



ARTICLES OF AGREEMENT

BETWEEN

**ALBERTA CUSTOM PIPE BENDING & MFG.
(2010) LTD.**

(Hereinafter referred to as the "Employer")

And the

**INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON
SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS
LOCAL LODGE 146**

(Hereinafter referred to as the "Union")

Effective: April 1, 2022 – March 31, 2025

This Collective Agreement, governing wages and working conditions in the Employer's Fabrication Shop shall govern the relations between the Union and the Employer.

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ARTICLE 1 RECOGNITION, SCOPE, AND PURPOSE OF AGREEMENT

- Section 1 The Employer recognizes the Union as a sole bargaining agent for all of its production and maintenance Employees in the performance of all fabrication and repair work in the Employer's shop. Provided, however, that the Employer is free to conduct research or development of new products or to install and test new equipment. Provided, however, that bargaining unit Employees are trained and operate this new equipment.
- Section 2 The Union agrees to cooperate with and assist in every legitimate way the Employer to conduct a successful business, bearing in mind that both parties must give service to the public.
- Section 3 This Collective Agreement shall cover all hourly paid Employees as listed under Article 9 - "WAGES".
- Section 4 All references to days or hours as time periods are to be considered as working days or working hours unless a contrary intention is expressed.

ARTICLE 2 MANAGEMENT

- Section 1 It is the Employer's right to operate and manage its business in all respects in accordance with its responsibilities and commitments. The location of jobs, the choice of equipment, the schedules of manufacture, the methods and means of manufacture, are solely and exclusively the responsibility of the Employer.
- Section 2 The Employer has the right to make and alter, from time to time, rules and regulations to be observed by the Employees, provided that they are not inconsistent with this Collective Agreement. The Employer shall furnish the Employee and the Union Representative with updated copies of all policies, rules, and regulations.
- Section 3 It is an exclusive function of the Employer to hire, promote, demote, transfer, suspend, discipline, or discharge for cause Employees in the bargaining unit subject to provisions of this Collective Agreement. It is agreed, by the parties to this Collective Agreement that discipline should be corrective rather than punitive and shall be consistent with the concept of progressive discipline.
- Section 4 A bulletin board for the benefit of the shop Employees shall be provided in the lunchroom. A listing of shop floor supervisory personnel shall be periodically posted on this bulletin board.
- Section 5 Nothing in this Article shall be interpreted to prejudice other unspecified traditional Rights of Management.

ARTICLE 3 RESPONSIBILITIES OF EMPLOYEES

- Section 1 The Employee must accept reasonable responsibility for the tools furnished by the Employer and must report the loss or damage of any of these tools immediately to their Supervisor.
- Section 2 An Employee found deliberately misusing Employer equipment or property, may be subject to discipline which may include dismissal. This will include, through negligence, the non-use of safety attachments on tools. Adequate protection is to be provided by the Employer for all tools and equipment.
- Responsibility for normal wear and tear of tools supplied by the Employer is accepted by the Employer on return of broken or worn tools.
- Section 3 Employees shall adhere to all duties, conditions, responsibilities, and terms of employment posted or published, from time to time, as may be the case by the Employer, providing they are not inconsistent with this Collective Agreement.

ARTICLE 4 UNION SECURITY

- Section 1 The Employer agrees to employ only members in good standing with the Union who will, at all times, assist the Employer to secure competent Shop Boilermakers and Helpers. Should the Union find it impossible to secure the necessary Boilermakers and Helpers within forty-eight (48) hours, the Employer may hire such Boilermakers and Helpers as are available with the understanding that the new Employee will apply to become a member of the Union upon the completion of ninety (90) days of employment. The Employer will assist in assuring that the new Employee will become a member of the Union. The Employer shall deduct, in accordance with the Labour Relations Code, the amount of dues or levies as may be authorized by the Employee. Such dues shall be deducted from the first pay period of each month and forwarded to the Secretary Treasurer of Local 146 before the fifteenth (15th) day of the month.
- Section 2 All new Employees must report to the Union Office and sign Application for Membership and Checkoff Dues before going to work.
- Section 3 When any Shop Employees are required to work on any Boilermaker, Field, or Maintenance work, they shall be paid their wages and conditions according to the Boilermakers' Construction or Maintenance Agreements in effect at that time.
- Section 4 Should an Employee solicit work in Field Construction or Maintenance, the Employee shall lose seniority rights after sixty (60) days of continuous Field work.
- If the Employer solicits the Employee to go to the Field on New Construction or Maintenance, their seniority shall continue in the Shop.

