



COLLECTIVE AGREEMENT

BETWEEN

PCL BUILDERS INC.

ROADBUILDING & HEAVY CONSTRUCTION - ALBERTA

AND

**CONSTRUCTION WORKERS UNION,
CLAC LOCAL 63**

DURATION: February 1, 2022 – January 31, 2024

COLLECTIVE AGREEMENT

Between

PCL BUILDERS INC.

(hereinafter referred to as "the Employer")

And

CONSTRUCTION WORKERS UNION, CLAC LOCAL 63

(hereinafter referred to as "the Union")

Duration: February 1, 2022 – January 31, 2024

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ROADBUILDING & HEAVY CONSTRUCTION/ALBERTA

COLLECTIVE AGREEMENT

ARTICLE 1 – PURPOSE

- 1.01 It is the intent and purpose of the Employer, the Union and the employees, as parties to this Agreement, which has been negotiated and entered into in good faith, to:
- a) mutually recognize the respective rights, responsibilities, and functions of the parties;
 - b) provide and maintain working conditions, hours of work, wage rates, travel allowances, referral provisions and benefits as set forth in this Agreement;
 - c) establish an equitable system for the promotion, transfer, discipline, lay-off and recall of employees;
 - d) establish a just and prompt procedure for the disposition of grievances;
 - e) through the full and fair administration of all the terms and provisions contained within this Agreement, to develop and achieve a relationship among the Union, the Employer, and the employees which will be conducive to their mutual well-being.
- 1.02 The parties to this Agreement pledge to work towards the greatest possible degree of consultation and cooperation believing that the following concepts provide a fundamental framework for cooperative labour relations:
- a) the industrial enterprise is an economically characterized work community of capital-investors and workers under the leadership of a management;
 - b) the economic character springs from a continuous striving towards efficient use of scarce resources, energy and environment, and in the adequate development of research, production and marketing; and
 - c) the Employer, the Union and the employees will encourage and stimulate cooperation recognizing that while leadership without labour can do nothing, labour without management cannot survive.
- 1.03 The omission of specific mention in this Agreement of existing rights and privileges established or recognized by the Employer will not be construed to deprive the Union, or the employees of such rights and privileges. Such rights and privileges may only be amended by mutual agreement.
- 1.04 Neither the Employer nor the Union shall act in a manner that is arbitrary, discriminatory, that violates applicable Human Rights, Citizenship or Multiculturalism legislation, or is in bad faith.

- 1.05 Should any part of this Agreement be declared invalid, the remainder of the Agreement will continue in full force and effect.

ARTICLE 2 – RECOGNITION

- 2.01 The Employer recognizes the Union as the sole and exclusive bargaining agent of all employees in the bargaining unit, working in the Province of Alberta, as defined in existing Alberta Labour Relations Board ("ALRB") certificates covering:

574-2015 Roadbuilding and Heavy Construction Labourers
575-2015 Roadbuilding and Heavy Construction Operating Engineers
1768-2020 Roadbuilding and Heavy Construction Carpenters

The Employer further recognizes the Union as the sole and exclusive bargaining agent of all other employees working in the Province of Alberta as defined in Article 2.02 and/or classified in Schedule "A" attached hereto and made part hereof.

- 2.02 This Agreement covers all employees of the Employer when employed in Roadbuilding and Heavy Construction as Labourer, Operating Engineer, Carpenter, Concrete Finisher, Decker, and Surveyor, including Journeypersons, Apprentices and their Working Foreperson, save and except Supervisory, Managerial, Office, Clerical, R.A.P Students and Shop Personnel.
- 2.03 There will be no revision, amendment, or alteration of the bargaining unit as defined in this Agreement or of any of the terms and provisions of this Agreement, except by the mutual agreement in writing of the Parties, with the exception that the scope of this Agreement will also automatically apply to employees employed in other trades from and after the day that certification is obtained by the Union for that trade from the ALRB. Without limiting the generality of the foregoing, no classification of work or jobs may be removed from the bargaining unit except by mutual agreement in writing of the parties.

ARTICLE 3 - MANAGEMENT'S RIGHTS

- 3.01 Subject to the terms of this agreement, the Employer's rights include but are not limited to the right to:
- a) maintain order, discipline and efficiency; to make, alter and enforce rules and regulations, policies and practices, to be adhered to by its employees; to discipline and discharge employees for just cause;
 - b) select, hire and direct the working force and employees; to transfer, assign, promote, demote, classify, re-classify, layoff, recall and suspend employees; to select and retain employees for positions excluded from the bargaining unit;

- c) operate and manage the Employer's business in order to satisfy its commitments and responsibilities. The right to determine the kind and location of business to be done by the Employer, the direction of the working forces, the scheduling of work, the number of shifts, the methods, processes and means by which work is to be performed, job content, quality and quantity standards, the right to use improved methods, machinery and equipment, the right to determine the number of employees needed by the Employer at any time and generally, the right to manage the business of the Employer, and to plan, direct and control the operations of the Employer, without interference.
- 3.02 The sole and exclusive jurisdiction over operations, building, machinery, equipment will be vested in the Employer.
- 3.03 Employees will be given priority for all active work and subcontractors may be used to supplement the current workforce. Under such circumstances, the Employer may contract out work where it:
 - a) does not possess the necessary facilities or equipment;
 - b) does not have and/or cannot acquire the required employees;
 - c) cannot perform the work in a manner that is competitive in terms of cost, quality and within required time limits; or,
 - d) have traditionally subcontracted that work.
- 3.04 The Employer will discuss with the Union at the pre-job conference, or during the course of the project, the portion or portions of the project that the Employer wishes to sub-contract and the sub-contractors to be hired to do such work.
- 3.05 The Employer may meet periodically with their employees for the purpose of discussing any matters of mutual interest or concern to the Employer, the Union, and the employees. A Union representative ("Representative") may attend such meetings.

ARTICLE 4 - UNION REPRESENTATION

- 4.01 For the purpose of representation with the Employer, the Union shall function and be recognized as follows.
 - a) Stewards
 - i. The Union has the right to select or appoint Stewards to assist employees in presenting any complaints they have to representatives of the employer; the investigation and presentation of grievances up to and including Step 2; to be present during formal employee discipline meetings, and in general, to administer and defend the Collective Agreement. Union Stewards will not

act individually, but in consultation and conjunction with the Union Representative.

In general, the number of stewards will be determined to provide employees with consistent access to union representation as follows:

- when there are fifty (50) or less employees - one (1) Steward;
- over fifty (50) employees, but less than one hundred (100) - two (2) Stewards;
- for every hundred (100) employees beyond one hundred (100) - at least one (1) additional Steward;

The Employer and the Union may mutually agree to adjust the number of Stewards as work load and sites require.

The Union will advise the Employer in writing of the names of the steward(s). Stewards will receive an hourly premium as set out in Schedule "A".

- ii. A Union steward will be given the opportunity to address new hires for the purpose of introducing themselves and the union, distributing union literature, and ensuring that the appropriate union paperwork (benefits, pension, union membership, etc.) has been completed. If a steward is on site, they will be given the opportunity to attend any formal discipline meetings that may involve suspensions or terminations.
- iii. The Union acknowledges that Stewards have regular duties to perform as employees of the Employer and Stewards will not leave their regular work duties for the purpose of conducting business in connection with the administration of this Agreement or the investigation or presentation of grievances, without first obtaining the permission of their Foreperson or immediate Supervisor. Such permission will not be unreasonably withheld.

The Employer will pay Stewards at their regular hourly rate for time spent attending such duties during their working hours. The parties agree that Stewards should make every effort to deal with employee concerns during non-working time unless the concern is of a time-sensitive nature. The parties agree to discuss and monitor Steward's time allocation of working hours to Union matters through the Union-Management Committee outlined in Article 14.

- iv. Union Stewards may be laid off or will be reduced in number in accordance with the completion of the various phases of each project.

b) Representatives

- i. Duly appointed Representatives of the Union are representatives of the employees in all matters pertaining to this Agreement, particularly for the

purpose of processing and settling grievances, negotiating amendments to and renewals of this Agreement and enforcing the employees' collective bargaining rights as well as any other rights under this Agreement. The Union will advise the Employer, in writing, of the names of its duly appointed Representatives.

- ii. Representatives of the Union will have access to visit work sites during normal working hours subject to the following:
 - they will identify themselves with reasonable advanced notice to the appropriate site supervision prior to arriving at the site. The employer will provide the Union with a current site contact list
 - they will adhere to all applicable safety and security policies and/or regulations, or other owner/client lawful requirements;
 - They will not interfere with the progress of work.

- 4.02 The Union has the right to appoint a Negotiating Committee. Employees, to a maximum of four (4) on the committee will be paid by the Employer to a maximum of three (3) days to each employee, per Collective Agreement renewal, at their regular hourly rates for all time spent formally preparing and negotiating the Collective Agreement with the Employer whenever this takes place during the regular working hours of the employees concerned.
- 4.03 There will be no Union activity during working hours on the Employer's premises, except that which is necessary for the processing of grievances and the administration and enforcement of this Agreement.

ARTICLE 5 - STRIKES OR LOCKOUTS

- 5.01 During the term of this Agreement and pursuant to the *Alberta Labour Relations Code*, the Union will not permit or encourage any strike, slowdown, or any stoppage of work or otherwise restrict or interfere with the Employer's operation through its members. In the event that there is a breach of this provision, the Union will inform those employees, in a timely manner, that such action is unauthorized and inform them of their duty to resume normal work.
- 5.02 During the term of this Agreement and pursuant to the *Alberta Labour Relations Code*, the Employer will not engage in any lockout of its employees or deliberately restrict or reduce the hours of work for the purpose of influencing the bargaining unit. This article shall not restrict management's rights to manage the size of the workforce due to normal operational requirements.

