work is solely at the discretion of the Employer. In order to qualify for show up time, Employees must remain on the jobsite unless otherwise directed by the Employer. In case of weather or site conditions caused by weather, the above will not apply.

10:07      **Call Outs**

Employees who have performed work during the day and who respond to a request to return to work additional time shall receive a minimum of two (2) hours pay at the applicable rate or for actual hours worked whichever is greater.

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**ARTICLE 11:00 RECOGNIZED HOLIDAYS AND VACATION**

11:01 **Recognized Holidays**

(a) The recognized holidays shall be as follows:

- |                    |                    |
|--------------------|--------------------|
| ● New Year's Day   | ● Labour Day       |
| ● Good Friday      | ● Thanksgiving Day |
| ● Victoria Day     | ● Remembrance Day  |
| ● Canada Day       | ● Christmas Day    |
| ● Saskatchewan Day | ● Boxing Day       |

Heritage day or any other holiday once legislated and proclaimed in the Province of Saskatchewan or the Federal Government or any other holiday that may be proclaimed during the life of this Agreement.

(b) When a recognized holiday falls on a Saturday or Sunday, the next following work day shall be taken as an alternate day off. When two (2) recognized holidays fall on a succeeding Saturday or Sunday, the following Monday and Tuesday shall be taken off as alternate days.

(c) When working a four day work week, a recognized holiday falling on a Friday shall be observed on the preceding Thursday.

Recognized holiday pay shall accrue at four percent (4%) of straight time earnings, and shall be paid each pay period with the Employee's regular pay.

11:02 **Vacation**

Annual vacation pay shall accrue at six percent (6%) of gross earnings and shall be paid each pay period with the Employee's regular pay.

**ARTICLE 12:00 WAGE SCALES, PAYMENT OF WAGES, FRINGE BENEFITS**

12:01 **Wages**

All workers covered by this Agreement shall be classified and paid in accordance with the classification and wage scales as attached as Appendix A and forming part of this Agreement.

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**Payment of Wages**

Wages shall be paid every two (2) weeks by cash or cheque, or electronic direct deposit into the Employee's bank account of choice, at no cost to the Employee. A printed confirmation of earnings and deductions shall be included with cash pay or cheque, or for electronic direct deposits mailed to the employee's address on record.

Pay shall be on Friday before quitting time and not more than five (5) days' pay may be held back. Should five (5) days' pay be held in hand, a new Employee may apply for an advance in wages during the first pay period and such advance shall not be greater than the amount of wages actually earned.

**Fringe Benefits**

12:02 The Employer shall contribute to all fringe benefits and trust funds in accordance with the attached Appendix A and forming part of this Agreement. Contributions to all trust funds shall be calculated in accordance with the applicable rate per hour stipulated in the attached appendixes for each hour worked by the Employee.

12:03 Where an Employee performs work that would require the Employer to contribute hourly contributions to each of the trust funds in the amounts specified in this Collective Agreement, then the Employer shall keep, and shall be deemed to have kept, such amounts separate and apart from his own monies and shall be deemed to hold the sums so deducted in trust on behalf of Employees until the Employer has paid such monies to the applicable trust fund. Further, in the event of any liquidation, assignment, or bankruptcy of such an Employer, an amount equal to the amount that is owed to the applicable trust fund by the Employer on whose behalf Employees have performed work entitling them to receive contributions to the applicable fund as is herein before provided for, is deemed to be held in trust for the Trustees of that trust fund and such funds shall be deemed to be separate from, and form no part of, the estate in liquidation, assignment, or bankruptcy, whether or not that amount has in fact been kept separate and apart from the Employer's own money or from the assets of the estate.

12:04 The Employer authorizes the Parties to such trust agreements to appoint trustees and successor trustees to administer the trust funds and hereby ratifies and accepts the trustees so appointed as if made by the Employer.

12:05 **Group Registered Savings Plan (GRSP) Trust Fund**

The Employer and the Union acknowledge the GRSP Fund for the benefit of members of the Union and others, which Fund is called the OP & CMIA Local 442 Group RRSP.

12:06 **Training Trust Fund**

The Employer and Union acknowledge the Apprenticeship and Training Fund for the benefit of members of the Union, and others, which Fund is called "Cement Mason/Plasterer Training Trust Fund".