ARTICLE 5 HOURS OF WORK

Section 1 Eight (8) hours per day shall constitute a regular day's work. Forty (40) hours per week, Monday through Friday inclusive, shall constitute a regular week's work. The foregoing shall not be interpreted as a guarantee to provide work to any Employee for regularly assigned hours or any other hours.

- OR -

The majority of the Bargaining Unit Employees of this bargaining unit or the bargaining agent and the Employer may establish a compressed work week in which case ten (10) hours per day shall constitute a regular day's work. Forty (40) hours per week shall constitute a regular week's work, Monday to Thursday inclusive or Tuesday to Friday inclusive.

Section 2 The normal hours of work shall be between 7:30 a.m. to 4:00 p.m.

Section 3 The majority of the Bargaining Unit Employees of this bargaining unit or the bargaining agent, and the Employer may change the foregoing starting time by one (1) hour either way. The Union and the Shop Steward shall be notified in writing of a change in the starting time at least twenty-four (24) hours before implementing the change. Article 7, Section 1, shall be interpreted to reflect the new starting time.

Section 4 Employees shall be entitled to two (2), ten (10) minute coffee breaks in an eight (8) hour shift.

- OR -

Employees shall be entitled to two (2) fifteen (15) minute coffee breaks in a ten (10) hour scheduled shift.

Section 5 When an Employee is required to take training, such training shall be given during normal work hours. Should the Employee be required to take such training after the normal hours of work, the Employee shall receive the applicable overtime rate. Training that is optional, not a condition of employment, shall not be subject to the above.

ARTICLE 6 SHIFT WORK

Section 1 Where two (2) or three (3) shifts are working, the first or day shift shall be paid at the applicable rate, as set out in Article 9. The afternoon shift shall immediately follow the day shift unless otherwise agreed. The afternoon shift shall be paid for eight (8) hours work for a total shift time of eight and one half (8.5) hours.

The evening or night shift shall work seven and one half (7.5) hours for eight (8) hours pay. The evening shift may overlap with the afternoon shift up to one half (0.5) hour.

Section 2 All Employees shall accept work other than day shift when requested by the Employer.

Section 3 Employees will be given a minimum of two (2) working days notice, exclusive of Saturday and Sunday, prior to any change in their shift except in cases of emergency or work force realignments necessary because of employee absenteeism. The Employer reserves the right of placement of personnel on various shifts. Shifts shall rotate with two (2) weeks on each shift unless the Employee was hired for a specific shift.

Section 4 Employees will be paid a minimum of four (4) hours at the applicable rate if they show up and are unable to work due to circumstances beyond their control for the first shift. Subsequent shifts will not receive the four (4) hours show up pay if they have received a minimum of six (6) hours notice prior to the commencement of their shift. If this occurs more than twice in any one (1) week, then the Employee shall, at their option, be entitled to a layoff.

Section 5 The shift premium shall be paid on all hours worked. The shift premium shall not be compounded on overtime hours worked.

ARTICLE 7 OVERTIME AND GENERAL HOLIDAYS

Section 1 All hours worked before and after any shift in excess of those provided shall be termed overtime. When such unscheduled overtime is expected to exceed one (1) hour, Employees shall be entitled to a ten (10) minute rest period.

Section 2 All hours beyond eight (8) hours per shift, on a 5 x 8 work week or, a ten (10) hours per day compressed work week is overtime paid at one and one half (1.5) times the regular rate of pay to a maximum of twelve (12) hours. Saturdays shall be paid at one and one half (1.5) times to a maximum of twelve (12) hours. Sundays and Statutory Holidays are to be paid at double time.

Section 3 It is the Employer's right to schedule overtime. Such request to work overtime shall not be unreasonably refused.

The Employer shall ensure emergency work and scheduled overtime is distributed on an equitable basis, giving due consideration to skill and classifications.

