

PROVINCIAL SHEET METAL WORKERS' AGREEMENT

(For Commercial Construction in the Province of Saskatchewan)

THIS AGREEMENT ENTERED INTO BETWEEN:

EACH OF THE UNIONIZED EMPLOYERS IN THE SHEET METAL TRADE DIVISION OF THE CONSTRUCTION INDUSTRY (HEREINAFTER REFERRED TO AS THE "EMPLOYER") 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 -

**THE SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION LOCAL UNION 296,
SASKATCHEWAN:**

(Hereinafter Referred to as the "UNION")

**Effective April 22, 2018
Expires July 31, 2020**

Commercial/Institutional

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 complement and raise each standard.

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.

INDEX

DEFINITIONS	4
ARTICLE 1:00 PURPOSE & SCOPE.....	8
ARTICLE 2:00 SPECIAL PROJECTS	8
ARTICLE 3:00 UNION RECOGNITION, SUBCONTRACTING	8
ARTICLE 4:00 UNION SECURITY, HIRING, JOB ACCESS, STEWARDS.....	9
ARTICLE 5:00 TERMINATION OF EMPLOYMENT	12
ARTICLE 6:00 MANAGEMENT RIGHTS.....	12
ARTICLE 7:00 JOINT LABOUR MANAGEMENT COMMITTEE	13
ARTICLE 8:00 NO STRIKE/NO LOCKOUT	13
ARTICLE 9:00 GRIEVANCE PROCEDURE & ARBITRATION	14
ARTICLE 10:00 JURISDICTIONAL DISPUTES RESOLUTION.....	16
ARTICLE 11:00 HOURS OF WORK, OVERTIME, SHOW UP TIME, CALLOUTS, SHIFTS, REST BREAKS	16
ARTICLE 12:00 RECOGNIZED HOLIDAYS & VACATION	18
ARTICLE 13:00 WAGE SCALES, PAYMENT OF WAGES, FRINGE BENEFITS	19
ARTICLE 14:00 GENERAL WORKING CONDITIONS	22
ARTICLE 15:00 TOOLS & EQUIPMENT	22
ARTICLE 16:00 SAFETY & PRODUCTIVITY	23
ARTICLE 17:00 TRANSPORTATION, TRAVELLING TIME, ROOM & BOARD	25
ARTICLE 18:00 BUILDING TRADES PER CAPITA DEDUCTION	26
ARTICLE 19:00 CONTRACT ADMINISTRATION AND INDUSTRY DEVELOPMENT FEES.....	26
ARTICLE 20:00 FAVOURED NATIONS	27
ARTICLE 21:00 ENABLING AGREEMENT TERMS & PROCEDURES	28
ARTICLE 22:00 MARKET RECOVERY PROGRAM.....	28
ARTICLE 23:00 SKILL ENHANCEMENT TRAINING PROGRAM	28
ARTICLE 24:00 DURATION OF AGREEMENT	28
SIGNING PAGE.....	29
APPENDIX A COMMERCIAL.....	30
APPENDIX B SHOPS - COMMERCIAL.....	35
APPENDIX C SHEETING - COMMERCIAL.....	40
APPENDIX D ENABLING PROCEDURES	45
APPENDIX E EMPLOYEE SIGN-ON FORM	49
APPENDIX F EMPLOYEE TERMINATION RECORD.....	50
APPENDIX G ALCOHOL AND DRUG TEST COSTS.....	51

DEFINITIONS

- APPRENTICE – 4TH YEAR** - as defined in the Apprenticeship Standards.
- APPRENTICE – 3RD YEAR** - as defined in the Apprenticeship Standards.
- APPRENTICE – 2ND YEAR** - as defined in the Apprenticeship Standards.
- APPRENTICE – 1ST YEAR** - as defined in the Apprenticeship Standards.
- 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.
- COMMERCIAL WORK** - means all other construction work not specifically covered by the definition of Industrial Work that is within the jurisdiction of Local Union No. 296.
- COMMERCIAL A** - means a mechanical project valued at:

Over [REDACTED] total base mechanical price - Journeyperson's rate as per Appendix "A".
- COMMERCIAL B** - means a mechanical project valued at:

[REDACTED] total base or less mechanical price - Journeyperson's rate as per Appendix "A".
- COMPANY** - means a Contractor referred to in this agreement, engaged in Sheet Metal Work as defined in the Apprenticeship and Tradesmen Qualification Regulations under the Apprenticeship Act, Province of Saskatchewan, and will further include any shareholder(s) holding a Major equity or control therein who shall perform or cause to be performed, any work covered by this agreement under its own name or under the name of another as a person, corporation, company, partnership, enterprise, associate, combination or joint venture. The term Company shall further apply to all such work performed under the name of the Employer, or the name of any other person, corporation, company,

partnership, enterprise, associate combination or joint venture. And finally, the term company will include any "Parallel Business, Service Company, or Holding Company (s)" who are employing workers; and "New Acquisition Company (s)" who are employing workers engaged in the Mechanical Trades defined above.

EMPLOYEE

- means Journeyperson Sheet Metal Workers/Welders and Registered apprentices according to Provincial Government classification as the case may be and a member in good standing of the Sheet Metal Workers' International Local 296 Saskatchewan.

EMPLOYER

- means the Company subject to this Agreement and shall include any Officer, Agent, Superintendent, or other representative acting in any way for or on behalf of an Employer.

EQUIVALENT

- where the term equivalent is used throughout this agreement, the Parties shall, by mutual agreement, determine any question regarding equivalency.

INDUSTRIAL CONSTRUCTION

- means all construction work that is within the work jurisdiction of Local Union No. 296 in respect to the following types of facilities:

- o Breweries and distilleries
- o Electrical Power Generation
- o The development of Mining and Smelting Properties
- o Oil Refineries, Upgraders, and all form of hydro carbon production, extraction or processing
- o The development of Chemical Plants from any and all forms of feed stocks or other processing
- o Pulp, Paper or Timber/Wood processing mills or sawmills
- o Toxic Waste Disposal Systems
- o Production and Processing Plants for Natural Gas, LPC, Oxygen, Carbon Dioxide or any other manufactured gases
- o Base/Precious/Other Metal Production Plants or Upgraders of any and all kinds
- o Pumping Stations and Compressor Stations (excluding Municipal Sewage & Water Treatment Plants)

- Cement, Lime and Gypsum Plants
- Food Processing (over 50,000 Square feet)
- Grain Elevator
- Glass Manufacturing
- Heavy Manufacturing (over [REDACTED])

**INDUSTRIAL & COMMERCIAL
WORK ON INDUSTRIAL SITES**

- a) On industrial sites, all work within the confines of the plant shall be classified industrial
- b) All heating, ventilation comfort control systems and sheet metal work on camp and administration buildings/areas, and standalone work that does not require access through a process building/area shall be classified commercial

JOURNEYPERSON

- means a Local Union 296 Journeyperson as defined in the Apprenticeship Standards.

1ST YEAR JOURNEYPERSON

- means a Journeyperson who has completed less than 9000 hours and who has not completed at least three (3) certified courses approved by the Educational Trust Committee (if available in his area).

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 UNION OR
UNION**

- means the Sheet Metal Workers' International Association Local 296 Saskatchewan.

QUALIFIED

- shall mean to also include certification in the CODC Interactive "Rights and Responsibilities" course and the SCOT course or equivalent.

Further, for compulsory trades, qualified shall also mean to include enrollment in or completion of apprenticeship training programs, the successful pass of exams and having worked the required hours of the apprenticeship training program requirement.

RESIDENCE

- an Employee's residence is the place where s/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 s/he resides.

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

RESIDENTIAL CONSTRUCTION -

For the purpose of this agreement means a building where people reside on a permanent basis. mechanical work as described in the Agreement on combustible builds (wood frame) which will include: apartment block buildings, condominium type residential complexes, senior citizen residential type complexes, row housing type residential complexes, townhouses, sixplexes, fourplexes, and other similar type of housing complexes.

SERVICE WORK

- means the repair or maintenance of mechanical equipment only (examples but not limited to the following: furnaces, boilers, rooftop units, air conditioners and chillers). Service work does not include the manufacture or installation of duct work or duct systems.

SHOP

- means the principal place of fabrication for a company. This excludes temporary or mobile facilities or facilities erected for a specific project or jobsite.

ARTICLE 1:00 PURPOSE AND SCOPE

- 1:01 This agreement made and entered into by the parties specified above, establishes by mutual consent of both parties, specific rules and regulations to govern employment wage scales and working conditions within the geographical jurisdiction (herein defined) of Members of Local Union 296 Saskatchewan and in the employ of the Employers subject to this Agreement.
- 1:02 The parties of this Agreement agree to carry out in good faith the provisions contained herein.
- 1:03 The geographical jurisdiction of this Agreement shall be the Province of Saskatchewan.
- 1:04 This agreement includes provisions to pay reasonable expenses on behalf of the Employees. The payment of reasonable expenses is not intended to provide supplementary income. The Employer may require each Employee who receives an expense reimbursement or allowance to sign a Canada Customs and Revenue Agency TD4E (13) Declaration of Exemption form, or its equivalent, declaring that they qualify for and have incurred expenses in the amount of the reimbursement or allowance.

ARTICLE 2:00 SPECIAL PROJECTS

- 2:01 It shall be necessary for both Parties to mutually agree to amend provisions of this Collective Agreement by way of Appendices, where this action appears necessary or appropriate for certain projects because of the project location, type or size, or the Owner's specifications.

ARTICLE 3:00 UNION RECOGNITION, SUBCONTRACTING

3:01 Union Recognition

The Sheet Metal Trade shall apply in the manner and conditions specified herein to the manufacture, fabrication, assembling, erection and/or installation, dismantling, all sheet metal work and all other work in connection thereto included in the jurisdictional claims of the Sheet Metal Workers' International Association and none but Journeyperson Sheet Metal Workers/Welders, Registered Apprentices, Beginners, Material Handlers and Members of Local 296 or any Employee mutually agreed upon by both the Employer and the Union shall be employed on said work by the Employer.