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**ARTICLE 13:00 APPRENTICES**

- 13:01 Rate increases shall only be awarded upon the successful completion of each level of Apprenticeship Training as recognized by the Apprenticeship and Trade Certification Branch, and after the Apprentice has worked the required number of hours. In the event that the Branch is unable to evaluate and promote deserving Apprentices in a timely way upon request, the Saskatchewan Cement Mason/Plasterer Joint Training Committee shall make recommendations to the Employer concerning the advancement of Apprentices using the same criteria as would the Branch.
- 13:02 The Employer recognizes the Saskatchewan Cement Mason/Plaster Joint Training Committee and shall allow a representative of the Committee access to the site to perform functions related to apprenticeship and training administration provided that such functions do not interfere with the progress of the work. The Employer further agrees to fill out verifications of Trade Experience and give them to the Apprentice upon termination.
- All Apprentices shall be indentured to the Saskatchewan Cement Mason/Plasterer Joint Training Committee, the Director, or to the Employer. If a Employer chooses to indenture an Apprentice they must do so within thirty (30) calendar days of the date of employment and must establish to the Union that the Apprentice is indentured. Failure to comply shall allow the Saskatchewan Cement Mason/Plasterer Joint Training Committee to indenture the Apprentice.
- 13:03 Preference of employment shall be granted to all indentured Apprentices in order to provide a reasonable opportunity for those indentured to complete their apprenticeship.
- 13:04 All Indentured Apprentices and Probationary Apprentices shall work under supervision of a Journeyman of their trade.
- 13:05 The Employer and Union agree to maintain, improve and promote trade training and apprenticeship for cement masons and plasterers, and will cooperate with the Saskatchewan Apprenticeship Branch and the Joint Training Committee in implementing standards and regulations for these Trades.
- 13:06 An apprentice shall receive the same fringe benefits as would a journeyman with the exception of GRSP contributions which shall be calculated as provided in Appendix A.

**ARTICLE 14:00 GENERAL WORKING CONDITIONS**

- 14:01 The Employer shall provide clean, ventilated and heated lunch rooms with benches and tables with adequate size and seating capacity to accommodate the number of people using the facility. Areas required for eating and changing shall be kept free of tools and equipment.
-

- 14:02 Individual, separate, safe, and locked storage shall be provided for cement masons'/plasterers' tools and work clothing.
- 14:03 Fresh drinking water in closed containers and individual paper cups shall be provided daily on all jobs.
- 14:04 The Employer shall provide suitable clean, enclosed, sanitary facilities, chemical or flush, heated in cold weather. The Cement Masons/Plasters shall cooperate with the Employer in keeping these facilities clean. The Employer shall supply suitable dry type hand cleaner and towelling.
- 14:05 Suitable rain gear and protective clothing and equipment shall be provided by the Employer when safety, weather, or working conditions dictate their use or when required by the Employer.
- 14:06 All Cement Mason/Plasters and Apprentices shall bring to work everyday appropriate hand tools of the trade and be responsible for their safe keeping.
- 14:07 Where site development permits, the Employer shall provide the Cement Masons/Plasterers with adequate car parking facilities including plug ins in cold weather.

**ARTICLE 15:00 TOOLS AND EQUIPMENT**

- 15:01 If power tools and their accessories are required, they shall be supplied by the Employer and operated by a Cement Mason/Plasterer or a Cement Mason/Plasterer Apprentice.
- 15:02 The tools of a Cement Mason/Plasterer or Apprentice starting on a job shall be in good conditions and must be kept so. This may be done during working hours.
- 15:03 The Cement Mason agrees to supply as a minimum the following list of tools:
- |                  |  |
|------------------|--|
| Trowels          | 6' rule  |
| Pointing Trowels | Edger  |
| Hand Floats      | Jointer  |
| Chipping Hammer  | Chalk Line   |
| Brushes          | String level   |
| Rubber float     | Line Level   |
| Claw hammer      | Pliers   |
| Screwdrivers     | other common hand tools required to perform work in the trade. |
- 15:04 The Plasterer agrees to supply as a minimum the following list of tools:
- |              |             |
|--------------|-------------|
| Tape Measure | String Line |
| Chalk Line   | Spirit Line |
-

Hawk	Brown and Finish Trowels
Floats	Brushes
Pointing and Margin Trowels	Screwdrivers
Pliers	Nippers or Snips
Hammer	other common hand tools required to perform work in the
Hacksaw	trade.