ARTICLE 6 - EMPLOYMENT POLICY AND UNION MEMBERSHIP

- 6.01 The Union and the Employer will cooperate in maintaining a desirable and competent labour force. The Employer has the right to hire new employees as needed and will give preference to Union members for employment provided such applicants are qualified to meet the requirements of the job.
- 6.02 New employees will be hired on a probationary period of ninety (90) calendar days and thereafter will attain regular employment status subject to the availability of work. The parties agree that the discharge or layoff of a probationary employee will not be the subject of a grievance or arbitration excepting those provisions in Article 1.04. When a probationary employee is disciplined and not discharged, the parties agree that the terms stated in Article 24 will prevail.
- 6.03 Probationary employees are covered by this Agreement, excepting those provisions that specifically exclude such employees. It is agreed that probationary employees require appropriate and constructive feedback in order to improve performance. Accordingly, the Employer agrees to appropriately give this constructive feedback to a probationary employee.
- 6.04 Employees who have passed their probationary period, and are rehired within six (6) months after a layoff will not re-serve a new probationary period.
- 6.05 An employee who quits or is terminated for just cause and is rehired will serve a new probationary period.

ARTICLE 7 – DUES DEDUCTION

- 7.01 The Employer shall deduct from each employee, from the commencement of employment, an amount equal to Union dues as set by the National Convention of the Union and as described within the Employer Dues Directive issued by the Union. The Employer is also authorized to deduct any administration fees owing by an employee to the Union, when hired.
- 7.02 The total amount(s) deducted on behalf of the Union will be remitted by the Employer to the Union by the Fifteenth (15th) day of each month following the month for which the monies were deducted, together with an itemized list of the employees for whom the deductions are made, and the amount remitted for each.
- 7.03 The Union and the employees agree that the Employer will be saved harmless for all deductions and payments so made.

- 7.04 The Employer shall remit dues electronically, on a form prescribed by the Union, and shall include on such remittance the following information for each employee:
- a. first, middle and last name;
 - b. work location (Northern Alberta or Southern Alberta);
 - c. classification;
 - d. rate of hourly pay, including hourly premiums;
 - e. gross earnings;
 - f. total regular and overtime hours worked in the month for which such deductions are made;
 - g. dues or fees deducted and remitted on behalf of the employee as may be prescribed by the Union; and,
 - h. contributions on behalf of the employees and any deductions from and remitted for an employee as may be prescribed by this Agreement.
 - i. Social Insurance Number
 - j. Date of Birth
 - k. Complete Mailing address
- 7.05 The Employer shall remit electronically, on a form prescribed by the Union, upon the start of Employment, lay-off, quit or termination of an employee, and will also send to the Union within the same pay period that the action occurred, the following information of the employees involved:
- a. complete mailing address;
 - b. primary telephone;
 - c. Job start date or job end date;
 - d. classification, including level or apprenticeship year;
 - e. date of birth.
- 7.06 All contributions and deductions pursuant to Articles 17 and 18 shall be remitted together with and in the manner described for Union dues, as set out here in Article 7.
- 7.07 The Union will promptly notify the Employer, in writing, over the signature of its designated officer, the amount of the deduction to be made by the Employer for regular Union dues, Union dues arrears, and Administration dues, and the Employer will have the right to continue to rely on such written notification until it receives other written notification from the Union. The Union shall provide the Employer with a minimum of thirty (30) days' notice of any change in the above noted dues.

- 7.08 The Union agrees that it will make membership in the Union available to all employees covered by this Agreement subject to the Constitution of the Union and the terms and conditions specified by its applicable policies. Neither the Employer nor the Union will compel employees to become members of the Union. The Employer will not discriminate against employees because of Union membership or lack thereof, and it will inform all new employees of the contractual relationship with the Union. All new employees shall be referred by the Employer to a Union Steward or a Union Representative in order to give the Union an opportunity to describe the Union, its purpose, representation policies, and any other information relevant to such new employees.
- 7.09 Employees who cannot support the Union with their dues for reasons of conscience, as determined by the Union's internal guidelines of what constitutes a conscientious objection, may apply to the Union, in writing, to have their dues redirected. Such application shall outline the nature of the conscientious objection.
- 7.10 The Employer agrees to include the amount of union dues paid by each employee for each tax year on the employee's T-4 slip.

ARTICLE 8 - WAGE & AREA RATES OF PAY

- 8.01 Wage schedules and other provisions applicable to various job classifications and work descriptions are as set forth in the Wage Schedules, as appropriate to the work. Disputes over wage schedules and their applicability to various projects will be subject to mutual agreement between the parties, and if no agreement is reached within fourteen (14) calendar days, the matter will be settled through the arbitration procedure set out in Article 23.
- 8.02 Additional classifications may be established only by mutual agreement between the Employer and the Union during the term of this Agreement, and the rates for same will be subject to negotiations between the Employer and the Union. If no agreement is reached within fourteen (14) calendar days, either party may resort to Arbitration as per Article 23.
- 8.03 Show Up Time
An employee who comes to work without having been notified that there is no work available, and who is sent home because of lack of work, will receive a minimum of three (3) hours pay at their prevailing hourly rate. The employee will also receive their full accommodation allowance if and when applicable.
- 8.04 Starting Work
An employee who starts work and is prevented from completing their normal working day will receive the greater of four (4) hours pay at their prevailing hourly rate or the number of hours worked multiplied by the prevailing hourly rate. The employee will also receive their full accommodation allowance if and when applicable.

- 8.05 Both the Employer and the Union recognize that many workers have the experience and skills to work safely and productively in more than one classification. When there is a temporary shortage of work in a specific classification within a given working day or work week, the Employer may employ the affected employees in another classification at the rate of pay of their usual specified classification, provided the employee is qualified to do the required work.
- 8.06 Employees given the option to work in another classification for which they are qualified instead of being laid off will be paid the rate for the new classification from the date of the reclassification. This will be recorded in writing signed by the Employer, the employee and when possible a Steward. A copy will be sent to the Union Representative.
- 8.07 If the Employer bids on jobs which specify a specific rate schedule the parties agree to meet within ten (10) days to determine the base wage rates to be paid for the particular project.
- 8.08 The parties agree that the Wage Schedules will be subject to review and negotiation February 1, 2023, with negotiations taking place prior to that effective date. If the parties cannot come to an agreement, either party may refer the matter to arbitration as per Article 23 of this agreement.
- 8.09 The Employer will review employee classifications a minimum of once per year, generally on a 12-month basis, to ensure that employees are properly classified. The Employer will use the Classification Descriptions attached to the Collective Agreement as a guide. Employees who wish to take on additional responsibility in another classification, are seeking to be re-classified or have questions about payment of the appropriate wage shall first discuss the matter with their direct supervisor on site.

ARTICLE 9 – HOURS/DAYS OF WORK & OVERTIME

- 9.01 Overtime hours for employees in the highway and railway construction industry, where the construction is outside or a continuation from the outside of the boundaries of a city, town or village, are those hours in excess of ten (10) hours per day and forty four (44) hours per week, whichever is greater.

Employees will be paid overtime at the rate of one and one half (1.5) times the employee's straight time hourly rate of pay for the following hours worked:

- a) All hours in excess of ten (10) regular straight time hours worked on any day;
- b) All hours in excess of forty-four (44) regular straight time hours worked per week, and;
- c) All hours worked on Holidays as per Article 12.

If an employee is absent from work during a given week, it is understood that no overtime will be paid for Saturday or Sunday until the employee exceeds forty-four (44) regular straight time hours of work for that week. When a statutory holiday occurs during the calendar week, employees will receive overtime pay for all hours in excess of thirty-five (35) hours for that week.

- 9.02 Where employees are working within the limits of a city, town or village and Article 9.01 does not apply, the regular work week will consist of forty four(44) hours per week, consisting of four(4) nine (9) hour days and one (1) eight (8) hour day.

Employees will be paid overtime at the rate of one and one half (1.5) times the employee's straight time hourly rate of pay for the following hours worked:

- a) All hours in excess of nine (9) regular straight time hours worked on any day;
- b) All hours in excess of forty-four (44) regular straight time hours worked per week, and;
- c) All hours worked on Holidays as per Article 12.

If an employee is absent from work during a given week, it is understood that no overtime will be paid for Saturday until the employee exceeds forty-four (44) regular straight time hours of work for that week. When a statutory holiday occurs during the calendar week, employees will receive overtime pay for all hours in excess of thirty-five (35) hours for that week.

- 9.03 When a statutory holiday falls on a regular day off, employees will be given a day off in lieu thereof within a two (2) week period, subject to scheduling requirements.

- 9.04 When a scheduled break occurs it will include a Sunday whenever possible.

- 9.05 The Employer will attempt to distribute overtime work as evenly as possible among employees who normally perform the work and who indicate they wish to work overtime.

- 9.06 Hours of work and overtime as set out in this Article may be modified by mutual agreement between the Employer and the Union for selected projects. If the Employer and the Union are unable to reach mutual agreement within fourteen (14) calendar days, then either party may submit the dispute to Arbitration as outlined in Article 23.

- 9.07 It is agreed that the provisions of this Article are for the purpose of computing overtime and will not be construed to be a guarantee of or a limitation on the hours of work to be done per day or per week other than those stipulated in Articles 8.03 and 8.04.

9.08 Coffee Breaks and Meal Periods

There will be two (2) coffee breaks of fifteen (15) minutes duration during each shift, one in the first half of the shift and one in the second half of the shift.

At the employer's option, the two (2) coffee breaks of fifteen (15) minutes duration may be combined into one (1) break of thirty (30) minutes duration.

Employees will be given a meal period of one half (1/2) hour per shift but such period will not be considered as time worked.