Subcontracting

When letting, subletting, contracting, or subcontracting, the Employer agrees that any and all of the acknowledged work herein contained in the clause covering Trade Jurisdiction in the respective appendix must be let, sublet, contracted or subcontracted to an Employer who is bound by this Provincial Agreement.

Without limiting the generality of the foregoing, when letting, subletting contracting, or subcontracting fabrication and/or purchasing of any and all the work covered by the terms

and conditions of this Agreement, the Employers agree to let, sublet, contract or subcontract such work to or purchase such work from suppliers and/or shops bound by and performing the work under the terms and conditions of this Agreement.

All such work shall bear the "Yellow Label" of the Sheet Metal Workers' International association.

Items Exempt From Labelling

- a) Residential - round take-offs, adjustable elbows, s-cleats, drive cleats, pipe, and boots
- b) Material and/or equipment that the signatory shop is not capable of manufacturing, and is not available from a local signatory contractor but not limited to elbows, take-offs and tubular pipe.

ARTICLE 4:00 UNION SECURITY, HIRING, JOB ACCESS, STEWARDS

4:01 Union Security

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 thereafter, shall, within thirty (30) days after the commencement of his/her employment, apply for and maintain membership in the Union as a condition of his employment.

4:02 Upon the written request of any Employee within the scope of this Agreement or upon written request of the Union, the Employer agrees to deduct from the wages due to any such Employee, the Union dues, and submit all monies so deducted, along with a list of names and hours worked from each Employee who such deductions have been made, to the Union on or before the fifteenth (15th) day of each and every month.

4:03 Hiring

The Union agrees to supply the employers with sufficient Sheet Metal Workers to meet their needs and the Employers agree that when hiring, they will first request the Union to supply Sheet Metal Workers.

In the event that the Union, upon request by an Employer, cannot supply any or all of the requested number of Sheet Metal Workers within two (2) working days following the request, then the Employer shall have the right to procure Sheet Metal Journeyman and/or Apprentices from other available sources.

The Employers agree to clear all applicants for employment through the Union before starting work. All applicants are requested to have a referral slip in their possession.

Work referral slips will not knowingly be issued by the Union to members who are inactive while on the EFAP Alcohol & Drug program nor will these members be knowingly dispatched to a contractor and or job site by the union, nor will they knowingly be hired by the Employer.

On all projects the Employer shall be allowed to choose or name hire the first fifty per cent (50%) of the new Employees requested. The Sheet Metal Union Local 296 Saskatchewan, shall supply the additional fifty per cent (50%) from the top of the Union unemployed list.

The Employer is allowed to call back all his workers from the Union's unemployed list who have previously been in his employ for a period of three (3) months in the last two (2) years.

On all shop work, the Employer shall be allowed name hire, all of the Employees requested.

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

- Qualified Saskatchewan Union Members whose residences are located within one hundred (100) kilometres of the project.

Where the Union is unable to supply the requested number of apprentices, the Employer may start new apprentices. Upon reporting for work, all new Apprentices must be reported to Sheet Metal Workers Local 296. The ratio of apprentices to Journeyperson shall not exceed the ratio established by the Saskatchewan Apprenticeship and Trade Certification Commission. It is the intent that the Employer may, from time to time, be able to start and hire new apprentices.

Employee Sign-on Form

Prior to starting work, an Employee shall provide to the Employer a completed Employee Sign-on Form (or equivalent), included as Appendix "E" to this Agreement.

Employee Termination Record

In all cases of termination an Employee Termination Record, in the form of Appendix "F", which includes the hours worked by the Employee in the final pay period, and for the previous pay period providing the information is available on the job site, shall be completed and provided to the Employee to finalize his employment. The form shall be signed by both the Employee and the Employer's supervisory authority.

4:04 It is hereby agreed that the Employer will not hire any person or persons other than Journeyperson Sheet Metal Workers, Registered Apprentices, Beginners, or Material Handlers. This clause will, however, permit those persons, who are engaged by the various Employers subject to this Agreement in classifications other than Journeyperson Sheet Metal Workers, Registered Apprentices or Beginners, to complete their training to obtain Journeyperson status.

Probationary Member

For the purpose of this agreement a Probationary member is defined as a Journeyperson or an Apprentice who was a non-Union worker recruited by a signatory employer before commencing her/his employment with a signatory employer. The probationary Member

status will remain for the first (1st) one thousand (1000) hours worked. The hours worked by a Probationary Member for the purpose of determining the status shall be the hours worked that have been recorded by the Health and Welfare Trust Fund.

Probationary members shall be paid according to the respective wage schedule but will not receive pension contribution

Probationary Members shall move up the wage schedule as any other employee.

Moonlighting

Employees, when working for an Employer subject to this agreement, shall not engage in any Sheet Metal Work or other work for which s/he receives remuneration, except work done for themselves on their own premises. Any Employee covered by this Agreement, who, while in full employment of a signatory Employer engages in any other work in any occupation after hours shall be subject to disciplinary action by the Employer and the Union.

4:05 Foreperson

- a) It is the intent of both parties to this Agreement that the term "Foreperson" shall mean any Journeyperson Sheet Metal Worker of a signatory Employer who is designated by such Employer to supervise the activities of other Employees.
- b) The Employer shall designate a Journeyperson Sheet Metal Worker as a "B" Foreperson when five (5) to ten (10) workers (inclusive of the foreperson) are employed on any jobsite. The employer shall designate a Journeyperson Sheet Metal Worker as an "A" Foreperson when over ten (10) workers are employed on any jobsite.
- c) An "A" Foreperson shall be permitted to supervise multiple crews to a limit of twenty (20) workers on any one (1) jobsite.

4:06 Job Access

The duly authorized Business Manager or Business Agent for Local Union 296 shall have access to jobs and/or shops only with the permission of the Employer and it is understood that the progress of the work in hand shall not be interfered with in any way.

4:07 Stewards

The Employers agree to recognize the Shop and Job Stewards and one shall be appointed for each shop and/or each job site. The Steward shall be a working Journeyperson, with preference given to persons who have completed a Steward Training Course applicable to this trade. It shall be the responsibility of the Union to notify the individual Employer of the names of the Stewards in his establishment and the effective date of the said Steward's appointment or any changes that may be made from time to time in this connection.

- a) It shall be the duty of Stewards to observe conditions of employment and the conduct of the members and to see that the conditions of the existing Agreement are complied with; to assist whenever possible in adjusting differences and misunderstandings which arise out of the interpretation of the application of the provisions of the existing Agreement in connection with the employment of members in the shop or on the job.

- b) If willing to work, where all other qualifications are equal, the Job Steward will have preference to work on overtime. The Steward will not be dismissed without discussion with the Business Representative.

Shop Stewards shall be allowed working time off when acting on a grievance provided they request permission from their foreperson or immediate supervisor before acting on such grievance and they report to their foreperson or supervisor on resuming their normal duties and will give reasonable explanation if required. No allowance will be given for time taken during working hours for organizational work or other matters of Union nature not pertaining to a grievance.

The Employer subject to this Agreement shall grant leave of absence to the Shop Stewards or other members of the Union for a period not exceeding two (2) weeks in any year for the purpose of attending to such duties as may be delegated to the said Employee(s). Notice of seven (7) days in writing must be made by the Employee concerned. Such leave of absence as may be granted to the Employee shall be without pay. This clause shall not be used for walkout.

No Employee shall be discharged or discriminated against for his activity as a Union member. A Member who works on Committee or under the instructions of the Union shall not be discriminated against or lose his employment for such reasons.

ARTICLE 5:00 TERMINATION OF EMPLOYMENT

- 5:01 The Employer shall have the right to determine the competency of its Employees and to discharge or refuse to employ in its discretion any Employee for any just and sufficient cause. The Employer agrees, however, that no Employee shall be discriminated against by reason of his membership in the Union, or his participation in its lawful activities.
- 5:02 Should it be necessary to reduce the working force on the job, the employer agrees to layoff or terminate her/his employees in the following sequence:
 - 1) Probationary Members
 - 2) Members of a sister local union (travelers)
 - 3) Based on qualifications and ability

ARTICLE 6:00 MANAGEMENT RIGHTS

- 6:01 The Union agrees that it is in 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 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, lay off, or otherwise discipline Employees, provided that a claim by an Employee that s/he 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 7:00 JOINT LABOUR MANAGEMENT COMMITTEE

7:01 The signatories of this Agreement shall form a Labour Management Committee, to meet at least once per year, or more often, when mutually agreed to by the Business Manager of The Sheet Metal Workers' International Association Local Union 296 and the Chair of the CLR Sheet Metal Trade Division.

To ensure its effectiveness, this Committee shall be separate and apart from the grievance procedure.

The purpose of this Committee is to discuss mutual problems and matters of interest which may include recommending the clarification of matters relating to the Collective Agreement. Any clarifications that may result shall be communicated by the Union to its members and by CLR to all the unionized employers in the Sheet Metal Trade Division.

Other duties of the Committee shall include, but are not limited to, investigating and recommending ways to promote unionized construction in the sheet metal industry; identifying future skill shortages in the industry and recommending training and development initiatives, and investigating and recommending methods to improve labour relations for the general betterment of the industry.

ARTICLE 8:00 NO STRIKE / NO LOCKOUT

8:01 The Employer agrees that it will not cause or direct any lock-out of Employees.

8:02 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 may be cause for termination of the Employee.

ARTICLE 9:00 GRIEVANCE PROCEDURE AND ARBITRATION

9:01 Grievance by an Employee

It is the mutual desire of the parties hereto, that complaints of Employees shall be adjusted as quickly as possible. The Foreperson 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.