15:05 Generally speaking the Employer will provide all power tools and any hand tools of a specialized nature that a tradesman would not normally carry in his tools box. Cement Mason/Plasters will take to work everyday the common hand tools of the trade. The Employer will exchange tradesmen's tools worn-out on the job with similar new tools.

15:06 Plasterers and Cement Masons will consider it a matter of personal responsibility and trade pride to carry an adequately stocked tool box of serviceable tools. Failure to do so shall empower the Employee to deny work to any Employee without compensation until the Employee shows up at work with the appropriate tools.

15:07 Probationary Apprentices are encouraged, but not required, to carry a tool box to work.

**ARTICLE 16:00 SAFETY AND PRODUCTIVITY**

**16:01 Safety**

It is agreed that Employers and Employees shall maintain and abide by all site safety regulations as established by the Employer and all applicable provincial and/or federal safety legislation.

16:02 The parties to this Agreement recognize the mutual value of improving, by all proper and reasonable means, the safety of the individual worker and shall participate in and promote such safety programs including W.H.M.I.S. Documentation of any previous training shall be provided by the Employee upon request by the Employer.

16:03 It is understood and agreed that the Employers and employees shall at all time comply with the Accident Prevention Regulations and pursuant to the current Occupational Health and Safety Act, and any refusal on the part of the worker to work or to continue to work in contravention of such regulation shall not be deemed to be breach of this Agreement.

The Employer, as a matter of policy, will conduct regular safety meetings.

16:04 An Employee who is injured while working for the Employer and who is sent home because of such injury shall receive pay up to the end of the shift in which he was injured. The Steward will be allowed time to the injured worker's personal belongings as soon as possible after the accident and if the case warrants it, the Employer shall designate someone to accompany the injured worker to the doctor or hospital without loss of pay for the regular shift.

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16:05      **Productivity**

The Union shall place no limitations upon the amount of work which an Employee shall perform during the working day and there shall be no restrictions imposed against the use of any type of machinery, tools or labour saving devices.

16:06      It is agreed that productivity and quality of work is one of the objectives of the Parties of this Agreement.

**ARTICLE      17:00                      TRANSPORTATION EXPENSES**

17:01      **Local Residents**

Local residents shall not be entitled to Transportation Allowances, Transportation Expenses, Room and Board or Subsistence.

17:02      **Free Zone**

One hundred (100) road kilometres around the project site shall comprise a Free Zone where no Travel Allowance, Travel Expense or Room and Board, or Subsistence shall be provided.

17:03      **Transportation Allowance**

Each Employee will be paid a flat rate transportation allowance per return trip equal to the product of the Employees basic hourly rate and the ZONE multiplier, based on the distance from Regina, Saskatoon or Prince Albert to the jobsite, as follows:

<u>Zone</u>	<u>Range</u>	<u>Rate</u>		<u>Zone Multiplier</u>
FREE ZONE	0-100 km	Nil		0
ZONE 1	100-150 km	Basic pay rate	X	1
ZONE 2	151-250 km	Basic pay rate	X	2
ZONE 3	251-350 km	Basic pay rate	X	3
ZONE 4	351-450 km	Basic pay rate	X	4

17:04      **Transportation Expense**

When the Employer does not provide transportation, the Employer will pay a Transportation Expense of [REDACTED] cents [REDACTED] per kilometre to each employee using his own vehicle beyond the Free Zone. The above shall apply on each return trip the Employee makes to the jobsite measured by road mileage by the shortest, reasonably possible route.

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**ARTICLE 18:00 ROOM AND BOARD, SUBSISTENCE OR CAMPS**

The purpose of this Article is to pay reasonable expenses on behalf of the Employee. It is not intended to be a source of supplementary income.

18:01 Local residents shall not be entitled to Room and Board, Subsistence or Camp Accommodations.

18:02 On out of town projects where Employees do not commute daily from the cities of Regina, Saskatoon, or Prince Albert the Employer shall provide, at his option, one of the following:

- a) Suitable room in a hotel or motel plus board or board allowance at no cost to the Employee; or
- b) Subsistence allowance or
- c) A camp

18:03 **Room and Board**

With respect to suitable room and board it is agreed that no more than two (2) persons will be required to be lodged in one room. In lieu of providing board the Employer shall supply each Employee board allowance of [REDACTED] per day.