- Section 4 When an Employee is required to work UNSCHEDULED overtime of more than two (2) hours beyond quitting time of their regular shift, a hot meal shall be provided immediately after the conclusion of the two (2) hour time period and every four (4) hours thereafter, with twenty (20) minutes at the applicable rate to consume the meal. In lieu of the hot meal, a twenty-five dollar (\$25.00) allowance may be paid at the option of the majority of Employees working the overtime. UNSCHEDULED overtime shall be defined for the purposes of this section as being overtime of which the Employee receives no notice thereof until the last regularly scheduled shift which the overtime follows. When the Employee is working SCHEDULED overtime of more than two (2) hours, they shall provide their own second meal and be given twenty (20) minutes at double time to consume the meal at the end of the first two (2) hours of overtime.
- Section 5 The period of time recognized as a Holiday is the twenty-four (24) hour period beginning at the start of the regular day shift (7:00 a.m.) on the day which is recognized as the Holiday.
- Section 6 Where a Holiday occurs during a 5 x 8 work week, the maximum of thirty-two (32) hours per week shall form the basis of maximum straight time rate, or during a 4 x 10 work week, the maximum of thirty (30) hours per week shall form the basis of maximum straight time rate.
- General Holidays are: New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, National Day for Truth and Reconciliation, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any other General Holiday proclaimed by the Federal or Provincial Governments.
- Section 7 General Holiday pay is to be calculated and paid each pay period at five percent (5%) of gross earnings.
- Section 8 No work shall be performed on Labour Day, except for the preservation of life and property.
- Section 9 The day before Christmas Day and the day before New Year's Day, shall be a day off without pay and may be worked by mutual consent.
- Section 10 When a Holiday falls on a Saturday, Sunday, or recognized day off, the Holiday shall be observed on either the workday prior to the Holiday or the first workday following the Holiday. If the Holiday is worked the day will be paid at double time.

ARTICLE 8 VACATIONS

Section 1 Vacation pay is to be calculated and paid each pay period or at the time of vacation as per the following schedule:

Length of Continuous Employment	% of Regular Pay	Vacation Time
0 - 12 months	4%	10 regular work days
13 - 60 months	6%	15 regular work days
61 - 120 months	8%	15 regular work days
121 - 180 months	10%	20 regular work days
181 - longer	10%	25 regular work days

Section 2 As far as possible, Employees shall be granted their choice of vacation periods according to their seniority, but the right to allocate vacation periods is reserved by the Employer in order to insure efficient and continuous operations of the plant. Unless mutually agreed, an Employee will not take more than fifteen (15) working days of vacation time consecutively.

Section 3 It shall be mandatory for the Employees to take vacations after one (1) full year of continuous employment.

ARTICLE 9 WAGES

Section 1 Wages as set out in the Addendum shall remain in effect from ratification.

The wage classifications as shown in Addendum are identical to the seniority classifications referenced in other sections of this Collective Agreement.

ARTICLE 10 BEREAVEMENT LEAVE

Section 1 Three (3) days off with pay for the death of a member of the immediate family, which includes: mother, father, sister, brother, step-mother, step-father, daughter, son, wife, husband, mother-in-law, father-in-law, and common-law spouse.

ARTICLE 11 HEALTH AND WELFARE PLAN

Section 1 The Employer will provide a benefit plan with benefits which are set out in the Addendum 3. The terms of the plan are set out in the Benefit Booklet. A copy of the booklet will be made available to each Employee. Benefits will commence after sixty (60) calendar days of employment.

- Section 2 The Employer shall provide, at no cost to the Employees, medical insurance available from Alberta Health Care up to a maximum of eighty-eight dollars (\$88.00) per family or forty-four dollars (\$44.00) for an individual but shall not pay for duplication or be held responsible for arrears.

The amount paid to Alberta Health Care will be reviewed upon an increase by the Government in the Alberta Health Care rate.

- Section 3 Formed ear protection will be provided by the Employer, for each Employee who has completed ninety (90) days of employment, subject to the following payment arrangement. Payment of all original and replacement formed ear protection shall be shared as follows:

Seventy-five percent (75%) by the Employer and twenty-five percent (25%) by the Employee.

A maximum of two (2) pairs per year will be provided as part of this payment arrangement. Any additional replacements will be paid for in full by the Employee.

- Section 4 The Employer shall contribute on behalf of each Employee to the Boilermaker Contractors' of Alberta Employee Assistance Program (B.C.A.B.E.A.P.) each month. The service is offered through Boilermaker Contractors' Association of Alberta. Through the program, confidential counselling services are available to Employees twenty-four (24) hours per day, seven (7) days per week related to family, marriage, relationships, addiction, anxiety, stress, depression, life changes and bereavement.