9:02 Grievance by the Employer or the Union

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 Foreperson or immediate Supervisor, who shall endeavour to settle this 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 on site.

- Step III:** If the grievance is not settled within thirteen (13) working days, excluding Saturday, Sunday and recognized holidays, from the date of the occurrence giving rise to the grievance, either party may request that the grievance be referred to the Union's International Representative and the Head Office of the Employer. 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.

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.

Step IV: If the option in Step Three 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 Two.

Arbitration

Step VII: When a Union or a Employer requests that a grievance be submitted to Arbitration, it shall make such a request in writing (Registered Mail or Fax) addressed to the other party.

Step VIII: 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 Three.

Step IX: A single Arbitrator shall be selected by mutual agreement or if the Parties fail to agree on an Arbitrator within three (3) working days, a single Arbitrator appointed by the Minister of Labour shall hear any grievance which has been referred to Arbitration pursuant to this Agreement.

Step X: Both parties to the dispute shall share equally the expenses and fees of the Arbitrator.

Step XI: The Arbitrator shall sit, hear the parties, settle the terms of the question to be arbitrated and make its award within ten (10) days

from the date of appointment, provided the time may be extended by the agreement of the Parties.

Step XII: The decision of the Arbitrator shall be final and binding upon both Parties.

ARTICLE 10:00 JURISDICTION DISPUTES RESOLUTION

10:01 Jurisdictional disputes involving workers employed under this Collective Agreement shall henceforth be resolved under the provisions of the Canadian Jurisdictional Disputes Plan in accordance with its rules and regulations and 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.

ARTICLE 11:00 HOURS OF WORK, OVERTIME, SHOW UP TIME, CALL OUTS, SHIFTS, REST BREAKS

11:01 Hours of Work

The regular working week shall consist of five (5) days, Monday to Friday inclusive.

Forty (40) hours shall constitute a regular working week. The Employer shall establish the initial regular work week schedule based on either the Five Day Work Week Schedule or the Four Day Work Week Schedule.

The established work week schedule may be changed by mutual agreement in writing between the Business Manager and the Employer.

a) Five Day Work Week Schedule

The regular work day shall be between the hours of 6:00 a.m. and 6:00 p.m. with 1/2 hour unpaid lunch period between the hours of 12:00 p.m. and 1:00 p.m. and shall consist of eight (8) hours labour in the shop or on the job.

The starting and quitting times may be varied by mutual consent provided the work day does not exceed eight (8) hours.

b) Four Day Work Week Schedule

In accordance with the following, a compressed work week consisting of four (4) ten (10) hour days may be worked at straight time, Monday to Thursday or Tuesday to Friday:

- i. Upon the request of either party, the decision to change the work week to a four-day work week schedule may be considered.

- ii. Prior to implementation mutual agreement in writing between the Local Union and the Employer must be obtained setting out that the hours of work per week and per day is to be altered to ten (10) hours per day Monday to Thursday or Tuesday to Friday. After having obtained mutual agreement in writing, notice of change to the established work week shall be given to each Employee by the Employer no later than quitting time on the last regular work day of the preceding week and the change shall take place at starting time on Monday of the following week.

11:02 Overtime

All hours worked in excess of the regular work day Monday to Friday and all hours worked on Saturdays shall be paid at the rate of one and one-half (1.5x) times. In accordance with Article 2:01, both parties may mutually agree to a Tuesday to Saturday work week where all regular hours worked during this work week are paid at straight time and hours in excess of the regular work day Tuesday to Saturday shall be paid at the rate of one and one-half (1.5x) times.

Scheduled overtime shall be avoided whenever possible. Overtime during the regular work week shall be paid only after eight (8) hours in a day on a five (5) day work schedule, or after ten (10) hours in a day in the case of a four (4) day work schedule or after employees have worked all available, straight time hours in the work week. Unscheduled overtime following directly after the shift shall be paid at overtime rates. For the purposes of this clause, a work week shall mean from Sunday midnight to Sunday midnight.

All hours worked on Sundays shall be paid at one and one-half times (1.5x) the regular rate of pay.

All hours worked on recognized holidays shall be paid at the rate of double (2x) time.

11:03 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 their established rate.

11:04 Call Outs

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

11:05 Shifts

A shift premium of [REDACTED] for each hour worked shall be paid for hours worked on a second or third shift.

On projects where circumstances make it necessary, the regular hours of work for a single shift shall be performed during any time of the day or night that may constitute a regular shift on that project and no shift premium shall apply.

No employee shall work more than one straight time shift in each consecutive twenty-four (24) hour period. An employee shall continue to receive the overtime rate after each shift until a break of eight (8) consecutive hours occurs.

11:06 **Rest Breaks**

Each Employee shall receive a ten (10) minute rest break. One ten (10) minute rest break on the morning shift from 10:00 a.m. to 10:10 a.m. and one ten (10) minute rest break on the afternoon shift from 2:30 p.m. to 2:40 p.m.. Rest breaks may vary by mutual consent of the parties.

When overtime begins, the Employee(s) will be allowed a ten (10) minute rest break with pay between the end of the shift and the start of the overtime and every two (2) hours thereafter. Rest breaks may vary by mutual consent.

When unscheduled overtime begins immediately after the regular work day and continues for more than two (2) hours, the Employee shall be provided with a meal and beverage (hot where possible) after the first two (2) hours of overtime and a hot meal and beverage every four (4) hours thereafter. The meal(s) shall be consumed on Company time. In the event that a meal and meal break is not provided, the Employee shall receive a meal allowance of



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

ARTICLE 12:00 RECOGNIZED HOLIDAYS AND VACATION

12:01

a) The recognized holidays shall be as follows:

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

b) Under no circumstances shall any work be performed on Labour Day except in cases of emergency involving life or property. 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.

Recognized holiday pay shall accrue at four and one half percent (4.5%) of straight time earnings, and shall be paid on each pay day.

12:02 **Vacation Pay**

Annual vacation pay shall accrue at the rate of six percent (6%) calculated on gross earnings and shall be paid on each pay day.

Each Employee shall be entitled to three (3) weeks annual vacation. Vacation shall be arranged between Employees and Employer to the most reasonable satisfaction of both.

After ten (10) years of employment, in accordance with the Saskatchewan Employment Act, each employee shall be entitled to four (4) weeks annual vacation. Annual vacation pay shall accrue at the rate of eight percent (8%) calculated on gross earnings and shall be paid on each pay day.

**ARTICLE 13:00 WAGE SCALES, PAYMENT OF WAGES,
FRINGE BENEFITS**

13:01 **Wage Scales**

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

13:02

a) **Pay Days and Pay Periods**

Wages shall be paid to each Employee at least every second Friday. The work week for payroll purposes shall generally end at Saturday midnight. However, in order to meet the Employer's payroll requirements the Employer may close the payroll earlier. This will be established as a job condition and those affected so notified. The Employer may withhold a reasonable amount of wages, not to exceed one (1) week's wages, in order that the payroll may be prepared.

b) **Method**

Wages shall be paid by cash or cheque, or electronic direct deposit into the Employee's bank account of choice, at no cost to the Employee. The method of payment shall be as determined by the Employer. A printed confirmation of earnings and deductions (or electronic pay stubs) shall be included with cash pay or cheque, or for electronic direct deposits delivered to the jobsite or mailed to the Employee's address on record.

c) **Pay on Termination**

When an employee is laid off, voluntarily terminates or is discharged for just cause, payment by cheque (or electronic direct deposit) of all monies owing, including a printed confirmation of earnings and deductions and a Record of Employment ("ROE") shall be mailed to the Employee's last known address on the next week regular pay day.

Records of Employment for Employment Insurance purposes may, at the sole discretion of the Employer, be submitted electronically or by paper forms to Services Canada and in accordance with Service Canada requirements. For an electronically submitted ROE a paper copy of the ROE shall be provided on request of an Employee.

13:03 Fringe Benefits

The Employer shall contribute to all fringe benefits and trust funds in accordance with the attached Appendices A through C and forming part of this Agreement. The Employer may utilize electronic fund transfer as an option for contributing to benefit Trust Funds.

All contributions must be submitted by the fifteenth (15th) day of the month following the month for which such contributions are payable. Failing to do so the Employer agrees to pay a penalty of five per cent (5%) per month for all monies outstanding.

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.

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.

a) Health and Welfare Trust Fund

The Employer shall contribute an amount per hour to the Sheet Metal Workers Local 296, Saskatchewan Health & Welfare Trust Fund in accordance with Part 2, Classification and Wage Scales, of Appendices A through C and forming part of this Agreement.

Both Parties to this Agreement agree to continue the Health & Welfare Trust Fund.

The Employers and the Union shall elect an equal number of Trustees who shall have the responsibility of administering a Health & Welfare Plan.

b) Pension Plan Trust Fund

The Employer shall contribute an amount per hour to the Sheet Metal Workers Local 296, Saskatchewan Pension Plan Trust Fund in accordance with Part 2, Classification and Wage Scales, of Appendices A through C and forming part of this Agreement.

Both parties to this Agreement agree to continue the Pension Plan Trust Fund.

The Trustees as set up under the Health and Welfare Fund shall also be the Trustees for the Pension Plan.

c) Educational Trust Fund

The Employer shall contribute an amount per hour to the Sheet Metal Workers Local 296, Saskatchewan Educational Trust Fund in accordance with Part 2, Classification and Wage Scales, of Appendices A through C and forming part of this Agreement.

The Employer and Union agree to participate in an Educational Trust Fund for the development of skills of Journeypersons and Apprentices in the Sheet Metal Industry.