Where the hotel or motel is not within walking distance of the jobsite the Employer shall supply transportation or the transportation expense referred to in 17:04.

18:04 **Subsistence Allowance**

- (a) Subsistence allowance shall be, effective date of signing, [REDACTED] per day worked.
  - (b) Subsistence Allowance will be paid for bad weather days and make-up days which occur within the work week and for any recognized holiday which falls on a scheduled work day, other than a Monday or Friday (Monday or Thursday on a four day work week schedule), provided the Employee reports for work on the work day immediately preceding and following the recognized holiday.
  - (c) An Employee shall forfeit subsistence allowance for absenteeism on any working day. When an Employee is absent on the working day immediately preceding or following bad weather days or recognized holidays, he shall forfeit subsistence allowance for such absenteeism and for the bad weather days or recognized holidays. When Saturday is not a working day and an Employee is absent on Friday when work is available, he shall forfeit subsistence allowance for Friday and for Saturday. When Sunday is not a working day and an Employee is absent on Monday when work is available, he shall forfeit subsistence allowance for Sunday and for Monday. When Friday is not a working day and an Employee is absent on Thursday when work is available, he shall forfeit subsistence for Thursday, Friday and Saturday.
-

The above forfeiture of subsistence allowance shall be waived when the Employee's absenteeism on any working day or on Thursday, Friday and/or Monday, as outlined herein, is due to a bona fide illness or absence due to compassionate grounds satisfactory to the Employer and the Union.

Forfeiture of subsistence allowance may also be waived in other cases if the reason for absenteeism is acceptable to the Employer.

18:05            **Camps**

- a)        Camps are not permitted within eighty (80) road kilometres of Regina, Saskatoon, or Prince Albert.
- b)        In the event that a camp is being contemplated, CLR and the SPB & CTC will meet to discuss the necessity and feasibility of a camp.
- c)        All camps shall be constructed and maintained in accordance with the camp standards of the Saskatchewan Provincial Building and Construction Trades Council. These standards are to be used as the minimum standards required for camps.

**ARTICLE            19:00                            BUILDING TRADES PER CAPITA  
DEDUCTION**

19:01            *The Employer agrees to deduct from each Employee covered by the terms of this Agreement, ■■■ cents ■■■■ per hour for each hour worked by the Employee. Such deduction(s) to be remitted not later than the fifteenth (15th) day of the following month and made payable to the Local Union. The Local Union shall forward said monies to the Saskatchewan Provincial Building and Construction Trades Council (SPB & CTC) at 2706 - 10th Avenue, Regina, Saskatchewan, S4T 1E9. The Local Union is to receive a list showing the amounts and list of names from whom such deductions were made.*

**ARTICLE            20:00                            CONTRACT ADMINISTRATION  
AND INDUSTRY DEVELOPMENT  
FEES**

20:01            Contract Administration and Industry Development Fees have been committed to develop and maintain Collective Bargaining Agreements and to create, support and promote programs to continually enhance the unionized construction product.

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The CODC Construction Opportunities Development Council Inc. ("CODC") has been incorporated to administer funds contributed on behalf of both the Saskatchewan Provincial Building and Construction Trades Council ("SPB & CTC") and CLR Construction Labour Relations Association of Saskatchewan Inc. ("CLR"). CODC will allocate the contributions to the respective organizations as provided for in this Article.

20:02 Each Employer subject to this Agreement shall contribute the following for all hours worked by each Employee:

(a)	SPB & CTC	█	/hour
	CODC fund	█	/hour
(b)	CLR	█	/hour
(c)	CODC fund	█	/hour
	<b>Total</b>	█	<b>/hour</b>

The rate of fees contributed on behalf of CLR may be changed at any time during the term of this Agreement by written notice to the Employer by CLR.

20:03 Each Employer shall remit the total contributions in this Article no later than the fifteenth (15th) day of the month following, together with the Report Form provided for this purpose to CODC Construction Opportunities Development Council Inc., P.O. Box 4019, Regina, SK, S4P 3R9.

20:04 The Union shall provide a summary of the total hours worked by Employees for each Employer on a monthly basis and shall submit the list to CODC by the fifteenth (15th) of the month following.