Employees will receive a fifteen (15) minute coffee break at the start (or at the earliest convenience when performing critical tasks) of each two (2) hour period worked beyond the regular day. If the overtime is expected to be less than two (2) hours, this additional coffee break will not apply. This coffee break will also not apply to the meal break at twelve (12) hours, described below.

According to the *Employment Standards Code* employees may only be scheduled to work a maximum of twelve (12) hours in a day, except in cases of an emergency. Employees who work beyond twelve (12) hours in a day will be provided with an additional one half (1/2) hour meal period paid at their wage rate and a meal will be provided by the Employer, or if no meal is provided the employer will pay an additional half (1/2) hour at their applicable wage rate.

9.09 Provided the employee notifies the Employer at the time of hire the Employer agrees to respect an employee's wishes with regards to not working certain days of the week or certain hours of the day because of religious convictions.

9.10 Sunday will be deemed the first day of the week.

ARTICLE 10 - LAY-OFFS

10.01 The Employer agrees to notify the Union office on a monthly basis, with the remittances to the Union specified in Article 7.01, of the names of employees who have been hired, laid off, terminated, or rehired, along with the employee's classification, wage rate and latest available contact information.

10.02 When an employee is laid off, except when caused by equipment failure, shortage of material, or other reasons beyond the control of the Employer, such layoff will occur at the end of the work day. Employees being laid off will be given one (1) hour notice for the purposes of cleanup prior to the end of the workday.

ARTICLE 11 - VACATION & VACATION PAY

- 11.01 All employees will be entitled to receive an amount equal to six (6%) percent of their regular earnings as vacation pay.
- 11.02 Vacation Pay will be paid to employees on each pay.
- 11.03 The Employer will consider vacations at the times requested by the employees subject to business requirements.

ARTICLE 12 – HOLIDAYS & HOLIDAY PAY

- 12.01 Employees will be entitled to receive an amount equal to four (4%) percent of their regular earnings in lieu of the following holidays:

New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day.

- 12.02 Employees required to work on one of the above holidays will receive overtime pay (as defined in Article 9.02) for all hours worked in addition to the holiday pay outlined in Article 12.01.
- 12.03 Holiday pay will be paid to employees on their regular pay and upon termination of employment.

ARTICLE 13 - TRANSPORTATION, TRAVEL AND ACCOMMODATION

13.01 Preamble

- a) The purpose of travel and accommodation allowances, as established in this Article, is to provide a reasonable means of compensating employees for travel and accommodation expenses they incur while working on jobsites beyond a reasonable distance from their permanent place of residence.
- b) Any deviations from the parameters outlined in this Article, as well as any other travel and accommodation details, will be mutually agreed to by the Employer and the Union and will form part of the pre-job conference report process established in Article 26.

13.02 Base of Operations and Radii

- a) For the purposes of this Agreement, the Employer's base of operations for each project is the center of Edmonton, Calgary, or the job site. The actual base of operations will be determined at the pre-job conference.
- b) The Employer and the Union agree to specify radii zones from the Employer's base of operations (generally 40 km and 100 km) at the pre-job conference to determine, as applicable, the travel free zone, daily travel zone, shift cycle travel (turn-around) provisions, and accommodation allowances
- c) Generally, where applicable, terms and conditions will be determined in a pre-job agreement, with the following as a minimum guideline:
 - i. Daily travel in the amount of \$0.58/km. for applicable kilometers;
 - ii. Accommodation and meals provided at no cost to the employee; or,
 - iii. Accommodation provided at no cost to the employee and a meal allowance of \$50.00/day worked; or,
 - iv. Live-Out Allowance of \$110.00/day worked inclusive of all accommodations costs.

13.03 Remote Camp Conditions

In the case of remote camps, the parties will identify any specific requirements for the jobsite and or camp accommodations. Discussions for these requirements will include industry standards being implemented in the geographic region and will be agreed to in the Pre-job Conference as per Article 26.

13.04 Employer and Employee Vehicle Usage

- a) Where the Employer requires the employee to use the employee's personal vehicle to perform work duties for the Employer, the employee will be paid their prevailing hourly rate for all hours spent traveling. The employee is not obligated to offer their personal vehicle to the Employer.
- b) When an agreement is made between the employer and the employee to use their personal vehicle to perform work duties for the Employer, the Employer will pay the employee a mileage rate of \$0.58 per kilometre.
- c) Where required by the Employer, when an employee is transporting the Employers vehicle, the employee will be paid their prevailing hourly rate for all hours spent traveling.

13.05 Transfers

Employees will be paid the appropriate hourly rate in all cases of travel from one project to another during the same scheduled shift.

ARTICLE 14 - UNION-MANAGEMENT COMMITTEE

- 14.01 a) In order to further the aims of the enterprise, the parties agree to schedule Union-Management meetings as required but no less than two times a year during the life of this Agreement. The meeting will serve as a forum for discussion and consultation about policies and practices not necessarily covered by the Collective Agreement. The areas for discussion will include but not be limited to:
- i) safety measures;
 - ii) hiring policies;
 - iii) discipline and discharge policies;
 - iv) training and promotion, and;
 - v) matters that affect the working conditions of the employees.
- b) The Employer and the Union will each appoint representatives to the Union-Management Committee. The minutes will record the business of each meeting, a copy of which will be sent to the Union's office.
- 14.02 A committee member, attending the Union-Management meetings during regular working hours, will be entitled to their regular hourly rate of pay. In the event that such meetings are held outside of regular working hours, the Employer agrees to pay a flat fee of twenty-five dollars (\$25.00) to a committee member for each meeting attended.

ARTICLE 15 - HEALTH AND SAFETY COMMITTEE

- 15.01 The Employer and Union commit to working together to achieve a safe workplace that complies with the Occupational Health and Safety Code, as well as other applicable legislation.
- a) The Employer will make practicable provisions for the safety and health of its employees during the hours of their employment. Such provisions will be made known to all employees at the time of hire;
 - b) The Union undertakes to give full support to these objectives by promoting safety consciousness and a personal sense of responsibility among the employees;
 - c) It is the intent of the parties to have working conditions that are safe and healthy.
- 15.02 The Union-Management Committee outlined in Article 14 will also serve as a Health and Safety Committee. The Committee will meet at a time mutually agreeable to the parties, as necessary. The meeting will be directed to matters concerning the correction of unsafe conditions and practices and the maintenance of the co-operative interest in the safety of the workforce. The Employer will maintain a record of the meetings and the matters discussed.

The Health and Safety Committee will make inspections of project sites at its discretion, or as required in OH&S legislation.

15.03 An employee who is injured on the job during working hours and is required to leave for treatment for such injury will receive payment for the remainder of their shift.

15.04 An employee who is injured on the job and who requires transportation from the work site to a local physician or hospital will receive such transportation provided for by the Employer. Should an employee require hospitalization for a period of more than one (1) week the Employer will provide transportation on a one-time basis to an available facility near the employee's home at no cost to the employee.

15.05 Modified Duty Work Programs

- a) The Employer has a Modified Duty Program for injured employees. If an employee is injured on the job and requires medical attention, the Employer will make necessary arrangements to insure the employee receives the required medical attention in a timely manner as possible. The attending physician will be informed of the Modified Duty Program provided by the employer in order to provide the necessary medical documentation for what duties the employee may be able to perform. All of this would be at no cost to the employee. The employee reserves the right to see an additional physician of their choice. Any associated costs for this would be borne by the employee.
- b) The Employer will inform the Physician of the types of modified duty work available to the employee, and will make modified duty work available to the employee, subject to the limitations established by the Physician;
- c) The employer is not required to offer overtime to any employee working under a modified duty work program;
- d) Should the employee refuse the modified work program offered by the employer, the employee may be subject to discipline as per Article 24.

15.06 Drug and Alcohol Policy

The parties recognize the need for a safe workplace free of alcohol and drug use, along with employees being fit for duty. To that end, the parties agree that, where it is considered to be appropriate, the Employer may develop a Drug and Alcohol Policy that complies with current legislation. In general, the parties agree to use the COAA Canadian Model for Providing a Safe Workplace (Alcohol and Drug Guidelines and Work Rule), "Canadian Model Version 6.0 effective July 1, 2018" as the minimum basis for the implementation of the Employer's Drug and Alcohol Policy.

ARTICLE 16 - HEALTH AND WELFARE PLAN

16.01 In order to protect the employees and their families from the financial hazard of illness, the Employer agrees to remit the amount as set out in the Wage Schedules for all hours worked for each employee towards the Insurance Plan.

16.02 Plan Eligibility

- a) Employees are eligible to receive coverage on the first of the second month following three hundred and fifty (350) hours worked. It is the responsibility of the employee to complete the enrolment form for the benefit plan as a condition for claiming the coverage.
- b) It is understood and agreed that it is the responsibility of each employee to be familiar with the specific details of coverage and eligibility requirements of all benefit plans, and that neither the Union nor the Employer, has any responsibility for ensuring that all requirements for eligibility or conditions of coverage or entitlement of benefits are met by the employee, beyond the obligations specifically stipulated in this Agreement.

ARTICLE 17 - RETIREMENT PLANS

17.01 The Employer agrees to contribute three percent (3%) of the employee's base wage rate, for all hours worked, to the Union Sponsored Group RSP (RSP Plan) or the Union Sponsored Pension Plan (Pension Plan) for each employee, for each hour worked. The Employer also agrees to contribute an additional one percent (1%) of the employee's base wage rate, for all hours worked, to either the RSP Plan or the Pension Plan for each employee who elects to contribute at least one percent (1%) of their base wage rate to either Plan.

The contribution amount can be made to either the RSP Plan or the Pension Plan or a split between the two plans. The combined total contributions from the employer to the Plans will not exceed four percent (4%) of the employee's base rate for each hour worked.