The Employer and the Union shall form a joint and equal Educational Trust Fund Committee and be composed of four (4) members representing the Employers who are subject to this Agreement and four (4) members representing the Union selected by the groups they represent. Such Committee to be responsible for the joint administration of the said Trust Fund.

d) Welfare Fund II

The Employer shall contribute an amount per hour to the Sheet Metal Workers Local 296, Saskatchewan Welfare Fund II in accordance with Part 2, Classification and Wage Scales, of Appendices A through C and forming part of this Agreement.

e) Employee and Family Assistance Plan

The CODC PRO Care Plan is an industry-funded Employee and Family Assistance Plan for employees and their eligible family members according to the participation of sponsoring organizations and employers as well as Plan eligibility rules.

Employees must be enrolled in the Plan by their Employer to become eligible for Plan benefits, subject to the Plan eligibility rules. An individual Employee cannot self-enroll in the Plan.

Remittances and Reports

- i. Employers are required to remit the Contract Administration and Industry Development fees in Article 21:00 and the monthly **CODC Employer Report Form** to CODC by the 15th of the month following the month in which the hours were worked.
- ii. Employers must also submit the monthly **Employee Data Report** to the PRO Care Plan by the 15th of the month following to facilitate the confidential determination of eligibility by the EFAP provider. There are three ways to submit this data:
 - Entering the data directly on the CODC website www.codc.ca/procare

OR

- Uploading an excel spreadsheet in the required format to the website (a sample spreadsheet can be downloaded from the website)

OR

- Forwarding an Excel spreadsheet in the required format **electronically** to procure@sasktel.net. Hard copies of data will not be accepted.

ARTICLE 14:00 GENERAL WORKING CONDITIONS

14:01 It shall be the responsibility of the Employer to supply heated lunch rooms and clean rest rooms on the job sites subject to prevailing conditions and joint responsibility.

ARTICLE 15:00 TOOLS AND EQUIPMENT

Employee supplied tools are to be of standard quality appropriate for the Sheet Metal trade.

15:01 Tools - each Journeyperson must have in his/her possession on the job, the following tools in first class condition:

- | | |
|---|--------------------------------|
| 1 pair pliers | 2 pair dividers(large & small) |
| 1 25' pocket tape | 1 hacksaw frame |
| 2 cold chisels | 1 scratch awl |
| 1 centre punch | 1 small square |
| 1 drift punch | 1 50 foot tape |
| 1 small level | 1 pop rivet tool |
| 1 pair heavy hand sheers
(bull snips) | 1 tinnerns hammer |
| 1 pair regular hand sheers | 1 set Allen wrenches |
| 2 pair aviation snips (left & right) | 2 vice grip "C" clamps |
| 1 set screw drivers (various types & sizes) | 1 tool box |
| 1 8" crescent wrench | |

15:02 Each first year Apprentice must have in his/her possession on the job, the following tools in first class condition:

- 1 tinnerns hammer
- 2 pair aviation snips (left & right)
- 1 pair regular hand sheers
- 2 screw drivers
- 1 scratch awl
- 1 pair pliers
- 1 25' pocket tape

Each Apprentice shall acquire tools as s/he fulfills their apprenticeship contract in order to have a full set of Journeyperson tools prior to becoming a Journeyperson.

Journeypersons shall not be responsible to supply tools for Apprentices or Probationary Apprentices.

- 15:03 The Employer will replace all tools worn or damaged under normal use, excluding measuring tapes which shall only be replaced after first three months of employment.

The Employer agrees to provide suitable lockable storage for tools where feasible.

If an employee's tools are stolen or destroyed due to fire, flood, or forcible entry of his/her personal tool box (provided it is in the employer's designated lock up area) while on the job site, they shall immediately be replaced by the Employer (per the tool list and/or as verified upon hire by the Employer and the member). Any employee's tools that are stolen or destroyed while contained within an employer-owned or operated vehicle at any location, through no fault of the employee, shall be replaced immediately by the Employer. In the event of theft by forcible entry, the Police Department and Management must be notified immediately.

- 15:04 Employers shall provide, where required, in good condition, scaffolding or ladders or other like equipment. It shall be the responsibility of the Employee to inspect equipment and satisfy him/her self that it is safe and suitable for the purpose for which s/he intends to use it, and notify the Employer of any need of replacement or added equipment for his safety. Also, it will be the responsibility of the Employee to request assistance from the Employer when ladders are to be used over one storey or its equivalent. Such tools as are supplied by the shop shall be the reasonable responsibility of the Employee concerned.

An Employee found abusing Company tools shall be subject to immediate dismissal or voluntary replacement of the tools.

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 safety programs. Documentation of any previous training shall be provided by the Employee upon request by the Employer.

Members of Local 296 shall have completed one (1) course from the following list. Apprentices who do not complete one (1) course shall not be awarded Journeyperson wages. New Members shall be allowed two years from date of hire to complete one (1) course.

Courses - Asbestos Safety & Awareness, First Aid/CPR, H2S Alive, Rigging & Safety, Confined Space Entry, , Steward Training or other courses appropriate to the trade as agreed by the Joint Training Committee.

When requested, all such documentation of current training must be provided by the employee to the union prior to dispatch and to the employer upon hire. It will be the Union's and Employer's shared responsibility to keep copies of qualifications of all workers dispatched.

16:03 It is understood and agreed that the Employers and Employees shall at all times comply with the Accident Prevention Regulations and pursuant to the current Occupational Health 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 s/he was injured. The Steward will be allowed time to gather 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.

16:05 **Safety Orientation**

All employees shall be certified in Safety Orientation. Safety Orientation shall consist of three parts: PART 1 - the CODC Interactive Rights and Responsibilities course; PART 2 - the SCOT course or equivalent, and PART 3 - Employer or Owner Project Specific Training.

Prior to dispatch, it is the responsibility of each Employee to hold current certification and maintain certification in:

- Part 1
- Part 2
- Fall Arrest
- Aerial Work Platforms
- First Aid/CPR (for Foreperson)

As a condition of employment, it is the sole responsibility of each and every employee to obtain, hold and maintain all current certification(s) in any and all provincially legislated safety training requirements (i.e. WHMIS, Fall Arrest etc.) that are trade specific when requested. Supporting documentation of all legislated training must be provided by the employee to the Union prior to dispatch and to the employer upon hire and may be further requested by the employer at any time during the duration of their employment. Prior to the expiration of any certification, the Employee will be notified by the Employer.

Employees shall not be on the payroll or paid while receiving the training in the above list. All other costs for registration, certification or any other costs related to the training and certification in the training above shall be paid for by the Union or by the Educational Trust Fund.

This article does not apply to probationary members.

The Employer or Owner shall provide to each Employee before commencing work with PART 3 - Employer or Owner Project Specific Training. Each Employee shall be on the payroll and paid while receiving PART 3 training.

The CODC Harassment Policy and Procedures, including the provisions regarding General Harassment, and as amended from time to time shall be the minimum standard of this Agreement.

16:06 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.

16:07 It is agreed that productivity and quality of work is one of the objectives of the Parties to this Agreement.

ARTICLE 17:00 TRANSPORTATION, TRAVELLING TIME, ROOM AND BOARD, (OUT OF TOWN WORK)

17:01 Out of town work means work performed outside the city limits of Prince Albert, Saskatoon, Regina, and Moose Jaw.

17:02 Work performed within a radius of fifty (50) kilometers from the city limits listed in Article 17:01 is considered to be free zone (no travel time work).

a) For work performed beyond the free zone area, the Employer shall supply the Employee with a mutually agreed to suitable room (accommodation shall be assigned on the basis of one person to a room) and board or allowance, with transportation, and reimburse them for the actual time of travel at the Employee's regular rate of pay, beyond the boundary of the free zone.

b) In lieu of providing board, the Employer shall supply each Employee board allowance of [REDACTED] per day.

17:03 The signatories hereto agree that no transportation, travel time, and room and board shall apply to those hired from local area sources. The free zone applicable to a Member hired from local area sources shall be the same fifty (50) kilometers free zone from the city, town, village, or community where s/he maintains residence as would apply to residents of areas described in Article 17:01. The fifty (50) kilometer free zone referred to in Articles 17:02 and 17:03 shall not be combined to create a free zone greater than fifty (50) kilometers.

17:04 When employees are requested to provide their own transportation beyond the free zone area, they shall be reimbursed the sum of [REDACTED] per kilometer. It is further agreed that the Employee's personal vehicle shall be used strictly as a mode of his conveyance.

The transportation expense shall be the vehicle allowance rate published by Canada Revenue Agency ("CRA") for the maximum rate (generally for the first 5,000 km). The transportation expense shall be adjusted as the CRA rate changes and becomes effective on the same date as the next wage adjustments.

17:05 When the Statutory Holiday falls on a regular work day, and it is not worked, the Employee shall be provided with meals and accommodations for that day.

17:06 By Project Agreement, the Employer and the Union may provide for a jobsite free zone.

ARTICLE 18:00 BUILDING TRADES PER CAPITA DEDUCTION

18:01 The Employer agrees to deduct from each Employee covered by the terms of this Agreement, [REDACTED] 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 Sheet Metal Workers' International Association Local Union 296, Saskatchewan. By voluntary agreement the Local Union shall forward said monies to the Saskatchewan Provincial Building and Construction Trades Council (SPB & CTC) at 1111 Osler Street, Regina, Saskatchewan, S4R 8R4. The Local Union is to receive a list showing the amounts and a list of names from whom such deductions were made.

ARTICLE 19:00 CONTRACT ADMINISTRATION AND INDUSTRY DEVELOPMENT FEES

19:01 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.

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.

19:02 Each Employer subject to this Agreement shall contribute the following for all hours worked by each Employee:

a) CODC Fund	[REDACTED]	(plus GST)
b) CLR	[REDACTED]	(plus GST)
CODC Fund	[REDACTED]	(plus GST)
TOTAL	[REDACTED]	

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.