20:05 In the event of a failure on the part of any Employer to contribute the funds as required in this Article, the SPB & CTC or CLR may collect the dues as a debt payable by application to the Labour Relations Board and/or by other civil action, or may collect the dues by way of a grievance filed, notwithstanding any other provision in their Collective agreement, by either the SPB & CTC or CLR in its own name against the subject Employer. Such a grievance may be referred by the SPB & CTC or CLR to arbitration without being processed through any intervening steps other than written notice of the grievance for the purposes of appointment of the arbitrator shall be the SPB & CTC or CLR and the subject Employer. The unsuccessful party shall pay the costs of the arbitrator. The SPB & CTC or CLR may not, however, simultaneously pursue a violation of this Article through application to the Labour Relations Board and/or other civil action and through the grievance procedure.



**ARTICLE 21:00 ENABLING AGREEMENT TERMS  
AND PROCEDURES**

21:01 The Local Union may, in order to secure jobs for its members and contracts for Employers who are bound by this Agreement, but are bidding on contracts against contractors who are not parties to this Collective Agreement, amend or delete any of the terms and conditions in this Collective agreement subject to the terms of Appendix B.

**ARTICLE 22:00 SAVINGS CLAUSE**

22:01 If any provision of this Agreement is in conflict with the laws or regulations of Canada or Saskatchewan, such provision shall be superseded by such law or regulation. Unless prohibited from doing so by such law or regulations, or by a ruling of any Court or Board of competent jurisdiction which has declared any provision of this Agreement invalid or inoperable, CLR and the Union, within fifteen (15) days notice of either upon the other, shall commence negotiations, the sole and restricted purpose of which shall be to provide adequate legal replacement of such provision.

In the event that such negotiations do not result in agreement upon a legal replacement for such provision within seven (7) days of commencement of negotiations, or such longer period as may be mutually agreed between the parties, the matter shall be resolved in accordance with Article 8:00.

**ARTICLE 23:00 DURATION OF AGREEMENT**

23:01 The Agreement shall be effective from the date of signing and shall remain in full force and effect until midnight, April 30th, 1999, and thereafter from year to year provided that at any time not more than sixty (60) days and not less than thirty (30) days before the expiry date or any extended term thereof, either Party may give to the other Party written notice to terminate the Agreement or to negotiate a revision thereof and should such notice be given, the Parties shall, in accordance with the Saskatchewan Trade Union Act, bargain collectively with a view to renewal or revision of this Agreement of the conclusion of a new Agreement.

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**Saskatchewan Provincial Cement Mason/  
Plasterer Agreement - Commercial/Institutional**

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EACH OF THE PARTIES HAVE ENTERED INTO THIS AGREEMENT AND CAUSED IT TO BE SIGNED BY ITS DULY AUTHORIZED REPRESENTATIVE(S) AS OF THIS \_\_\_\_\_, DAY OF \_\_\_\_\_, 1998.

SIGNED ON BEHALF OF:                      OPERATIVE PLASTERERS AND CEMENT MASONS  
INTERNATIONAL ASSOCIATION OF THE UNITED STATES  
AND CANADA LOCAL 442

\_\_\_\_\_  
Mary Thompson  
International Representative

\_\_\_\_\_

\_\_\_\_\_

SIGNED ON BEHALF OF:                      CLR CONSTRUCTION LABOUR RELATIONS  
ASSOCIATION OF SASKATCHEWAN INC.

\_\_\_\_\_  
Larry Hesje  
Trade Division Chairperson

\_\_\_\_\_

\_\_\_\_\_  
Sid Matthews  
CLR President

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## APPENDIX A

### Commercial/Institutional Rates

1. **Union Recognition**

The Employer recognizes the Union as the sole collective bargaining agent for all Employees within the jurisdiction of the Operative Plasterers and Cement Masons International Association of the United States and Canada Local 442.

2. **Classification and Wage Rates**

(A) **Commercial/Institutional Rates - Cement Mason**

**Date of Signing**

Journeyman  
Statutory Holiday 4%  
Vacation Pay 6%  
GRSP Fund  
Training Trust Fund

█  
█  
█  
█

**Total Package**

█

Foreman: █ per hour above the Journeyman rate.

(B) **Commercial/Institutional Rates - Plasterer**

**Date of Signing**

Journeyman  
Statutory Holiday 4%  
Vacation Pay 6%  
GRSP Fund  
Training Trust Fund

█  
█  
█  
█

**Total Package**

█

Foreman: █ per hour above the Journeyman rate.