17.02 Retirement Savings Plan (RSP)

- a) The Christian Labour Association of Canada (CLAC) Group Retirement Savings Plan ("RSP"), administered by the CLAC Group RSP Board of Trustees, applies to all employees covered by this Collective Agreement.
- b) New employees will join the RSP immediately.
- c) Employees are responsible for completing the applicable form, provided by the CLAC Retirement Team, in order to register the contributions remitted by the Employer.

- d) **Employer Contribution:** The Employer agrees to contribute the Group RSP amount set out in the applicable Wage Schedule, for each employee, based on the employee's base wages for all hours worked. This contribution will be remitted to the applicable CLAC Remittance Team.
- e) **Employee Voluntary Contributions:** The Employer agrees to deduct, by way of payroll deduction, and remit to the applicable CLAC Remittance Team, voluntary employee RSP contributions which are above and beyond those contributions outlined in Article 17.01. A request for such deductions shall be submitted to the Employer on an Employee Voluntary Contributions form, on file with the Employer. A copy of the completed form shall be sent to the CLAC Retirement Team along with the first remittance of such voluntary contributions.
- f) Withdrawals and payouts from the RSP Plan will be subject to the applicable laws and terms of that plan.
- g) Employees will receive statements from the financial institution which administers the RSP Plan in accordance with the rules of that plan. These statements will be mailed to the employees' last address on record with the Union.

17.03 Pension

- a) The Christian Labour Association of Canada (CLAC) Pension Plan ("the Plan"), a registered defined contribution pension plan, administered by the CLAC Pension Plan Board of Trustees, applies to all employees covered by this Collective Agreement.
- b) New employees will join the Plan immediately.
- c) **Employer Contribution:** The Employer agrees to contribute the pension amount set out in the applicable Wage Schedule, for each employee, based on the employee's base wages for all hours worked. This contribution will be remitted to the applicable CLAC Remittance Team.
- d) **Employee Voluntary Contributions:** The Employer agrees to deduct, by way of payroll deduction, and remit to the applicable CLAC Remittance Team, employee voluntary pension contributions which are above and beyond those contributions outlined in Article 17.01. A request for such deductions shall be submitted to the Employer on an Employee Voluntary Contributions form, on file with the Employer. A copy of the completed form shall be sent to the CLAC Retirement Team along with the first remittance of such voluntary contributions.
- e) The Employer and the Union will cooperate in providing the information required to administer the Plan on the employees' behalf. The CLAC Retirement Team shall be responsible for informing the employees about the Plan, which includes providing updated account statements of all contributions received, investment returns allocated, and the current account balance.

17.04 Retirement Plan Contribution Details

- a) All contributions received shall vest immediately in the employee's account on whose behalf the deposit was made. The Employer's contributions to the retirement plans will be non-refundable to the Employer once received by the applicable CLAC Remittance Team except where adjustments are required due to administrative remittance errors.
- b) Where legislation prohibits retirement plan contributions because of age, an amount equivalent to the contributions in Articles 17.01 will be paid to that employee on each paycheque starting the first pay period after September 1st of the year in which the employee reaches the age of restriction. This payment in-lieu of retirement contributions will not be less than the amount that employee would have received if he/she were still contributing to the applicable plan.
- c) The total amount of retirement contributions remitted by the Employer and on an employee's behalf cannot exceed the annual maximum contribution limits outlined by the Canada Revenue Agency. The Employer has no obligation to monitor the employee's contribution made outside the employment relationship. For greater clarity, it is the employee's responsibility to ensure he/she does not exceed their annual contribution limits. If the employee exceeds the annual maximum contribution limit as a result of contributions made outside the employment relationship, neither the Employer nor the Union shall not be liable for any tax consequence imposed on the employee.
- d) The Employer will remit retirement contributions to the applicable CLAC Remittance Team as outlined in Article 25. Employer, employee and voluntary contributions must be recorded separately on the remittance.
- e) In the event that a remittance has not been received by the CLAC Remittance Team by the date set out in Article 25, the Employer is responsible for compensating the retirement plans for any missed contributions and investment returns lost by the employee(s) as a result of the late remittance. This compensation amount shall be calculated on all applicable contributions that are part of the remittance. The retirement plans will allocate the missed contributions and investment returns to the affected employees' accounts.
- f) The Union acknowledges and agrees that, other than remitting contributions to the retirement plans as set out in this Article, the Employer shall not be obligated to contribute toward the cost of retirement benefits provided by the Plan or RSP or be responsible for providing such benefits.
- g) The Employer and the Union will cooperate in providing the information required to administer the retirement plans on the employees' behalf. The CLAC Retirement Team shall be responsible for informing the employees about the plans, which includes providing updated account statements of all contributions received, investment returns allocated, and the current account balance.

ARTICLE 18 - EDUCATION AND TRAINING FUNDS

18.01 Education Fund

The Employer agrees to contribute an amount as set out in the Wage Schedules for all hours worked by all employees to the Union Education Fund.

18.02 Apprenticeship Training Funds

The Employer agrees to contribute an amount as set out in the Wage Schedules for all hours worked by all employees to the Union Apprenticeship Training Fund.

18.03 CLAC Alberta Training Trust Fund The Employer agrees to contribute an amount as set out in the Wage Schedules for all hours worked by all employees to the CLAC Alberta Training Trust Fund. The use of these funds will be for the general operations of CLAC Alberta Training and will be governed by the policies and procedures of the CLAC Alberta Training Trust Fund and its trustees.

Contributions to the CLAC Training Trust Fund (TTF) covers some of the basic training required by employees, at no cost to the employee: First Aid, Defensive Driving, CSTS, OSSA, ESTS and others (full list available through CLAC Alberta Training, and on myCLAC portal).

18.04 The Employer may require that certain additional tickets (safety or other) are up to date at time of hiring. If required as a condition of hire, the employee will be responsible to obtain these tickets unless otherwise approved by the Employer. CLAC members can schedule training and access CLAC discounts through the CLAC Alberta Training Centre.

18.05 The Employer agrees to pay the cost of employee training certifications that became an Employer requirement, and certifications that are required by the Employer that expire, during an employee's tenure with the Employer.

18.06 Training time will be paid for courses that are, or become, a requirement during the employee's tenure with the Employer.

ARTICLE 19 – TOOLS

19.01 All tradespersons will supply their own tools common to their trade. Power tools and equipment and other specialty tools will be provided by the Employer.

19.02 Employees will be held responsible for the tools and materials issued to them by the Employer, providing the Employer furnishes the necessary lockers, tool boxes, or other safe place for storage on the site.

Compensation for an employee's tools stolen from the Employer's premises (including job sites) or vehicle will be resolved by mutual agreement between the parties,

provided the employee used the tool storage lockup. Employees will be covered for all tools on the basic tool list.

- 19.03 Tool lists, if necessary, will be established by mutual agreement between the Employer and the Union. Such tool lists will form part of this Agreement.

ARTICLE 20 – PERSONAL PROTECTIVE EQUIPMENT

- 20.01 All employees will wear CSA-approved safety hats and eye protection. The Employer will provide CSA-approved safety hats and non-prescription safety glasses.
- 20.02 All employees will wear CSA approved safety boots which will be high cuffed, no less than six (6) inches from the heel supplied by the employees.
- 20.03 The Employer will supply employees with personal protective equipment including but not limited to: gloves, hearing protection, safety glasses, shields, goggles, fire retardant coveralls, rain gear, particulate masks, breathing apparatus's and fall arrest equipment, if and when required. Said equipment will remain the property of the Employer. Any worn out safety equipment will be replaced upon presentation of the worn equipment. The employees will be held responsible for loss or improper maintenance of Employer furnished items.
- 20.04 Safety Boot Allowance

All employees need to have completed one thousand eight hundred and fifty (1850) hours before they will be eligible for the Safety Boot Allowance (safety boots must be CSA approved). The employer agrees to reimburse a Safety Boot Allowance up to a maximum amount of one hundred and fifty dollars (\$150.00) once per calendar year. Reimbursement will be paid within one month following presentation of original receipts (submitted anytime during the year) to the Employer.

The parties agree to interpret this article in the following manner:

1. Employees may make a claim for the safety boot allowance after one thousand eight hundred and fifty (1850) hours worked from the start of their employment.
2. Subsequent claims can be made after one thousand eight hundred and fifty (1850) hours worked following a previously qualified claim being made, regardless of the number of calendar months elapsed between claims.
3. Hours will be reset each time an eligible claim with receipt is received.

Hours which the employees accumulate between any PCL Builders Inc. Collective Agreement will be eligible towards the boot allowance.

ARTICLE 21 - LEAVES OF ABSENCE AND BEREAVEMENT PAY

21.01 The Employer will grant leaves of absence without pay for the following reasons:

- a) Marriage of the employee;
- b) Sickness of the employee or employee's immediate family;
- c) Death in the immediate or extended family (extended family defined as the spouse's immediate family);
- d) Off-site union activity when requested by the Union;
- e) Other personal reasons deemed acceptable by the Employer acting reasonably.
- f) Birth or adoption of the employee's own child.
- g) Job related training.

The Employer will also grant leaves in accordance with Employment Standards, without pay, for the following:

- Short Term: domestic violence, citizenship ceremony, personal and family responsibility.
- Long Term: reservist, death or disappearance of a child, compassionate care, critical illness, long-term illness or injury.

21.02 The above will be for a time mutually agreed upon between the Employer and the employee.

21.03 An employee will be granted a three (3) day leave of absence with pay at their regular straight time hourly rate for their normally scheduled day length to make arrangements for and/or to attend the funeral of the employee's spouse, common law spouse, children, legal dependents, siblings or parents; or the employee's spouse's children, legal dependents, siblings or parents. The employee will be granted a one (1) day leave of absence with pay to attend the funeral of the grandchildren or grandparents of the employee or their spouse. Additional time off, without pay, may be granted by the Employer, if requested by the employee.