- 19:03 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.
- 19:04 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.
- 19:05 In the event of a failure on the part of any Employer to contribute the funds as required in this Article, the SPB & CTC, the Union 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 this Collective Agreement, by either the SPB & CTC, the Union or CLR in its own name against the subject Employer. Such a grievance may be referred by the SPB & CTC, the Union or CLR to arbitration without being processed through any intervening steps other than written notice of the grievance and the reference of the grievance to arbitration. The parties to the grievance for the purposes of appointment of the Arbitrator shall be the SPB & CTC, the Union or CLR and the subject Employer. The unsuccessful party shall pay the costs of the Arbitrator. The SPB & CTC, the Union 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 20:00 FAVOURED NATIONS

- 20:01 No agreement embodying any terms or conditions more favourable to any other Employer than the terms and conditions embodied in this Agreement shall be signed by the Union with any other Employer engaged in construction within the geographical jurisdiction of this Agreement. In the event that any more favourable terms or conditions are extended to any other Employer by the Union or included in any agreement signed by the Union with any other Employer and made operative during the life of this Agreement, then such more favourable terms and conditions shall immediately apply to this Agreement, and be in force and effect as an amendment to this Agreement as though included herein.

Employees covered by this Agreement who are sent by their Employer into jurisdiction of another Local Union affiliated with the Sheet Metal Workers' International Association whose established wage rates are higher than those provided for in this Agreement, shall receive the higher rate of the Local Union into whose jurisdiction the Employees have been sent.

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 and conditions of Appendix "D".

ARTICLE 22:00 MARKET RECOVERY PROGRAM

22:01 The parties agree that increasing market share in the unionized sector of the Saskatchewan construction industry and enhancing the competitiveness of unionized contractors and their Employees in securing work are important objectives.

ARTICLE 23:00 SKILLS ENHANCEMENT TRAINING PROGRAM

23:01 To maintain the skills of journeyperson and apprentices at the highest level, the Employer and the Local Union may agree to jointly sponsor short term training courses.

Agreed upon courses will be held outside of regular working hours and Employees attending will do so on their own time.

ARTICLE 24:00 DURATION OF AGREEMENT

24:01 This Agreement shall be effective from April 22, 2018 and shall remain in full force and effect until midnight, July 31, 2020 and thereafter from year to year provided that at any time not more than one hundred twenty (120) days and not less than sixty (60) days before the expiry date or any extended term thereof, either Party may give to the other Party written notice to negotiate a revision of the Agreement and should such notice be given, the Parties shall, in accordance with the Saskatchewan Employment Act, bargain collectively with a view to renewal or revision of this Agreement or the conclusion of a new Agreement.

EACH OF THE PARTIES HERETO HAVE ENTERED INTO THIS AGREEMENT AND CAUSED IT TO BE SIGNED BY ITS DULY AUTHORIZED REPRESENTATIVE(S) THIS ____ DAY OF _____, 2018.

SIGNED ON BEHALF OF: THE SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION LOCAL UNION 296, SASKATCHEWAN:

Lorne Andersen
Business Manager

Trent Marshall
President

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

Doug Christie
Trade Division Chairperson

Warren Douglas
CLR Executive Director

APPENDIX "A"

Commercial

1. Union Recognition

The Employer recognizes the Union as the sole collective bargaining agent for all employees within the jurisdiction of the Sheet Metal Workers' International Association Local Union 296, Saskatchewan.

2. Classification and Wage Scales

A. EFFECTIVE APRIL 22, 2018

Classification	%	Basic Hourly Rate	Stat Hol Pay 4.5%	Vac Pay 6%	Health & Welfare	Pension Trust Fund	Educ Fund	Welfare Fund II	Total Pkg
----------------	---	-------------------	-------------------	------------	------------------	--------------------	-----------	-----------------	-----------

COMMERCIAL A

Foreperson:

"A" Foreperson	■	■	■	■	■	■	■	■	■
"B" Foreperson	■	■	■	■	■	■	■	■	■

Journeyman:		■	■	■	■	■	■	■	■
-------------	--	---	---	---	---	---	---	---	---

Journeyman									
1st Yr Journeyman	■	■	■	■	■	■	■	■	■

Apprentices:

4th Year	■	■	■	■	■	■	■	■	■
3rd Year	■	■	■	■	■	■	■	■	■
2nd Year	■	■	■	■	■	■	■	■	■
1st Year									
2nd Six Months	■	■	■	■	■	■	■	■	■
1st Six Months (Beginner)	■	■	■	■	■	■	■	■	■

Classification	%	Basic Hourly Rate	Stat Hol Pay 4.5%	Vac Pay 6%	Health & Welfare	Pension Trust Fund	Educ Fund	Welfare Fund II	Total Pkg
----------------	---	-------------------	-------------------	------------	------------------	--------------------	-----------	-----------------	-----------

COMMERCIAL B

Foreperson:

"A" Foreperson	█	█	█	█	█	█	█	█	█
"B" Foreperson	█	█	█	█	█	█	█	█	█

Journeyman:		█	█	█	█	█	█	█	█
-------------	--	---	---	---	---	---	---	---	---

Journeyman									
1st Yr Journeyman	█	█	█	█	█	█	█	█	█

Apprentices:

4th Year	█	█	█	█	█	█	█	█	█
3rd Year	█	█	█	█	█	█	█	█	█
2nd Year	█	█	█	█	█	█	█	█	█
1st Year									
2nd Six Months	█	█	█	█	█	█	█	█	█
1st Six Months (Beginner)	█	█	█	█	█	█	█	█	█

Employee Contributions:

- There is an EMPLOYEE contribution to the Health & Welfare Trust Fund of █ per hour worked.
 - The Beginner (1st six months) and Material Handler (1st six months) will not pay into the Health & Welfare Fund.
- There is an EMPLOYEE contribution to the Trade Promotion Fund of █ per hour worked.
- There is an EMPLOYEE deduction to the Building Trades per Capita of █

3. Foreperson

Foreperson's rate of Pay:

"A" Foreperson	-	12.5% above Journeyman's rate of pay
"B" Foreperson	-	5% above Journeyman's rate of pay

Forepersons who have completed taking the CODC Better SuperVision Course or equivalent:

Foreperson Shall be paid	-	15% above Journeyman's rate of pay
--------------------------	---	------------------------------------

4. Apprentices

In all cases the ratio of apprentices to Journeyperson shall not exceed the ratio established by the Saskatchewan Apprenticeship and Trade Certification Commission. Final Level Apprentices shall be excluded from the calculation of Journeyperson to Apprentice ratio.

a) Apprentices - Sheet Metal Worker

All percentages shall be of the Journeyperson's hourly wage rate:

First Year Apprentice (1 st 6 months)	-	45% of Journeyperson's rate
First Year Apprentice (2 nd 6 months)	-	55% of Journeyperson's rate
Second Year Apprentice	-	60% of Journeyperson's rate
Third Year Apprentice	-	70% of Journeyperson's rate
Fourth Year Apprentice	-	80% of Journeyperson's rate
First Year Journeyperson	-	90% of Journeyperson's rate

Apprentices are governed by the Saskatchewan Apprenticeship Act and both Parties hereto agree that no Apprentice shall be permitted to do any work outside of the Shop during the first four (4) years of his Apprenticeship period unless working with a Journeyperson Sheet Metal Worker or a 4th year Sheet Metal Worker member of Local 296.

It is further agreed between the Parties hereto that no 3rd year Sheet Metal Worker, 2nd year Sheet Metal Worker or beginner shall be permitted to do any work on any jobsite outside of the Shop unless working with a Journeyperson Sheet Metal Worker member of Local Union 296.

An Apprentice, under a provincial apprenticeship agreement, shall receive three (3) months bench training per year with a minimum of one (1) month per year.

b) Apprentices - Welder

Apprentices to be paid according to classification as below:

1st 6 months	-	45% of Journeyperson's rate
2 nd 6 months	-	55% of Journeyperson's rate
2nd 12 months	-	60% of Journeyperson's rate
3rd 12 months	-	70% of Journeyperson's rate
4th 12 months	-	80% of Journeyperson's rate
5th 12 months	-	90% of Journeyperson's rate

All Journeyperson welders shall be paid Journeyperson Sheet Metal rate. Apprentice welders will be paid their percentage of Journeyperson Sheet Metal rate.

Journeyperson Welders must hold a Saskatchewan Welders' Certificate. Other Provinces' Certificates will be valid until the first opportunity to obtain the Saskatchewan Provincial Certificate. All Apprentices must be indentured in the Saskatchewan Apprenticeship School. Apprentices are governed by the Saskatchewan Apprenticeship Act. Apprentices shall work under direct supervision of a Journeyperson.

5. Health and Welfare Trust Fund

The Beginner (1st six months) will not pay into the Health & Welfare Fund.

Employer Contribution

The Employer shall contribute the amount established in the respective wage schedule per hour for each hour worked by his Employees covered by the terms of this Agreement and shall submit such contributions to a trust Account as designated by the Trustees. Contributions will be made on the basis of full and half hours.

Employee Contribution

The Employees agree to contribute to the Trust Fund [REDACTED] per hour worked, which amount shall be deducted from the Employee's wages by the Employer and paid to the Health & Welfare Trust Account. The Union agrees they will never ask the Employer to match any contributions made by the Employee under this clause.

6. Pension Plan Trust Fund

Employer Contribution

The Employer shall not contribute his portion into the Sheet Metal Workers Local 296 Pension Trust Fund on behalf of first year Apprentices.

The Employer shall contribute the amount established in the respective wage schedule per hour for each hour worked by his Employees covered by the terms of this Agreement and shall submit such contributions to a trust Account as designated by the Trustees. Contributions will be made on the basis of full and half hours, and all contributions shall be remitted monthly on forms to be provided by the Fund. All contributions are to be remitted so as to be received on or before the fifteenth (15th) of the month following that for which such contributions are payable. These contributions shall be in addition to any compulsory Government pension plan.