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3. **Payment and Advancement of Apprentices**

The Employer may hire Probationary Apprentices subject to the provisions of this Agreement, but in no case shall the ratio of Probationary Apprentices exceed one Probationary Apprentice for every one Apprentice. Probationary Apprentices shall be indentured within 30 days of completing 1000 hours of work in the trade. The minimum wage rate for Cement Mason/Plasterer Apprentices shall be the percentage of Journeyman's wage as stated below:

**Probationary Apprentices:**

0000 - 1000 hours                      50%

**Indentured Apprentices:**

0000 - 1200 hours                      70%

1200 - 2400 hours                      80%

2400 - 3600 hours                      90%

4. **Group Registered Savings Plan (GRSP) Trust Fund**

(a) Each Employer subject to this Agreement shall contribute [REDACTED] per hour for all hours worked by each Employee covered by this Agreement. Effective January 1, 1998, the contribution shall be [REDACTED]. Contributions to the GRSP Fund on behalf of an Indentured Apprentice shall be calculated on the basis of 18% of the Apprentice's gross wage rate (Basic wage rate + 4% Statutory Holiday pay + 6% Vacation Pay) but in any case shall not exceed the contribution amounts above. There is no GRSP contribution on behalf of Probationary Apprentices.

(b) By definition Group Retirement Savings Plan contributions are considered as a Taxable Benefit according to Revenue Canada Income Tax Act. The Act provides for the Employee to request the Employer not to withhold Income Tax from these contributions. Therefore, the Union requests the Employer not to deduct Income Tax from these contributions. By definition of Taxable Benefits, CPP & UIC premiums are to be deducted as per payroll deduction tables and submitted to the Receiver General of Canada along with other deductions. These deductions will come from the Employer and Employee respectively and will not form part of the wage package.

- (c) This Plan is known as the OP & CMIA Local 442 Group RRSP. The Plan's bank account is at the Royal Bank:

Operative Plasterers' and Cement Masons' International  
Association of the United States and Canada, Local 442  
Group Financial Services  
Royal Bank Financial Group  
2201 - 11th Avenue, 9th Floor  
Regina, SK  
S4P 0J3

The bank accounts' transit and account numbers are 07378-003-1019512. Contributions may be sent directly to the bank or to the Union. But in either case, the contribution must be accompanied by a statement listing each Employee's name, social insurance number, hours worked and the amount contributed on the Employee's behalf. The Employer's contribution statement must be copied to the Union each month with the Union Dues and Training Funds. OP & CMIA Local 442, P.O. Box 901, Saskatoon, SK, S7K 3M4.

**5. Training Trust Fund**

The Employer agrees to contribute to said Fund at the rate of [REDACTED] per hour for each hour of work performed by each of its Employees covered by this Agreement. Such contributions shall be remitted to Cement Mason/Plasterer Training Trust, Box 901, Saskatoon, SK, S7K 3M4, by the 15th of the month following the month of which such contributions are payable.

## **APPENDIX "B"**

### **Enabling Procedures**

1. The term "enabled project" means a project or job covered by the Enabling Clause Information Sheet forming part of this Appendix.
  2. An Employer wishing to obtain agreement for an enabled project shall complete the Enabling Clause Information Sheet and forward it to the Local Union.
  3. In the event that the Local Union is prepared to amend or delete any of the terms or conditions in this Collective Agreement it shall, under the signature of the Local Union Business Representative or his designate, complete the Enabling Clause Information Sheet by certifying those terms or conditions which are to be amended or deleted and, in the case of an amendment, particulars of the amendment.
  4. The Local Union shall, at the time when the Enabling Clause Information Sheet is signed by the Local Union and is returned to the Employer, advise CLR Construction Labour Relations Association of Saskatchewan Inc. that it has agreed to an enabled project. The Local Union agrees, subject to the terms of this Appendix, to offer the same terms and conditions to other Employers bidding on the enabled project.
  5. The Employer shall, upon receipt of the Enabling Clause Information Sheet signed by the Local Union, be entitled to bid on the enabled project using the terms contained in the Enabling Clause Information Sheet. Except as specifically modified in the Enabling Clause Information Sheet, the Employer shall be governed by the terms and conditions of this Collective Agreement.
  6. The parties specifically acknowledge and agree that the issuance of an Enabling Clause Information Sheet shall be at the sole discretion of the Local Union. The parties further acknowledge and agree as follows:
    - (a) the terms and conditions granted in respect to an enabled project apply only to Employers, whether contractors, subcontractors or otherwise, who are parties to this Collective Agreement.
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- (b) where an Employer subcontracts work to a party who is not a party to this Collective Agreement, the Enabling Clause Information Sheet signed by the Local Union shall be of no effect and the Employer shall not be entitled to rely upon any of the terms and conditions set out in the Enabling Clause Information Sheet but shall be subject to the terms and conditions of this Collective Agreement.
    - (c) where an Employer is, in the opinion of the Local Union, in any way, associated or affiliated with, or the directors, officers or employees of an Employer carry on the same or a similar business through, an entity that is not a party to this Collective Agreement (such an entity being hereafter referred to as a "related organization"), that Employer shall not be eligible to obtain or rely upon an Enabling Clause Information Sheet under this Appendix nor shall such Employer be entitled to any information on the terms of an Enabling Clause Information Sheet issued to any other Employer under this Appendix unless the Employer provides assurances, satisfactory to the Local Union, that the enabled project will only be bid by it and not by any related organization.
  - 7. The terms of an Enabling Clause Information Sheet shall continue for the duration of the enabled project notwithstanding that this Collective Agreement may expire prior to the completion of the project.
  - 8. The exercise by the Local Union of any discretion under this Appendix shall not be subject to any grievance or arbitration procedure.
-