ARTICLE 12 RETIREMENT PLAN

- Section 1 The Employer will contribute as per Addendum I to a Registered Retirement Savings Plan (RRSP) invested in a financial institution of its choice after the new Employee has completed sixty (60) days of probation.

The Employee may request that an additional amount be deducted from their wages to be added to the amount contributed by the Employer to an RRSP as listed in Addendum I. This opportunity will be available at the beginning of each year and will remain in effect for that year. Changes to this amount may be made by the Employee on a year-to-year basis.

- Section 2 The current month's contributions shall be remitted by the twentieth (20th) of the following month and must be accompanied by a report showing each Employee's name, social insurance number, hours worked and the amount of the contribution.

ARTICLE 13 WORK CLASSIFICATIONS

Section 1 WELDERS, FITTERS, AND BURNERS

Welders, Fitters, and Burners shall perform work within the trade claims of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forger and Helpers of the International Constitution, Article XI.

The Employer recognizes the need to assign the proper skill classification considering safety, government regulations, and the quality of work and will follow this principle in scheduling the work crews.

The Union recognizes also that the fabrication, servicing, and repair of heat exchangers and pressure vessels in a shop environment requires that the Employees assist one another across classification lines in the daily scheduled work to provide flexibility and hence create the optimum productivity and minimize delays.

Section 2 APPRENTICES

(a) Apprentices shall perform work as in Article XI of the International Constitution. An Apprentice will be given ample opportunity to cover all sections of their trade. The ratio of Apprentices shall be one (1) Apprentice to three (3) Journeymen. The same ratio to apply when layoffs occur. It is recognized that there may be situations in which the above ratio would be impractical. In order to obtain relief, the Employer must consult with the Business Manager/Secretary Treasurer or Business Representative to reach a mutually acceptable solution.

(b) The Employer agrees to pay indentured Apprentices an amount which, when added to the weekly government grant, will amount to ninety percent (90%) of their base pay calculated at their straight time hourly rate multiplied by forty (40) hours, while attending technical school.

Apprentices to be paid one-third (1/3) of the amount owing on the first pay period upon returning to work after attending school. The second one-third (1/3) shall be paid on the second pay period and the final one-third (1/3) on the third pay period upon returning to work after attending school.

(c) Fifty percent (50%) of the tuition verified by presentation of legitimate receipts for apprenticeship training shall be reimbursed by the Employer if the Apprentice achieves a grade of eighty-five percent (85%) or more on their apprenticeship course.

Section 3 **HELPERS, PRODUCTION WORKERS, AND MATERIAL HANDLERS**

Helpers, Production Workers, and Material Handlers shall perform work such as power brush operation, power grinding, cleaning, assisting Welders or Fitters in the performance of work referred to in Article XI of the International Constitution and such other work as is generally recognized as Production Worker's, Helper's, and Material Handler's work.

Section 4 **STUDENTS**

Student Labour classification shall apply between the period of May 1st and September 15th. No permanent Employees shall be replaced by the employment of Student labour.

Section 5 **BEGINNERS**

Notwithstanding Article 4, Section 1, Beginners classification shall apply to those Employees that have no work experience and whose intent it is to enter into the apprenticeship program. Upon completion of six (6) months, the Employer will offer the individual an apprenticeship. The Employer has the right to hire such individuals as are available to them providing the Union has no unemployed first (1st) year apprentices with shop experience.

ARTICLE 14 WORKING CONDITIONS

Section 1 A change room and lunch room shall be provided. Location of these facilities is at the discretion of management. These facilities shall meet environmental standards.

The Employer is responsible for the destruction by fire on the Employer's premises of personal effects owned by the Employee to a maximum of two-hundred dollars (\$200.00).

Section 2 The Foreman shall sign a safe slip before any Employee proceeds to work on any vessel or tank which has contained explosive or hazardous material. All such vessels shall be marked with warning signs where they have not been tested for work or safe entry.

Section 3 If any Employee meets with an accident during working hours and their physician deems them unfit to continue their shift, they shall be paid at their regular pay for the full shift.

Section 4 The Employer shall provide coveralls and gloves on an exchange basis.

Section 5 When practical, spray painting shall be conducted at the best place, time, and location that causes the least hazard to the Employees.

- Section 6 The Employer where practical shall provide plug-ins for all regular Employees. Where it is not practical to provide plug-ins, a boosting service will be made available.
- Section 7 Employees shall be allowed a five (5) minute personal clean-up time prior to the end of their shift.
- Section 8 The Employer shall provide rules and safety equipment information to all Employees.