Apprentice pension contributions shall be as follows:

First Year Apprentice (1 st 6 months)	-	No pension contribution
Second Year Apprentice	-	60% of Journeyman's rate
Third Year Apprentice	-	70% of Journeyman's rate
Fourth Year Apprentice	-	80% of Journeyman's rate
First Year Journeyman	-	90% of Journeyman's rate

The Employer contribution to the Pension Trust Fund on behalf of second through fourth year Apprentices and 1st Year Journeyman shall not exceed a maximum of 18% of the Apprentice's or 1st Year Journeyman's gross wage rate (basic wage rate + 4.5% statutory holiday pay + 6% vacation pay) but in any case shall not exceed the Employer contribution rate to the Pension Trust Fund on behalf of Journeyman.

7. Educational Trust Fund

The Employer shall contribute the amount established in the respective wage schedule per hour for each hour worked by his Employees covered by the terms of this Agreement, and shall submit such contributions to the deposit account designated by the Joint Training Committee as a Trust Fund Deposit Account.

8. Welfare Fund II

The Beginner (1st six months) will not pay into the Welfare Fund II.

The Employer shall contribute the amount established in the respective wage per hour for each hour worked by his employees covered by the terms of this Agreement and shall submit such contributions to the Welfare Fund II.

9. Trade Promotion Fund

Employee Contribution

The Employees agree to contribute ██████████ per hour for each hour worked to the Promotion Fund, which amount shall be deducted from the Employee's wages by the Employer and submitted to the Sheet Metal Workers' Local 296 Trade Promotion Fund. The Union agrees they will never ask the Employer to match any contributions made under this clause.

10. Employee and Family Assistance Plan

Each Employer subject hereto shall submit the monthly Employee Data Report to the CODC PRO Care Plan by the 15th of the month following to facilitate the confidential determination of eligibility by the EFAP provider.

11. Service Person - Maintenance and Repair

The rate of pay by service persons shall be that of the Sheet Metal Worker according to the Commercial "B" classification.

The work week for service work shall be forty (40) hours. All time worked in excess of forty (40) hours per week shall be paid for at the rate of one and one-half (1 1/2) times the regular rate.

APPENDIX "B"

Shops - Commercial

1. Union Recognition

The Employer recognizes the Union as the sole collective bargaining agent for all employees within the jurisdiction of the Sheet Metal Workers' International Association Local Union 296, Saskatchewan.

2. Classification and Wage Scales

A. EFFECTIVE APRIL 22, 2018

Classification	% Hourly Rate	Basic Pay 4.5%	Stat Hol 6%	Vac Pay Welfare	Health & Welfare	Pension Trust Fund	Educ Fund	Welfare Fund II	Total Pkg
Foreperson:									
"A" Foreperson	████	████	██	██	██	██	██	██	████
"B" Foreperson	██	████	██	██	██	██	██	██	████
Journeyman:									
Journeyman		████	██	██	██	██	██	██	████
Journeyman									
1st Yr Journeyman	██	████	██	██	██	██	██	██	████
Apprentices:									
4th Year									
	██	████	██	██	██	██	██	██	████
3rd Year									
	██	████	██	██	██	██	██	██	████
2nd Year									
	██	████	██	██	██	██	██	██	████
1st Year									
2nd Six Months									
	██	████	██	██	██	██	██	██	████
1st Six Months (Beginner)									
	██	████	██	██	██	██	██	██	████

MATERIAL HANDLER

After 1st Year									
		████	██	██	██	██	██	██	████
1st Year									
		████	██	██	██	██	██	██	████
2nd Six Months									
		████	██	██	██	██	██	██	████
1st Six Months									
		████	██	██	██	██	██	██	████

Employee Contributions:

- There is an EMPLOYEE contribution to the Health & Welfare Trust Fund of [REDACTED] per hour worked.
 - The Beginner (1st six months) and Material Handler (1st six months) will not pay into the Health & Welfare Fund.
- There is an EMPLOYEE contribution to the Trade Promotion Fund of [REDACTED] per hour worked.
- There is an EMPLOYEE deduction to the Building Trades per Capita of [REDACTED]

3. Foreperson

a) Foreperson's rate of Pay:

- "A" Foreperson - 12.5% above Journeyperson's rate of pay
- "B" Foreperson - 5% above Journeyperson's rate of pay

Forepersons who have completed taking the CODC Better SuperVision Course or equivalent:

Foreperson shall be paid 15% above Journeyperson's rate of pay

- b) In shops, the Employer shall designate a Journeyperson as a "B" Foreperson when up to ten (10) workers (inclusive of Foreperson) are employed in the shop. When over ten (10) workers are employed in the shop on a regular or semi-regular basis, the Employer shall designate a Journeyperson as an "A" Foreperson. Shop Foreperson rates shall not have cause to fluctuate up and down by temporary changes in the workforce. All workers working in the shop shall be under the supervision of the Shop Foreperson.

4. Material Handler

A Material Handler is defined as a shop worker who performs tasks of routine and highly repetitive nature relating to high volume production. The Material Handler may also perform other tasks such as clean up, receiving and truck driving.

The ratio of Material Handlers to other regular workers (Journeypersons and Apprentices) shall be as follows:

- a) Shops under ten (10) regular workers may employ one (1) Material Handler.
- b) Shops with ten (10) to fourteen (14) regular workers may employ up to two (2) Material Handlers.
- c) Shops with fifteen (15) to nineteen (19) regular workers may employ up to three (3) Material Handlers.
- d) Shops with twenty (20) or more regular workers may employ up to four (4) Material Handlers.

5. Apprentices

In all cases the ratio of apprentices to Journeypersons shall not exceed the ratio established by the Saskatchewan Apprenticeship and Trade Certification Commission. Final Level Apprentices shall be excluded from the calculation of Journeyperson to Apprentice ratio.

a) Apprentices - Shop Sheet Metal Worker

All percentages shall be of the Journeyperson's hourly wage rate:

First Year Apprentice (1 st 6 months)	-	45% of Journeyperson's rate
First Year Apprentice (2 nd 6 months)	-	55% of Journeyperson's rate
Second Year Apprentice	-	60% of Journeyperson's rate
Third Year Apprentice	-	70% of Journeyperson's rate
Fourth Year Apprentice	-	80% of Journeyperson's rate
First Year Journeyperson	-	90% of Journeyperson's rate

Apprentices are governed by the Saskatchewan Apprenticeship Act and both Parties hereto agree that no Apprentice shall be permitted to do any work outside of the Shop during the first four (4) years of his Apprenticeship period unless working with a Journeyperson Sheet Metal Worker or a 4th year Sheet Metal Worker member of Local 296.

It is further agreed between the Parties hereto that no 3rd year Sheet Metal Worker, 2nd year Sheet Metal Worker or beginner shall be permitted to do any work on any jobsite outside of the Shop unless working with a Journeyperson Sheet Metal Worker member of Local Union 296.

An Apprentice, under a provincial apprenticeship agreement, shall receive three (3) months bench training per year with a minimum of one (1) month per year.

b) Apprentices - Shop Welder

Apprentices to be paid according to classification as below:

1st 6 months	-	45% of Journeyperson's rate
2 nd 6 months	-	55% of Journeyperson's rate
2nd 12 months	-	60% of Journeyperson's rate
3rd 12 months	-	70% of Journeyperson's rate
4th 12 months	-	80% of Journeyperson's rate
5th 12 months	-	90% of Journeyperson's rate

All Journeyperson welders shall be paid Journeyperson Sheet Metal rate. Apprentice welders will be paid their percentage of Journeyperson Sheet Metal rate.

Journeyperson Welders must hold a Saskatchewan Welders' Certificate. Other Provinces' Certificates will be valid until the first opportunity to obtain the Saskatchewan Provincial Certificate. All Apprentices must be indentured in the Saskatchewan Apprenticeship School. Apprentices are governed by the Saskatchewan Apprenticeship Act. Apprentices shall work under direct supervision of a Journeyperson.

6. Health and Welfare Trust Fund

The Beginner (1st six months) and Material Handler (1st six months) will not pay into the Health & Welfare Fund.

Employer Contribution

The Employer shall contribute the amount established in the respective wage schedule per hour for each hour worked by his Employees covered by the terms of this Agreement and shall submit such contributions to a Trust Account as designated by the Trustees. Contributions will be made on the basis of full and half hours.

Employee Contribution

The Employees agree to contribute to the Trust Fund [REDACTED] per hour worked, which amount shall be deducted from the Employee's wages by the Employer and paid to the Health & Welfare Trust Account. The Union agrees they will never ask the Employer to match any contributions made by the Employee under this clause.

7. Pension Plan Trust Fund

Employer Contribution

The Employer shall not contribute his portion into the Sheet Metal Workers Local 296 Pension Trust Fund on behalf of first year Apprentices and first year Material Handlers. After the first year the Employer portion of pension contributions on behalf of Apprentices and Material Handlers shall be as shown in 2. Classification and Wage Schedules of this Appendix.

For all others, the Employer shall contribute the amount established in the respective wage schedule per hour for each hour worked by his Employees covered by the terms of this Agreement and shall submit such contributions to a trust Account as designated by the Trustees. Contributions will be made on the basis of full and half hours, and all contributions shall be remitted monthly on forms to be provided by the Fund. All contributions are to be remitted so as to be received on or before the fifteenth (15th) of the month following that for which such contributions are payable. These contributions shall be in addition to any compulsory Government pension plan.

Apprentice pension contributions shall be as follows:

First Year Apprentice (1 st 6 months)	-	No pension contribution
Second Year Apprentice	-	60% of Journeyman's rate
Third Year Apprentice	-	70% of Journeyman's rate
Fourth Year Apprentice	-	80% of Journeyman's rate
First Year Journeyman	-	90% of Journeyman's rate

The Employer contribution to the Pension Trust Fund on behalf of second through fourth year Apprentices and 1st Year Journeyman shall not exceed a maximum of 18% of the Apprentice's or 1st Year Journeyman's gross wage rate (basic wage rate + 4.5% statutory holiday pay + 6% vacation pay) but in any case shall not exceed the Employer contribution rate to the Pension Trust Fund on behalf of Journeyman.