## PRE-ENABLING CLAUSE INFORMATION SHEET

DATE: \_\_\_\_\_

TO:	_____ OPCMIA Local 442 _____ _____	Telephone:	_____
		Facsimile:	_____

FROM:	_____ _____	Telephone:	_____
		Facsimile:	_____

Please accept this as a request to bid the project outlined herein under the terms of the enabling provisions of the Saskatchewan Provincial Cement Masons Agreement currently in force.  
(Trade)

PROJECT: \_\_\_\_\_

OWNER: \_\_\_\_\_

LOCATION: \_\_\_\_\_

VALUE: \_\_\_\_\_

BID TO: \_\_\_\_\_

TENDER CLOSING DATE: \_\_\_\_\_

PEAK MANPOWER: \_\_\_\_\_

START DATE: \_\_\_\_\_

COMPLETION DATE: \_\_\_\_\_

<b>KNOWN BIDDERS:</b>	
<b>UNION</b>	<b>NON-UNION</b>

The following items are agreed to for the duration of this project only and shall not be deemed a precedent for future projects.

<b>ITEM</b>	<b>DESCRIPTION</b>

All other terms and conditions will be as per the current collective bargaining agreement.



**Saskatchewan Provincial Cement Mason  
Agreement - Commercial/Institutional  
Appendix C**

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Business Representative, Local Union

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Contractor Representative



## APPENDIX C

### EMPLOYEE SIGN-ON FORM

Name: \_\_\_\_\_  
(First Name) (Initial) (Last Name)

Street Address: \_\_\_\_\_

Apt. No.: \_\_\_\_\_ P.O. Box: \_\_\_\_\_

City/Town: \_\_\_\_\_ Province: \_\_\_\_\_

Postal Code: \_\_\_\_\_

Home Phone: ( ) \_\_\_\_\_ Other Phone: ( ) \_\_\_\_\_

S.I.N.: \_\_\_\_\_ Hospitalization No. \_\_\_\_\_

Net Tax Claim Code: \_\_\_\_\_

Trade: \_\_\_\_\_ Classification: \_\_\_\_\_

***EMERGENCY CONTACT INFORMATION:***

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Home Phone: ( ) \_\_\_\_\_ Other Phone: ( ) \_\_\_\_\_

# **SASKATCHEWAN STANDARDS OF UNION CONSTRUCTION**

- **HARMONY**
- **QUALITY &  
PRODUCTIVITY**
- **SKILLS**
- **MARKETABILITY**
- **INDIRECT COSTS  
(FAIRNESS/REAL COSTS)**

Collective Bargaining Agreements and the operations of the participants, when assessed beside these standards, should not detract from any standard but should compliment and raise each standard.

**Saskatchewan Provincial Cement Mason**  
**Agreement - Commercial/Institutional**  
**Appendix C**

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Adopted December 17, 1993

**Trade Unions Affiliated With:**

Saskatchewan Provincial Building  
and Construction Trades Council

**Unionized Employers as Represented By:**

CLR Construction Labour Relations  
Association of Saskatchewan Inc.