In order to process this payment, the Employer may request reasonable proof of funeral and/or relationship (i.e. obituary notice, funeral home information etc.)

ARTICLE 22 - GRIEVANCE PROCEDURE

- 22.01 The parties to this Agreement recognize the Stewards and the Representatives specified in Article 4 as the agents through which employees will process their grievances.
- 22.02 a) "Grievance" means a complaint or claim concerning improper discipline or discharge, or a dispute with reference to the interpretation, application, administration or alleged violation of this Agreement.
- b) A "Group Grievance" is defined as a single grievance, signed by a Steward or a Union Representative on behalf of a group of employees who have the same complaint. Such grievance must be dealt with at successive stages of the Grievance procedure commencing with Step 1. The grievors will be listed on the grievance form.
- c) A "Policy Grievance" is defined as one which involves a question relating to the interpretation, application, administration or alleged violation of this Agreement;

A Policy Grievance will be signed by a Steward or Representative, or in the case of an Employer's Policy Grievance, by the Employer or their representative.
- d) Any grievance referred to above will identify:
- i) The facts giving rise to the grievance;
 - ii) The section or sections of this Agreement claimed to be violated;
 - iii) The relief requested; and
 - iv) Where practicable, will be signed by the employee or employees involved unless it is a Policy Grievance.
- 22.03 All the time limits referred to in the grievance procedure herein contained will be deemed to mean "work days". A work day is defined as any day from Monday to Friday. If the parties are attempting to resolve the grievance, or an issue that may become a grievance, through discussion, or other forms of communication, the time limits expressed in this Article, will not be deemed to be in effect. However, either party may at any time unilaterally declare that the time limits are in effect. The time limits will resume on the date of such unilateral declaration from where they left off at the last step filed by either party. The parties may agree in writing to extend the time limits at any time.
- 22.04 a) The Employer or the Union will not be required to consider or process any grievance which arose out of any action or condition more than five (5) work days after the subject of such grievance occurred. If the action or condition is of a continuing or recurring nature, this limitation period will not begin to run until the action or condition has ceased. The limitation period will not apply to differences arising between the parties hereto relating to the interpretation, application, administration or alleged violation of this Agreement.

- b) If the Employer does consider or process a grievance which has been presented late, the Employer will be estopped or precluded at any stage from taking the position that the grievance is late and not arbitrable.

22.05 No employee will have a grievance until, where reasonably possible, the employee has discussed the complaint with their immediate Supervisor. If the employee's Superintendent does not promptly settle the matter to the employee's satisfaction, an employee's proper grievance may be processed as follows:

Step 1

Subject to the conditions of Article 6.04, if a grievance is to be filed it will, within the five (5) work days referred to in Article 22.04 above, be reduced to writing and will be presented to the designated Employer representative by a Steward or a Representative. The designated Employer representative will notify the Representative of their decision in writing not later than five (5) work days following the day upon which the grievance was received.

Step 2

If the grievance is not settled at Step 1, a Representative will within five (5) work days of the decision under Step 1, or within five (5) work days of the day this decision should have been made, submit a written grievance to the designated Employer representative. A meeting will be held between the Steward or Representative together with the grievor involved and the designated Employer representative and other representatives of the Employer. This meeting will be held within five (5) work days of the presentation of the written grievance by one party to the other party's designated representative. The responding party will notify the grieving party of their decision in writing within five (5) work days of such meeting.

Step 3

In the event that the grievance is not settled at Step 2, the party having the grievance may serve the other party with written notice of desire to arbitrate within five (5) working days of the delivery of the decision or within five (5) days of the date on which the decision should have been made in Step 2 to the other party.

22.06 Union Policy Grievance or Employer Grievance

- a) A Union policy grievance or an Employer grievance will be submitted to the Employer or the Union, as the case may be, in writing, within ten (10) working days of the time circumstances upon which the grievance is based were known or should have been known by the grievor. A meeting between the Employer and the Union will be held within five (5) working days of the presentation of the written grievance and will take place within the framework of Step 2 of Article 22.05 hereof. The Employer or the Union, as the case may be, will give its written decision within five (5) working days after such meeting has been held.

- b) If the decision is unsatisfactory to the grieving party, the grievance may be submitted to arbitration within fifteen (15) working days of the delivery of such written decision and the arbitration section of this Agreement will be followed.

ARTICLE 23 – ARBITRATION

- 23.01 If the parties mutually agree, they may substitute a single arbitrator in the place of the Arbitration Board.

If this is not agreed upon by both parties then the following will be enforced.

- 23.02 If a notice of desire to arbitrate is served, the two parties shall each nominate an arbitrator within seven (7) working days of service and notify the other party of the name and address of its nominee. The two arbitrators so appointed shall attempt to select, by agreement, a Chairperson. If they are unable to agree upon a Chairperson within seven (7) working days of their appointment, either party may request the applicable Government Ministry to appoint an impartial Chairperson.
- 23.03 No person may be appointed as Chairperson who has been involved in an attempt to negotiate or settle the grievance.
- 23.04 The decision of a majority is the decision of the Arbitration Board, but if there is no majority the decision of the Chairperson of the Arbitration Board governs.
- 23.05 Notices of desire to arbitrate and of nominations of an arbitrator shall be served personally, by fax, by e-mail or by registered mail. If served by registered mail, the date of mailing shall be deemed to be the date of service.
- 23.06 If a party refuses or neglects to answer a grievance at any stage of the Grievance Procedure, the other party may commence arbitration proceedings and if the party in default refuses or neglects to appoint an arbitrator in accordance with Article 23.01, the party not in default may, upon notice to the party in default, may request the applicable Government Ministry to appoint a Single Arbitrator to hear the grievance and their decision shall be final and binding upon both parties.
- 23.07 It is agreed that the Arbitration Board shall have the jurisdiction, power and authority to give relief for default in complying with the time limits set out in Article 22 and 23 where it appears that the default was owing to reliance upon the words or conduct of the other party.
- 23.08 An employee found to be discharged or suspended without just cause will be reinstated without loss and with back pay calculated at an hourly rate or average earnings, as applicable, times normal hours, less any monies earned, or by any other arrangement which is just and equitable in the opinion of the Arbitration Board.

- 23.09 Where the Arbitration Board is of the opinion that there is proper cause for disciplining an employee, but considers the penalty imposed too severe in view of the employee's employment record and the circumstance surrounding the discharge or suspension, the Arbitration Board may substitute a penalty, which, in its opinion, is just and equitable. This clause shall not apply to the discharge of a probationary employee.
- 23.10 Each of the parties hereto will bear the expenses of the arbitrator appointed by it, and the parties will jointly bear the expense of the Chairperson of the Arbitration Board.
- 23.11 The Board of Arbitration shall not be authorized to make any decisions inconsistent with the provisions of this Agreement, nor to alter, modify or amend any part of this Agreement, nor to adjudicate any matter not specifically assigned to it by the notice to arbitrate specified in Step 3 of Article 22.05 hereof, unless as specified in Article 23.11.
- 23.12 If the Board of Arbitration is considering resolving differences between the Union and the Employer under Articles 8.01, 8.02, 9.06 and/or 26, the Board of Arbitration shall include in their deliberations and resolution the Employer's competitors in the affected geographical area and industry, inclusive of both unionized and non-unionized competitors.

ARTICLE 24 – WARNING, SUSPENSION AND DISCHARGE

- 24.01 Progressive discipline is a process for dealing with job-related behaviour that does not meet expected and communicated performance standards, and its primary purpose is to assist the employee to understand that a performance issue or opportunity for improvement exists. The goal of progressive discipline is not intended as punishment but to improve employee performance to satisfy job expectations and to help them become an effectively performing member of the organization.
- The Employer will ensure that a proper progressive discipline process is in place and consistently used. The process properly features increasingly formal efforts and increasingly serious consequences, (depending on the severity of the issue) to provide appropriate feedback to the employee so that they can correct the problem. However, appropriate progressive discipline does not necessarily prohibit severe discipline of an employee (up to and including termination for just cause) for a single instance of misconduct of a very serious nature.
- 24.02 An employee may be suspended or discharged for just cause by the Employer. Just cause may include, but is not limited to the refusal of an employee to:
- a) abide by Safety Regulations, or;
 - b) comply with the Employer's Drug & Alcohol policy established as per Article 15.06, or;
 - c) abide by the requirements of the Employer's clients, or;

- d) abide by the requirements of the Employer's rules, regulations, policies and practices.

Such suspension or discharge is subject to the Grievance procedure.

- 24.03 When the attitude or performance of an employee calls for a warning by the Employer, such a warning will be noted by the foreperson/supervisor. The foreperson/supervisor will inform the Union Steward of the warning within twenty-four (24) hours. If possible, a Union Steward or Representative will be present for all disciplinary meetings.
- 24.04 An employee will be deemed to have voluntarily quit if the employee fails to show up for work or fails to notify the Employer for three (3) consecutive working days.

ARTICLE 25 – GENDER CLAUSE

- 25.01 Where a reference to specific gender is used in this Agreement it will be considered to include all genders equally.