ARTICLE 15 WELDING TESTS

- Section 1 A Welder who has served their apprenticeship with the Employer, upon taking their initial "B" Pressure Test shall receive six (6) hours regular pay for taking their test. If the Employee works for the Employer less than thirty (30) calendar days after receiving six (6) hours regular pay for their initial "B" test, they shall have deducted from their final pay an amount equal to six (6) hours pay at their regular rate.
- Section 2 Any "B" Pressure Welder that is new to the Employer shall, upon successful completion of a qualification test, be paid for the test time to a maximum of four (4) hours pay at their regular rate after they have worked for two (2) weeks or completed the minimum requirement on their dispatch slip – whichever is the least.

ARTICLE 16 SENIORITY

- Section 1 The principle of seniority in a classification shall govern layoffs and recalls. Consideration shall be given to retain sufficient Employees in each job classification to suit the nature of the work remaining. A new Employee shall not be entitled to seniority until they have been employed continuously for a period of sixty (60) calendar days, and then their seniority shall date back to the time of their hiring.
- Section 2 Employees laid off shall retain their seniority accumulated to time of layoffs, providing the layoff does not exceed one (1) month for each year of employment after which the Employee will lose all seniority rights. A laid off Employee must make arrangements with the Employer to return to work within five (5) days after receiving a notice of recall, in order to preserve their seniority.
- Section 3 A separate seniority list shall be kept for each category as per the classification listings. In the case of layoffs, each classification list shall be considered a separate unit. The Employer will supply classification/seniority lists.
- Section 4 Layoffs must comply with the Employment Standards Code.
- Section 5 An Employee's seniority shall be maintained for a maximum of one (1) year for their absence as a result of sickness covered by a medical certificate, or an accident recognized by the Workers' Compensation Board (WCB).

ARTICLE 17 SHOP COMMITTEE

- Section 1 The importance of the Union maintaining at all times a Shop Committee, consisting of qualified Employees of the Employer familiar with plant conditions, is recognized.
- Section 2 The selection of the Shop Committee is recognized as a function of the Union. The committee shall consist of not less than one (1) nor more than three (3) Employees. The Chairman of this Committee shall be the Shop Steward. Owing to the nature of their work on this Committee, it is deemed important that seniority does not affect their layoff provided there is work available for which they are qualified. Otherwise, the Business Manager/Secretary Treasurer or Business Representative will be notified in time to appoint a successor. The Shop Steward shall be given a reasonable length of time to perform their duties.
- Section 3 At least one (1) member of the Shop Committee shall act on the safety committee. The Shop Steward will be on this Committee.
- Section 4 Safety Committee meetings shall be held at least once per month, or as required by the Committee.

ARTICLE 18 GRIEVANCE MACHINERY

Section 1 GRIEVANCE PROCEDURE

It is the mutual desire of the parties hereto, that complaints of Employees shall be adjusted as quickly as possible. Grievance shall mean any difference of dispute concerning the interpretation, application, administration, or alleged violation of the Collective Agreement. Any of the time limits contained herein are mandatory; however, they may be extended if mutually agreed to in writing. If no extension has been requested in writing by the Union and the time limits are exceeded, the Grievance will be considered as being resolved in favour of the Employer. If no extension has been requested in writing by the Employer and the time limits are exceeded, the Grievance will be considered as being resolved in favour of the Union.

Step 1:

The Foreman or Supervisor shall be given the opportunity to adjust a complaint. When a complaint is reduced to writing, it shall be termed a Grievance and shall be advanced to Step 2.

Step 2:

The written Grievance shall be submitted to the Employer representative within ten (10) working days from the incident giving rise to the complaint.

Step 3:

The Employer representative shall hear the Grievance within fifteen (15) working days from the incident giving rise to the complaint. The Grievance shall be presented by the Business Manager/Secretary Treasurer or their Business Representative and the Shop Steward. The written decision of the Employer representative shall be submitted to the Business Manager/Secretary Treasurer and the Shop Steward within eighteen (18) working days from the incident giving rise to the complaint.

Step 4:

If the Employer's answer in Step 3 is unacceptable, the Grievance shall then be discussed within twenty-eight (28) working days from the incident giving rise to the complaint at a meeting of the Plant Manager or their designated representative and the International Vice-President or their designated representative. If the matter is not resolved in Step 4, the Union may advise in writing within thirty-three (33) working days from the incident giving rise to the complaint that it wishes to submit the matter to arbitration.