8. Educational Trust Fund

The Employer shall not contribute into the Educational Trust Fund on behalf of Journeypersons.

The Employer shall contribute the amount established in the respective wage schedule per hour for each hour worked by his Employees covered by the terms of this Agreement, and shall submit such contributions to the deposit account designated by the Joint Training Committee as a Trust Fund Deposit Account.

9. Welfare Fund II

The Beginner (1st six months) and Material Handler (1st six months) will not pay into the Welfare Fund II.

The Employer shall contribute the amount established in the respective wage schedule per hour for each hour worked by his employees covered by the terms of this Agreement and shall submit such contributions to the Welfare Fund II.

10. Trade Promotion Fund

Employee Contribution

The Employees agree to contribute ██████████ per hour for each hour worked to the Promotion Fund, which amount shall be deducted from the Employee's wages by the Employer and submitted to the Sheet Metal Workers' Local 296 Trade Promotion Fund. The Union agrees they will never ask the Employer to match any contributions made under this clause.

11. Employee and Family Assistance Plan

Each Employer subject hereto shall submit the monthly Employee Data Report to the CODC PRO Care Plan by the 15th of the month following to facilitate the confidential determination of eligibility by the EFAP provider.

12. Fork Lift Training

Prior to dispatch, all shop workers will obtain certification in Fork Lift Training. Employees shall not be on the payroll or paid while receiving the training. All other costs for registration, certification or any other costs related to the training and certification shall be paid by the union or by the Education Trust Fund.

13. Shop Name Hire

On all shop work, the Employer shall be allowed to name hire, all of the Employees requested.

APPENDIX "C"

Sheeting - Commercial

1. Union Recognition

The Employer recognizes the Union as the sole collective bargaining agent for all employees within the jurisdiction of the Sheet Metal Workers' International Association Local Union 296, Saskatchewan.

2. Classification and Wage Scales

A. EFFECTIVE APRIL 22, 2018

Classification	% Hourly Rate	Basic Pay 4.5%	Stat Hol 6%	Vac Pay Welfare	Health & Welfare	Pension Trust Fund	Educ Fund	Welfare Fund II	Total Pkg
----------------	---------------------	----------------------	-------------------	-----------------------	------------------------	--------------------------	--------------	--------------------	--------------

SHEETING 'A'

Foreperson:

"A" Foreperson	■	■	■	■	■	■	■	■	■
"B" Foreperson	■	■	■	■	■	■	■	■	■

Journeyman:		■	■	■	■	■	■	■	■
-------------	--	---	---	---	---	---	---	---	---

Journeyman		■	■	■	■	■	■	■	■
1 st Yr Journeyman	■	■	■	■	■	■	■	■	■

Apprentices:

4th Year	■	■	■	■	■	■	■	■	■
3rd Year	■	■	■	■	■	■	■	■	■
2nd Year	■	■	■	■	■	■	■	■	■
1st Year		■	■	■	■	■	■	■	■
2nd Six Months	■	■	■	■	■	■	■	■	■
1st Six Months (Beginner)	■	■	■	■	■	■	■	■	■

Classification	% Hourly Rate	Basic Pay 4.5%	Stat Hol 6%	Vac Pay Welfare	Health & Welfare	Pension Trust Fund	Educ Fund	Welfare Fund II	Total Pkg
<u>SHEETING 'B'</u>									
"A" Foreperson	█	█	█	█	█	█	█	█	█
"B" Foreperson	█	█	█	█	█	█	█	█	█
Journeyman:		█	█	█	█	█	█	█	█
Journeyman 1st Yr Journeyman	█	█	█	█	█	█	█	█	█
Apprentices:									
4th Year	█	█	█	█	█	█	█	█	█
3rd Year	█	█	█	█	█	█	█	█	█
2nd Year	█	█	█	█	█	█	█	█	█
1st Year									
2nd Six Months	█	█	█	█	█	█	█	█	█
1st Six Months (Beginner)	█	█	█	█	█	█	█	█	█

Employee Contributions:

- There is an EMPLOYEE contribution to the Health & Welfare Trust Fund of █ per hour worked.
 - The Beginner (1st six months) and Material Handler (1st six months) will not pay into the Health & Welfare Fund.
- There is an EMPLOYEE contribution to the Trade Promotion Fund of █ per hour worked.
- There is an EMPLOYEE deduction to the Building Trades per Capita of █

3. Journeypersons and Apprentices

a) Journeypersons

All Journeypersons working on sheeting work are to be paid in accordance with the following classifications:

Sheeting Work "A"

Classification shall encompass all work of 200 squares and over of metal wall panels and insulated roof panels combined, and roof deck over 500 squares.

Sheeting Work "B"

Classification shall encompass all work of up to 200 squares of metal wall panels and insulated roof panels combined, and roof deck under 500 squares.

- b) Any sheeter working on commercial sheet metal work will be paid according to the commercial sheet metal classifications in Appendix "A".

Any sheet metal worker working on commercial sheeting work will be paid according to the classifications listed above.

c) Apprentices

Apprentices to be paid in accordance with the following classifications:

1st six months	(0 - 750 hours)	45% of Journeyperson's rate
2 nd six months	(750 - 1500 hours)	55% of Journeyperson's rate
2nd year	(1501 - 3000 hours)	60% of Journeyperson's rate
3rd year	(3001 - 4500 hours)	70% of Journeyperson's rate
4th year	(4501 - 6000 hours)	80% of Journeyperson's rate
5th year	(6001 - 7500 hours)	90% of Journeyperson's rate
	7500 hours	Journeyperson's rate.

4. Foreperson

Foreperson's rate of Pay:

"A" Foreperson	-	12.5% above Journeyperson's rate of pay
"B" Foreperson	-	5% above Journeyperson's rate of pay

Forepersons who have completed taking the CODC Better SuperVision Course or equivalent:

Foreperson	-	15% above Journeyperson's rate of pay
------------	---	---------------------------------------

5. Health and Welfare Trust Fund

The Beginner (1st six months) will not pay into the Health & Welfare Fund.

Employer Contribution

The Employer shall contribute the amount established in the respective wage schedule per hour for each hour worked by his Employees covered by the terms of this Agreement and shall submit such contributions to a trust Account as designated by the Trustees. Contributions will be made on the basis of full and half hours.

Employee Contribution

The Employees agree to contribute to the Trust Fund [REDACTED] per hour worked, which amount shall be deducted from the Employee's wages by the Employer and paid to the Health & Welfare Trust Account. The Union agrees they will never ask the Employer to match any contributions made by the Employee under this clause.

6. Pension Plan Trust Fund

Employer Contribution

The Employer shall not contribute his portion into the Sheet Metal Workers Local 296 Pension Trust Fund on behalf of first year Apprentices.

The Employer shall contribute the amount established in the respective wage schedule per hour for each hour worked by his Employees covered by the terms of this Agreement and shall submit such contributions to a trust Account as designated by the Trustees. Contributions will be made on the basis of full and half hours, and all contributions shall be remitted monthly on forms to be provided by the Fund. All contributions are to be remitted so as to be received on or before the fifteenth (15th) of the month following that for which such contributions are payable. These contributions shall be in addition to any compulsory Government pension plan.

Apprentice pension contributions shall be as follows:

First Year Apprentice (1 st 6 months)	-	No pension contribution
Second Year Apprentice	-	60% of Journeyman's rate
Third Year Apprentice	-	70% of Journeyman's rate
Fourth Year Apprentice	-	80% of Journeyman's rate
First Year Journeyman	-	90% of Journeyman's rate

The Employer contribution to the Pension Trust Fund on behalf of second through fourth year Apprentices and 1st Year Journeyman shall not exceed a maximum of 18% of the Apprentice's or 1st Year Journeyman's gross wage rate (basic wage rate + 4.5% statutory holiday pay + 6% vacation pay) but in any case shall not exceed the Employer contribution rate to the Pension Trust Fund on behalf of Journeyman.

7. Educational Trust Fund

The Employer shall contribute the amount established in the respective wage schedule per hour for each hour worked by his Employees covered by the terms of this Agreement, and shall submit such contributions to the deposit account designated by the Joint Training Committee as a Trust Fund Deposit Account.

8. Welfare Fund II

The Beginner (1st six months) will not pay into the Welfare Fund II.

The Employer shall contribute the amount established in the respective wage schedule per hour for each hour worked by his employees covered by the terms of this Agreement and shall submit such contributions to the Welfare Fund II.

9. Trade Promotion Fund

Employee Contribution

The Employees agree to contribute [REDACTED] per hour for each hour worked to the Promotion Fund, which amount shall be deducted from the Employee's wages by the Employer and submitted to the Sheet Metal Workers' Local 296 Trade Promotion Fund. The Union agrees they will never ask the Employer to match any contributions made under this clause.

10. Employee and Family Assistance Plan

Each Employer subject hereto shall submit the monthly Employee Data Report to the CODC PRO Care Plan by the 15th of the month following to facilitate the confidential determination of eligibility by the EFAP provider.

APPENDIX "D"

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.
 - 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.
9. Upon completion of bidding and award of the project, each enabled Employer shall complete the Post Enabling Clause Information Sheet forming part of this Appendix and send it to the Union.