ARTICLE 26 – COLLECTIVE AGREEMENT AMENDMENTS

- 26.01 It is understood and agreed that the wage rates and other provisions set out in this Agreement may be amended by mutual agreement if there are significant changes in the industry or for specific projects or to enable the Employer to compete with non-Union competition and/or with other specific Union project agreement rates. Either party may request that negotiations commence by giving notice in writing. The Employer and the Union agree to have representatives meet for discussions within thirty (30) working days of receiving the request from the other party. Any amendment resulting from the discussions under these terms will be put in writing and signed by a representative of the Employer and a Representative of the Union.
- 26.02 Pre-Job Conferences
Prior to the start of any project that is outside of Zone A (as defined in Article 13.02), or where shifts or pay other than as outlined in this Agreement are required, the parties will meet together in a pre-job conference. This conference should take place before any employees are sent to the project. Such conference will discuss and determine solutions to site specific issues such as those outlined in Articles 8, 9, 13 and Schedules & Notes of this Agreement. Such alternative or amended policies will be established for the duration of the project and will require mutual agreement of the Employer and the Union. A copy of the pre-job conference report will be made available to each affected employee by posting at the jobsite. This conference can be conducted by teleconference.

ARTICLE 27 - DUES AND TRUST FUND PAYMENTS

- 27.01 The parties acknowledge that delinquent payments to the Union as per Article 7 or for any of the Employer contributions to the Funds established in Articles 16, 17 and 18 will pose a serious threat to the plan participants. Therefore the Trustees of the Funds are empowered to take any action in law necessary to collect all Funds owing, and to impose remedies and damages stipulated by the Trust Agreements subject to the Employer granting prior agreement in writing to these remedies and damages. All costs of such collection will be borne by the Employer.
- 27.02 Contributions will be made to the Union Provincial Remittance Processing Centre pursuant to Articles 7, 16, 17 and 18, each month, by the fifteenth (15th) of the month following the month of contributions, together with an itemized list of the employees for whom the contributions are made and the amount remitted for each.
- 27.03 In the event that the Employer fails to make the proper remittance, the Union will notify the Employer of this failure. The Employer will then have five (5) working days to correct this error or to provide proof that the remittance was proper.
- 27.04 Further to Article 27.03, if the Employer continues to be delinquent in its remittance to the Union as outlined in Articles 7, 16, 17 and 18, the Union or the Trust Funds may impose a penalty of one percent (1%) per month on the amount owing.
- 27.05 If the Employer satisfies all its obligations under Articles 27.02, 27.03 and 27.04, relating to Articles 7, 16, 17 and 18, the Union agrees the Employer will be saved harmless for any claims, relating to the remittances of Union dues, Administration dues and or Permit dues, the Health and Welfare plan and the RSP and or Pension plans and the Education and Training funds, excluding any costs the Employer incurs defending such claims.
- 27.06 The Employer will, and will be deemed to, keep all Union dues, Administration dues and/or Permit dues deducted as per Article 7, and all contributions to the Funds as set out in Articles 16, 17 and 18, in trust on behalf of the employees until the Employer has paid such monies to the applicable Trust Fund or Union Provincial Remittance Processing Centre. In the event of the bankruptcy (or any similar event) of the Employer, an amount equal to the amount that is owed to the applicable Trust Fund or Union Provincial Remittance Processing Centre for Union dues, Administration dues and Permit dues and contributions that the employees are entitled to, will be deemed to be separate from and form no part of the estate that is in bankruptcy (or any similar event), whether or not that amount has in fact been kept separate and apart from the Employer's own money.

ARTICLE 28 – DURATION

- 28.01 This Agreement will be effective on the first (1st) day of February, two thousand and twenty two (2022) and will remain in effect until the thirty first (31st) day of January, two thousand and twenty-four (2024) and for further periods of one (1) year unless notice is given by either party of the desire to delete, change, or amend any of the provisions contained herein, within the period from one hundred twenty (120) to sixty (60) days prior to the renewal date. Should neither of the parties give such notice, this Agreement will renew for a period of one (1) year.
- 28.02 Should negotiations not be completed prior to the expiration date of this Agreement, it is understood that negotiated items will generally be made retroactive from the date of signing back to the expiration date of the expired agreement, unless otherwise agreed to in writing between the parties.
- 28.03 Until a new agreement has been concluded all provisions in this Collective Agreement will remain in full force and effect.

DATED at Edmonton, Alberta, this 14 day of December, 2021.

Signed on behalf of:

Signed on behalf of:

PCL BUILDERS INC.

CONSTRUCTION WORKER'S

(Roadbuilding & Heavy
Construction)

UNION, CLAC LOCAL 63

Per 
Authorized Representatives

Per 
Authorized Representatives

Per 
Authorized Representatives


Authorized Representatives

Wage Schedules and Classifications

PCL Builders Inc. Roadbuilding and Heavy Construction – Northern Alberta

As of January 1, 2022

Classification	Base Wage 2022	Vac Stat	H & W	Employer RSP / Pension	RSP/ Pension matching	EF	TF	TTF	Total
		10%	\$1.40	3%	1%	0.02	\$0.06	\$0.07	
Carpenter Foreperson	\$40.50	\$4.05	\$1.40	\$1.22	\$0.41	\$0.02	\$0.06	\$0.07	\$47.73
Carpenter Lead Hand	\$38.45	\$3.85	\$1.40	\$1.15	\$0.38	\$0.02	\$0.06	\$0.07	\$45.38
Carpenter Journeyperson Level 1	\$37.40	\$3.74	\$1.40	\$1.12	\$0.37	\$0.02	\$0.06	\$0.07	\$44.18
Carpenter Journeyperson Level 2	\$36.35	\$3.64	\$1.40	\$1.09	\$0.36	\$0.02	\$0.06	\$0.07	\$42.99
Carpenter Journeyperson Level 3	\$35.30	\$3.53	\$1.40	\$1.06	\$0.35	\$0.02	\$0.06	\$0.07	\$41.79
Carpenter Apprentice 4th year (90%)	\$33.65	\$3.37	\$1.40	\$1.01	\$0.34	\$0.02	\$0.06	\$0.07	\$39.92
Carpenter Apprentice 3rd year (80%)	\$29.90	\$2.99	\$1.40	\$0.90	\$0.30	\$0.02	\$0.06	\$0.07	\$35.64
Carpenter Apprentice 2nd year (70%)	\$26.20	\$2.62	\$1.40	\$0.79	\$0.26	\$0.02	\$0.06	\$0.07	\$31.42
Carpenter Apprentice 1st year (60%)	\$22.45	\$2.25	\$1.40	\$0.67	\$0.22	\$0.02	\$0.06	\$0.07	\$27.14
Formfitter Level 1	\$32.70	\$3.27	\$1.40	\$0.98	\$0.33	\$0.02	\$0.06	\$0.07	\$38.83
Formfitter Level 2	\$31.15	\$3.12	\$1.40	\$0.93	\$0.31	\$0.02	\$0.06	\$0.07	\$37.06
Concrete Finisher Foreperson	\$38.70	\$3.87	\$1.40	\$1.16	\$0.39	\$0.02	\$0.06	\$0.07	\$45.67
Concrete Finisher Lead Hand	\$37.15	\$3.72	\$1.40	\$1.11	\$0.37	\$0.02	\$0.06	\$0.07	\$43.90
Concrete Finisher Journeyperson Level 1	\$36.10	\$3.61	\$1.40	\$1.08	\$0.36	\$0.02	\$0.06	\$0.07	\$42.70
Concrete Finisher Journeyperson Level 2	\$34.55	\$3.46	\$1.40	\$1.04	\$0.35	\$0.02	\$0.06	\$0.07	\$40.95
Concrete Finisher Apprentice 3rd year (85%)	\$30.70	\$3.07	\$1.40	\$0.92	\$0.31	\$0.02	\$0.06	\$0.07	\$36.55
Concrete Finisher Apprentice 2nd year (75%)	\$27.10	\$2.71	\$1.40	\$0.81	\$0.27	\$0.02	\$0.06	\$0.07	\$32.44
Concrete Finisher Apprentice 1st year (65%)	\$23.45	\$2.35	\$1.40	\$0.70	\$0.23	\$0.02	\$0.06	\$0.07	\$28.28
Labourer Foreperson	\$33.10	\$3.31	\$1.40	\$0.99	\$0.33	\$0.02	\$0.06	\$0.07	\$39.28
Labourer Lead Hand	\$30.50	\$3.05	\$1.40	\$0.92	\$0.31	\$0.02	\$0.06	\$0.07	\$36.33
Labourer Level 1	\$23.90	\$2.39	\$1.40	\$0.72	\$0.24	\$0.02	\$0.06	\$0.07	\$28.80
Labourer Level 2	\$22.85	\$2.29	\$1.40	\$0.69	\$0.23	\$0.02	\$0.06	\$0.07	\$27.61
Labourer Level 3	\$21.80	\$2.18	\$1.40	\$0.65	\$0.22	\$0.02	\$0.06	\$0.07	\$26.40
Labourer Level 4	\$20.45	\$2.05	\$1.40	\$0.61	\$0.20	\$0.02	\$0.06	\$0.07	\$24.86
Labourer Level 5	\$19.45	\$1.95	\$1.40	\$0.58	\$0.19	\$0.02	\$0.06	\$0.07	\$23.72
Labourer Flagger	\$16.30	\$1.63	\$1.40	\$0.49	\$0.16	\$0.02	\$0.06	\$0.07	\$20.13

PCL BUILDERS INC. (ROADBUILDING & HEAVY CONSTRUCTION) AND CLAC LOCAL 63
FEB 1, 2022 – JAN 31, 2024

Classification	Base Wage 2022	Vac Stat 10%	H & W \$1.40	Employer RSP / Pension 3%	RSP/ Pension matching 1%	EF 0.02	TF \$0.06	TTF \$0.07	Total
Operator Tower Crane Journeyperson	\$42.60	\$4.26	\$1.40	\$1.28	\$0.43	\$0.02	\$0.06	\$0.07	\$50.12
Operator Tower Crane Apprentice 2nd year (85%)	\$36.20	\$3.62	\$1.40	\$1.09	\$0.36	\$0.02	\$0.06	\$0.07	\$42.82
Operator Tower Crane Apprentice 1st year (70%)	\$29.80	\$2.98	\$1.40	\$0.89	\$0.30	\$0.02	\$0.06	\$0.07	\$35.52
Operator Mobile Crane Journeyperson	\$39.75	\$3.98	\$1.40	\$1.19	\$0.40	\$0.02	\$0.06	\$0.07	\$46.87
Operator Mobile Crane Apprentice 3rd year (90%)	\$35.75	\$3.58	\$1.40	\$1.07	\$0.36	\$0.02	\$0.06	\$0.07	\$42.31
Operator Mobile Crane Apprentice 2nd year (80%)	\$31.80	\$3.18	\$1.40	\$0.95	\$0.32	\$0.02	\$0.06	\$0.07	\$37.80
Operator Mobile Crane Apprentice 1st year (70%)	\$27.80	\$2.78	\$1.40	\$0.83	\$0.28	\$0.02	\$0.06	\$0.07	\$33.24
Rigger Supervisor	\$27.80	\$2.78	\$1.40	\$0.83	\$0.28	\$0.02	\$0.06	\$0.07	\$33.24
Rigger	\$24.70	\$2.47	\$1.40	\$0.74	\$0.25	\$0.02	\$0.06	\$0.07	\$29.71
Operator - Compaction Equipment	\$20.35	\$2.04	\$1.40	\$0.61	\$0.20	\$0.02	\$0.06	\$0.07	\$24.75
Operator - Skid Steer	\$24.20	\$2.42	\$1.40	\$0.73	\$0.24	\$0.02	\$0.06	\$0.07	\$29.14
Operator - Rubber Tire	\$25.45	\$2.55	\$1.40	\$0.76	\$0.25	\$0.02	\$0.06	\$0.07	\$30.56
Operator - Scraper	\$24.95	\$2.50	\$1.40	\$0.75	\$0.25	\$0.02	\$0.06	\$0.07	\$30.00
Operator - Zoom Boom	\$25.95	\$2.60	\$1.40	\$0.78	\$0.26	\$0.02	\$0.06	\$0.07	\$31.14
Operator - Front End	\$26.50	\$2.65	\$1.40	\$0.80	\$0.27	\$0.02	\$0.06	\$0.07	\$31.77
Operator - Dozer	\$27.50	\$2.75	\$1.40	\$0.83	\$0.28	\$0.02	\$0.06	\$0.07	\$32.91
Operator - Excavator	\$27.50	\$2.75	\$1.40	\$0.83	\$0.28	\$0.02	\$0.06	\$0.07	\$32.91
Operator - Finish Grader	\$30.55	\$3.06	\$1.40	\$0.92	\$0.31	\$0.02	\$0.06	\$0.07	\$36.39
Operator - Boom Truck	\$31.55	\$3.16	\$1.40	\$0.95	\$0.32	\$0.02	\$0.06	\$0.07	\$37.53
Surveyor 1	\$37.70	\$3.77	\$1.40	\$1.13	\$0.38	\$0.02	\$0.06	\$0.07	\$44.53
Surveyor 2	\$35.30	\$3.53	\$1.40	\$1.06	\$0.35	\$0.02	\$0.06	\$0.07	\$41.79
Survey Assistant	\$27.50	\$2.75	\$1.40	\$0.82	\$0.27	\$0.02	\$0.06	\$0.07	\$32.89
Survey Rod Person	\$21.90	\$2.19	\$1.40	\$0.66	\$0.22	\$0.02	\$0.06	\$0.07	\$26.52
Responsibility and Experience Premiums (issued at the Employers discretion)									
Added to the employees base wage rate									
Level 1	\$0.50								
Level 2	\$1.00								
Level 3	\$1.50								
Level 4	\$2.00								

Wage Schedules and Classifications

PCL Builders Inc. Roadbuilding and Heavy Construction – Southern Alberta

As of January 1, 2022

Classification	Wage Rate January 2022	Vac Stat	H & W	RSP Employer	RSP / Pension matching	EF	AF	TTF	Total
		10%	\$1.40	3%	1%	\$0.02	\$0.06	\$0.07	
Carpenter Foreperson	\$40.30	\$4.03	\$1.40	\$1.21	\$0.40	\$0.02	\$0.06	\$0.07	\$47.49
Carpenter Lead Hand	\$38.15	\$3.82	\$1.40	\$1.14	\$0.38	\$0.02	\$0.06	\$0.07	\$45.04
Carpenter Journeyperson Level 1	\$37.10	\$3.71	\$1.40	\$1.11	\$0.37	\$0.02	\$0.06	\$0.07	\$43.84
Carpenter Journeyperson Level 2	\$35.60	\$3.56	\$1.40	\$1.07	\$0.36	\$0.02	\$0.06	\$0.07	\$42.13
Carpenter Journeyperson Level 3	\$34.55	\$3.46	\$1.40	\$1.04	\$0.35	\$0.02	\$0.06	\$0.07	\$40.94
Carpenter Apprentice 4th year (90%)	\$33.39	\$3.34	\$1.40	\$1.00	\$0.33	\$0.02	\$0.06	\$0.07	\$39.61
Carpenter Apprentice 3rd year (80%)	\$29.68	\$2.97	\$1.40	\$0.89	\$0.30	\$0.02	\$0.06	\$0.07	\$35.39
Carpenter Apprentice 2nd year (70%)	\$25.97	\$2.60	\$1.40	\$0.78	\$0.26	\$0.02	\$0.06	\$0.07	\$31.16
Carpenter Apprentice 1st year (60%)	\$22.26	\$2.23	\$1.40	\$0.67	\$0.22	\$0.02	\$0.06	\$0.07	\$26.93
Formfitter Level 1	\$33.50	\$3.35	\$1.40	\$1.01	\$0.34	\$0.02	\$0.06	\$0.07	\$39.74
Formfitter Level 2	\$32.00	\$3.20	\$1.40	\$0.96	\$0.32	\$0.02	\$0.06	\$0.07	\$38.03
Concrete Finisher Foreperson	\$39.95	\$4.00	\$1.40	\$1.20	\$0.40	\$0.02	\$0.06	\$0.07	\$47.09
Concrete Finisher Lead Hand	\$37.10	\$3.71	\$1.40	\$1.11	\$0.37	\$0.02	\$0.06	\$0.07	\$43.84
Concrete Finisher Journeyperson Level 1	\$36.15	\$3.62	\$1.40	\$1.08	\$0.36	\$0.02	\$0.06	\$0.07	\$42.76
Concrete Finisher Journeyperson Level 2	\$34.10	\$3.41	\$1.40	\$1.02	\$0.34	\$0.02	\$0.06	\$0.07	\$40.42
Concrete Finisher Apprentice 3rd year	\$30.73	\$3.07	\$1.40	\$0.92	\$0.31	\$0.02	\$0.06	\$0.07	\$36.58
Concrete Finisher Apprentice 2nd year	\$27.11	\$2.71	\$1.40	\$0.81	\$0.27	\$0.02	\$0.06	\$0.07	\$32.46
Concrete Finisher Apprentice 1st year	\$23.50	\$2.35	\$1.40	\$0.70	\$0.23	\$0.02	\$0.06	\$0.07	\$28.34
Labourer Foreperson	\$32.80	\$3.28	\$1.40	\$0.98	\$0.33	\$0.02	\$0.06	\$0.07	\$38.94
Labourer Lead Hand	\$30.15	\$3.02	\$1.40	\$0.90	\$0.30	\$0.02	\$0.06	\$0.07	\$35.92
Labourer Masonry	\$29.10	\$2.91	\$1.40	\$0.87	\$0.29	\$0.02	\$0.06	\$0.07	\$34.72
Labourer Shipper Receiver	\$28.40	\$2.84	\$1.40	\$0.85	\$0.28	\$0.02	\$0.06	\$0.07	\$33.93
Labourer/Operator Light Equipment	\$27.60	\$2.76	\$1.40	\$0.83	\$0.28	\$0.02	\$0.06	\$0.07	\$33.01
Labourer Level 1	\$26.00	\$2.60	\$1.40	\$0.78	\$0.26	\$0.02	\$0.06	\$0.07	\$31.19
Labourer Level 2	\$24.50	\$2.45	\$1.40	\$0.74	\$0.25	\$0.02	\$0.06	\$0.07	\$29.48
Labourer Level 3	\$22.75	\$2.28	\$1.40	\$0.68	\$0.23	\$0.02	\$0.06	\$0.07	\$27.49
Labourer Level 4	\$21.30	\$2.13	\$1.40	\$0.64	\$0.21	\$0.02	\$0.06	\$0.07	\$25.83
Labourer Level 5	\$19.15	\$1.92	\$1.40	\$0.57	\$0.19	\$0.02	\$0.06	\$0.07	\$23.38
Labourer Flagger	\$16.50	\$1.65	\$1.40	\$0.50	\$0.17	\$0.02	\$0.06	\$0.07	\$20.36