APPENDIX "D" - PRE-ENABLING CLAUSE INFORMATION SHEET

DATE: _____

TO:	<u>Sheet Metal Workers' Local 296</u>	Telephone: <u>(306) 757-5482</u>
		Facsimile: <u>(306) 347-0770</u>
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 Sheet Metal Agreement currently in force.
(Trade)

PROJECT: _____

OWNER: _____

LOCATION: _____

TOTAL MECHANICAL BUDGET: _____

BID TO: _____

TENDER CLOSING DATE: _____

START DATE: _____

COMPLETION DATE: _____

KNOWN BIDDERS:	
UNION	NON-UNION

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

ITEM	DESCRIPTION

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

Business Representative, Local Union

Contractor Representative

APPENDIX "D" - POST ENABLING CLAUSE INFORMATION SHEET

Date: _____

To: _____ Sheet Metal Workers' Local Union #296 _____

From: _____

Project: _____

Tender Closed Date: _____

% Labour Sheet Metal: _____

% Labour Plumbing/Pipefitting: _____

Total Amount of Bid: _____

(if other Trades included list Trade)

List other Bidders and Bid Amounts (if known):

Successful Bidder:

Signed Contractor Representative

APPENDIX "E" - 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: () _____

Employee Signature _____

Date _____

APPENDIX "F" - EMPLOYEE TERMINATION RECORD

NAME _____ **DATE** _____
ADDRESS _____ **PROJECT** _____
CITY/PROV _____ **PROJECT #** _____
PHONE _____

Reason for Termination

Shortage of Work	[]	Retirement	[]
Strike or Lockout	[]	Work Sharing	[]
Return to School	[]	Apprentice Training	[]
Illness or Injury	[]	Dismissal	[]
Quit	[]	Leave of Absence	[]
Pregnancy/Parental	[]	Other	[]

Other - Explain _____

[] Final Pay Period	[] Previous Pay Period	S	M	T	W	T	F	S	Total
Regular Hours									
Time & One Half									
Double Time									
Shift Differential									
Subsistence									
Meal Allowance									
Travel Km									

Other Monies Owing _____

Supervisor _____ Date _____

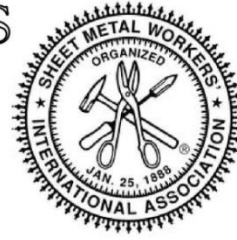
Employee _____ Date _____

Employee's Signature Verifies That Final Hours, Etc. Are Correct
 Employee To Be Given A Copy, Supervisor To Retain Original

APPENDIX "G" ALCOHOL AND DRUG TEST COSTS



SHEET METAL WORKERS & ROOFERS Local 296 Saskatchewan



Feb 20/2014

To Construction Labour Relations Association of Saskatchewan Inc.

Att. Warren Douglas

Sheet Metal Workers Local 296 Saskatchewan is very pleased to announce that at recent Union Meetings our Membership has voted in favour or adopting into our By-Laws "Drug & Alcohol Reimbursement for failed Tests"

This means that effective April 1 2014 if a Member of Sheet Metal Workers Local 296 or any other Member working in our jurisdiction fails a D&A Test, SMW Local 296 will reimburse that Employer for the cost the D&A Test. Reimbursement will be only for the actual cost of the D&A Test and nothing else (Not any time, travel Etc.). To qualify for reimbursement the Employer must provide a receipt that shows the cost they have incurred by the testing facility. Subsequently the offending member will not be available for dispatch until he/she has been cleared by Case Management (FSEAP) and has repaid SMW Local 296 the monies that were reimbursed to the Employer on his/her behalf.

Please make note that Sheet Metal Workers Local 296 Saskatchewan is a progressive Union that values the partnership we have with our Employers. And that we take responsibility for the actions of our members. Please feel free to contact me with any questions regarding this issue.

We believe that together we can make a difference that will improve all of our lives.

Lorne E. Andersen B/Mgr. SMWIA Loc. 296

1155 11th Ave Regina Saskatchewan S4P0G8

306-757-5482 Lorne.andersen@local296.org

LETTER OF UNDERSTANDING

FOR COMMERCIAL CONSTRUCTION IN THE
PROVINCE OF SASKATCHEWAN

BETWEEN

EACH OF THE UNIONIZED EMPLOYERS IN THE SHEET METAL TRADE DIVISION OF THE
CONSTRUCTION INDUSTRY (for Commercial Construction) ON WHOSE BEHALF 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 -

THE SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION
LOCAL UNION 296, SASKATCHEWAN

(Hereinafter Referred to as the "Union")

RE: Sheeting Wage Rates

WHEREAS the Parties to the Provincial Sheet Metal Agreement (for Commercial
Construction) ("the Agreement") recognize the need for competitiveness in the sheeting
sector;

THEREFORE IT IS AGREED that it is the intent of the Parties to set up a meeting no later than
January 31, 2018 to discuss the wage rates in the sheeting sector. The goal of this meeting is
to discuss solutions to help sheeting contractors be more competitive in the industry.

This Letter of Understanding shall expire July 31, 2020.

Signed this _____ day of _____, 2018.

**SIGNED ON BEHALF OF: THE SHEET METAL WORKERS' INTERNATIONAL
ASSOCIATION LOCAL UNION 296, SASKATCHEWAN**

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

LETTER OF UNDERSTANDING

BETWEEN

EACH OF THE UNIONIZED EMPLOYERS IN THE SHEET METAL TRADE DIVISION OF THE CONSTRUCTION INDUSTRY (for Commercial Construction) ON WHOSE BEHALF 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 -

**SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION LOCAL UNION 296,
SASKATCHEWAN**

(Hereinafter referred to as the "UNION")

Re: Annual Wage Review – Commercial Agreement

WHEREAS the parties are signatory to a collective agreement in effect until July 31, 2020 (the "Agreement") which provides for total package wage rates for commercial work; and

WHEREAS the parties value both competitiveness and fairness in the industry; and

THEREFORE IT IS AGREED that, the Employers, through the CLR Construction Labour Relations Association of Saskatchewan, shall implement an annual wage rate review process for the commercial, shop, and sheeting wage rates in the Agreement. Everything else within the body of the agreement will remain unchanged. This process would commence one month prior to July 31, 2018 and July 31, 2019.

This Letter of Understanding shall expire July 31, 2020.

Signed this _____ day of _____, 2018.

For the Union

For the Employer

LETTER OF UNDERSTANDING

BETWEEN

EACH OF THE UNIONIZED EMPLOYERS IN THE SHEET METAL TRADE DIVISION OF THE CONSTRUCTION INDUSTRY (for Commercial Construction) ON WHOSE BEHALF 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 -

THE SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION LOCAL UNION 296, SASKATCHEWAN;

(Hereinafter referred to as the "UNION")

Re: Agreement Settlement

Whereas the parties are signatory to a collective agreement in effect as of *effective date* and expires July 31, 2020 ("Collective Agreement") which provides for terms and conditions for the commercial sheet metal industry; and

Whereas the Parties agree that a fair and equitable settlement is in the interest of both sides;

Therefore, the Parties agree that any job bid prior to August 6, 2017 which is over one million five hundred thousand dollars (\$1,500,000.00) total base mechanical price shall be worked under the October 30, 2016 wage rates. All other work shall fall under the terms and conditions of the 2018-2020 collective agreement.

This Letter of Understanding shall expire on July 31, 2020.

Signed this _____ day of _____, 2018.

For the Union

For the Employer

LETTER OF UNDERSTANDING

**FOR COMMERCIAL CONSTRUCTION IN THE
PROVINCE OF SASKATCHEWAN**

BETWEEN

**EACH OF THE UNIONIZED EMPLOYERS IN THE SHEET METAL TRADE DIVISION OF THE
CONSTRUCTION INDUSTRY (for Commercial Construction) ON WHOSE BEHALF 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 -

**THE SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION
LOCAL UNION 296, SASKATCHEWAN**

(Hereinafter Referred to as the "Union")

RE: Residential Wage Rates

WHEREAS the Parties to the Provincial Sheet Metal Agreement (for Commercial Construction) ("the Agreement") recognize the need for competitiveness in the residential sector;

SCOPE OF WORK: This agreement applies to any Residential Sheet Metal construction and maintenance/service work and include all Residential type of work as defined below.

The Term "RESIDENTIAL" for the purpose of this agreement means a building where people reside on a permanent basis.

The term "RESIDENTIAL SHEET METAL WORK" for the purpose of this agreement means mechanical work as described in the Agreement on combustible builds (wood frame) which will include: apartment block buildings, condominium type residential complexes, senior citizen residential type complexes, row housing type residential complexes, townhouses, sixplexes, fourplexes, and other similar type of housing complexes.

ADOPTION OF TERMS AND CONDITIONS OF THE "RESIDENTIAL AGREEMENT": The Employer and the Union acknowledge the "RESIDENTIAL AGREEMENT", and will adopt all the terms and conditions established in the Agreement negotiated between the Employer and the Union, except for the following:

a) The minimum total wage package for work performed during a regular working day and a regular working week shall be:

Classification	% Hourly Rate	Basic Pay 4.5%	Stat Hol 6%	Vac Pay Welfare	Health & Welfare	Pension Trust Fund	Educ Fund	Welfare Fund II	Total Pkg
----------------	---------------------	----------------------	-------------------	-----------------------	------------------------	--------------------------	--------------	--------------------	--------------

Residential

Foreperson:

"A" Foreperson	████	████	██	██	██	██	██	██	████
"B" Foreperson	██	████	██	██	██	██	██	██	████

Journeyman:

Journeyman		████	██	██	██	██	██	██	████
1st Yr Journeyman	██	████	██	██	██	██	██	██	████

Apprentices:

4th Year	██	████	██	██	██	██	██	██	████
3rd Year	██	████	██	██	██	██	██	██	████
2nd Year	██	████	██	██	██	██	██	██	████
1st Year									
2nd Six Months	██	████	██	██	██	██	██	██	████
1st Six Months (Beginner)	██	████	██	██	██	██	██	██	████

Signed this _____ day of _____, 2018.

SIGNED ON BEHALF OF:

**THE SHEET METAL WORKERS' INTERNATIONAL
ASSOCIATION LOCAL UNION 296, SASKATCHEWAN**

SIGNED ON BEHALF OF:

**CLR CONSTRUCTION LABOUR RELATIONS ASSOCIATION
OF SASKATCHEWAN INC.**