PCL BUILDERS INC. (ROADBUILDING & HEAVY CONSTRUCTION) AND CLAC LOCAL 63
FEB 1, 2022 – JAN 31, 2024

Classification	Wage Rate January 2022	Vac Stat	H & W	RSP Employer	RSP / Pension matching	EF	AF	TTF	Total
		10%	\$1.40	3%	1%	\$0.02	\$0.06	\$0.07	
Operator Tower Crane Journeyperson	\$43.10	\$4.31	\$1.40	\$1.29	\$0.43	\$0.02	\$0.06	\$0.07	\$50.68
Operator Tower Crane Apprentice 2nd year	\$36.64	\$3.66	\$1.40	\$1.10	\$0.37	\$0.02	\$0.06	\$0.07	\$43.31
Operator Tower Crane Apprentice 1st year	\$30.17	\$3.02	\$1.40	\$0.91	\$0.30	\$0.02	\$0.06	\$0.07	\$35.94
Operator Mobile Crane Journeyperson	\$39.05	\$3.91	\$1.40	\$1.17	\$0.39	\$0.02	\$0.06	\$0.07	\$46.07
Operator Mobile Crane Apprentice 3rd year	\$35.15	\$3.51	\$1.40	\$1.05	\$0.35	\$0.02	\$0.06	\$0.07	\$41.62
Operator Mobile Crane Apprentice 2nd year	\$31.24	\$3.12	\$1.40	\$0.94	\$0.31	\$0.02	\$0.06	\$0.07	\$37.16
Operator Mobile Crane Apprentice 1st year	\$27.34	\$2.73	\$1.40	\$0.82	\$0.27	\$0.02	\$0.06	\$0.07	\$32.71
Operator Equipment	\$30.45	\$3.05	\$1.40	\$0.91	\$0.30	\$0.02	\$0.06	\$0.07	\$36.26
Rigger Supervisor	\$30.90	\$3.09	\$1.40	\$0.93	\$0.31	\$0.02	\$0.06	\$0.07	\$36.78
Rigger	\$27.85	\$2.79	\$1.40	\$0.84	\$0.28	\$0.02	\$0.06	\$0.07	\$33.30
Operator - Compaction Equipment	\$21.40	\$2.14	\$1.40	\$0.64	\$0.21	\$0.02	\$0.06	\$0.07	\$25.95
Operator - Skid Steer	\$23.55	\$2.36	\$1.40	\$0.71	\$0.24	\$0.02	\$0.06	\$0.07	\$28.40
Operator - Rubber Tire	\$24.55	\$2.46	\$1.40	\$0.74	\$0.25	\$0.02	\$0.06	\$0.07	\$29.54
Operator - Scraper	\$24.55	\$2.46	\$1.40	\$0.74	\$0.25	\$0.02	\$0.06	\$0.07	\$29.54
Operator - Zoom Boom	\$26.10	\$2.61	\$1.40	\$0.78	\$0.26	\$0.02	\$0.06	\$0.07	\$31.30
Operator - Front End	\$26.10	\$2.61	\$1.40	\$0.78	\$0.26	\$0.02	\$0.06	\$0.07	\$31.30
Operator - Dozer	\$27.15	\$2.72	\$1.40	\$0.81	\$0.27	\$0.02	\$0.06	\$0.07	\$32.50
Operator - Excavator	\$27.15	\$2.72	\$1.40	\$0.81	\$0.27	\$0.02	\$0.06	\$0.07	\$32.50
Operator - Finish Grader	\$31.30	\$3.13	\$1.40	\$0.94	\$0.31	\$0.02	\$0.06	\$0.07	\$37.23
Operator - Boom Truck, less than 5 ton	\$31.30	\$3.13	\$1.40	\$0.94	\$0.31	\$0.02	\$0.06	\$0.07	\$37.23
Surveyor 1	\$39.20	\$3.92	\$1.40	\$1.18	\$0.39	\$0.02	\$0.06	\$0.07	\$46.24
Surveyor 2	\$36.70	\$3.67	\$1.40	\$1.10	\$0.37	\$0.02	\$0.06	\$0.07	\$43.39
Surveyor's Assistant	\$34.10	\$3.41	\$1.40	\$1.02	\$0.34	\$0.02	\$0.06	\$0.07	\$40.42
Survey Rod Person	\$26.65	\$2.67	\$1.40	\$0.80	\$0.27	\$0.02	\$0.06	\$0.07	\$31.93

Responsibility And Experience Premiums
(Issued At The Employers Discretion)
Added To The Employees Base Wage Rate

Level 1	\$0.50
Level 2	\$1.00
Level 3	\$1.50
Level 4	\$2.00

WAGE SCHEDULE NOTES

Premiums

Steward Premiums	w/ Tool Box 1	\$0.50 /hr.
	w/ Tool Box 2	\$0.75 /hr.
	w/ Tool Box 3	\$1.00 /hr.

Shift Differentials

Night shift differential \$1.75/hr.

Night shift differential will not pyramid with overtime.

(for all hours worked when 50% or more of the scheduled shift falls between the hours of 6 pm and 6 am).

Night Shift differential will be reviewed as part of the wage review, as per Article 8.08, for effect on February 1, 2023.

North and South Designation

The North and South dividing boundary shall be deemed to be Latitude Line 52.34.00

Red-Circled Rates

Upon date of ratification of the Agreement, employees whose wage rates are higher than those listed in schedule "A" will have their current rate red-circled. These red-circled rates and classifications will be reviewed at the next scheduled wage review.

Responsibility and Experience Premiums

Issued at the Employers discretion.

Added to the Employees base wage rate.

Level 1	\$0.50
Level 2	\$1.00
Level 3	\$1.50
Level 4	\$2.00

LETTER OF UNDERSTANDING

BETWEEN: **PCL Builders Inc.**
Hereinafter referred to as "the Employer"

-AND-

CONSTRUCTION WORKERS UNION, CLAC LOCAL 63
Hereinafter referred to as "the Union"

RE: Drug and Alcohol Testing Provisions - Cannabis

Further to the Drug and Alcohol provisions in Article 15.06, the parties agree to the following understanding regarding the consumption and testing for cannabis.

Both parties are fully committed to ensuring a safe workplace free of drug and alcohol use, including cannabis.

While cannabis can now be legally consumed in Canada, it remains as one of the substances that the Employer will continue to test for as part of its Drug and Alcohol Policy. Presently, cannabis is tested for to a certain level through urinalysis and will continue to be for the foreseeable future. However, it is agreed that when the COAA Canadian Model for Providing a Safe Workplace ("COAA Canadian Model") allows for methods of testing other than urinalysis to determine levels of cannabis, the parties commit to meet and discuss possible changes to the Employer's Drug and Alcohol Policy.

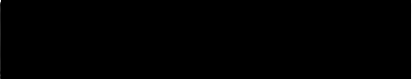
Dated at Edmonton, Alberta, this 1st day of December, 2021.

Signed on behalf of
PCL BUILDERS INC.

Signed on behalf of
**CONSTRUCTION WORKERS
UNION, CLAC LOCAL 63**

Per: 
(Authorized Representative)

(Authorized Representative)

Per: 
(Authorized Representative)

Per: _____
(Authorized Representative)

Letter of Understanding

BETWEEN: PCL Builders Inc.
Hereinafter referred to as "the Employer"

-AND-

CONSTRUCTION WORKERS UNION, CLAC LOCAL 63
Hereinafter referred to as "the Union"

The parties to the Collective Agreement in effect from February 1, 2022, until January 31, 2024, agree to the following regarding **Truth and Reconciliation Day** (September 30th):

Though the Federal Government has set this day as a Federal statutory holiday, the Provincial Government to date, has not. Unless and until such time the Provincial government also recognizes it as a Provincial statutory holiday, it will continue to be a regular working day for Alberta.

However, employees who wish to personally take this day off in recognition will be granted the day off upon request, without pay and without penalty. Further, the Employer may make provision on sites during the working day for a way to recognize and honour the intention of this day.

Dated at Edmonton, Alberta, this 14 day of Dec, 2021.

Signed on behalf of
PCL BUILDERS INC.

Per: 
(Authorized Representative)

Per: 
(Authorized Representative)

Signed on behalf of
**CONSTRUCTION WORKERS
UNION, CLAC LOCAL 63**

Per: 
(Authorized Representative)

Per: _____
(Authorized Representative)

BENEFITS AND RETIREMENT INFORMATION

FOR HEALTH AND WELLNESS BENEFITS INFORMATION

Mercon Benefit Services

1-877-263-7266

www.merconbenefits.com

EFAP Counseling – Morneau Shepell

1-800-387-4765

workhealthlife.com

FOR CLAC RRSP AND PENSION INFORMATION

CLAC Retirement Member Care

1-800-210-0200

member.clac.ca

SCHEDULE "C"

Carpenter's Tool List

Hammer (20 oz.)
Framing Square
Combination Square
Measuring Tape (25')
Hand Saw (8pt.)
Level (30" or longer)
Chalk Line
Utility Knife
Wood Chisels ($\frac{3}{4}$ ", 1")
Cat's Paw
Pry Bar
Combination Screw Driver
Plumb Bob
Adjustable Wrench (10" or 12")
Tool Box
Carpenter's Apron or Tool Belt
Lineman's or Rebar Pliers

Labourers Tool List

Tool Apron
Hammer (16-20 oz.)
Measuring Tape (16')
Utility Knife
Adjustable Wrench (10" or 12")
Lineman's or Rebar Pliers

Cement Finisher's Tool List

Rubber boots – must be CSA approved
Safety boots – must be CSA approved
Rubber Bucket
Rubber Float
Pointed Trowel
Hand Trowel
Hand Magnesium Float
2" Bullnose Edger
4" Bullnose Edger
Margin Trowel
16 ft. Tape Measure

PCL Builders Inc.

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Calgary

2882 11 St. NE

Calgary, AB T2E 7S7

T : 403-769-1680

F : 403-291-0748

CALGARY CLAC MEMBER CENTRE

T: 403-686-0288

TF: 866-686-0288

F: 403-686-0357

calgary@clac.ca

EDMONTON CLAC MEMBERCENTRE

T: 780-454-6181

TF: 877-863-5154

F: 780-451-3976

edmonton@clac.ca

FORT MCMURRAY MEMBERCENTRE

T: 780-792-5292

TF: 877-792-5292

F: 780-791-9711

ftmcmurray@clac.ca

CLAC RETIREMENT

1-800-210-0200

CLAC JOBS

1-888-942-5627

CLAC TRAINING

1-888-700-7555