Section 2 ARBITRATION

The Union and the Employer will establish a list of four (4) acceptable arbitrators. Arbitrators will be chosen after ratification. The single Arbitrator will be selected in rotation from the list. Any of the time limits contained herein are mandatory; however, they may be extended if mutually agreed to in writing. If no extension has been requested in writing by the Union and the time limits are exceeded, the Grievance will be considered as being resolved in favour of the Employer. If no extension has been requested in writing by the Employer and the time limits are exceeded, the Grievance will be considered as being resolved in favour of the Union.

Step 1:

Once the Arbitrator has been named, they shall convene a hearing into the Grievance within forty-five (45) working days from the incident giving rise to the complaint.

Step 2:

The Arbitrator shall render their decision no later than sixty (60) working days from the incident giving rise to the complaint. The decision of the Arbitrator shall be final and binding on the parties.

- a) The Arbitrator shall be governed by the terms of the Collective Agreement and they shall not alter, amend or change the terms of the Collective Agreement. If an Employee has been dismissed or otherwise disciplined by the Employer for cause and the Collective Agreement contains no specific penalty for the infraction that is the subject matter of the arbitration, the Arbitrator may substitute any penalty for the dismissal or discipline that seems just and reasonable in all the circumstances.
- b) Each of the parties to this Collective Agreement shall bear their own expenses for Arbitration. The fees and expenses of the Arbitrator shall be shared equally by the parties.

ARTICLE 19 UNION LABEL

- Section 1 The Employer agrees to accept the Union Label as per the attached Memorandum of Agreement. (Page 23)

ARTICLE 20 DURATION OF AGREEMENT

Section 1 This Collective Agreement shall become effective April 1, 2022, and shall remain in full force and effect until March 31, 2025, and from year to year thereafter, unless either party shall, at least sixty (60) days prior to the anniversary date thereof, notify the other party to this Collective Agreement of a desire to modify or terminate this Collective Agreement. In the event that such notice is given, the parties shall meet not later than fifteen (15) days after receipt of such notice.

If an agreement is not reached on or before the expiry date of the existing contract, then terms and conditions of this contract shall remain in effect until a new Collective Agreement is concluded or strike or lockout commences.

IN WITNESS THEREOF the parties here to have executed this Collective Agreement the 30th day of APRIL, 2022.

International Brotherhood of
Boilermakers, Iron Ship Builders,
Blacksmiths, Forgers and Helpers,
Local Lodge 146

Alberta Custom Pipe Bending
& MFG. (2010) LTD.

[REDACTED]
Hugh MacDoanld
Business Manager/Secretary Treasurer

Ken Kjosness
Owner/President

[REDACTED]
Darcey Kodznetsoff
Shop Representative

Shannon Vetsch
Technical Services Manager

[REDACTED]
Barry Reid
Lodge 146 Shop Steward

ADDENDUM I
ALBERTA CUSTOM PIPE BENDING & MFG. (2010) LTD.

WAGE PAGE

Classification	April 1, 2022	April 1, 2023	April 1, 2024
	+3%	+2%	+3%
Foreman	\$42.38	\$43.23	\$44.53
Leadhand/Chargehand/Asst. Foreman	\$41.69	\$42.53	\$43.80
B Welder 1	\$40.89	\$41.71	\$42.96
B Welder 2/Layout Fitter	\$39.43	\$40.22	\$41.42
Machinist (w/ticket)	\$37.66	\$38.41	\$39.56
Boilermaker/Steel Fabricator/Journeyman Welder/Crane	\$35.40	\$36.11	\$37.19
Operator/Senior Pipe Bender			
Boilermaker/Steel Fabricator (No Ticket)	\$30.75	\$31.36	\$32.30
Machinist (No Ticket)	\$30.75	\$31.36	\$32.30
Production Worker	\$25.71	\$26.22	\$27.01
Helper 1	\$23.63	\$24.10	\$24.82
Helper 2	\$21.63	\$22.06	\$22.72
Labourer	\$16.51	\$16.84	\$17.35
Beginners	\$15.79	\$16.11	\$16.59
Student Labour	\$15.45	\$15.76	\$16.23
Apprentices – Boilermaker/Welder/Steel Fabricator			
1st Year (60%)	\$21.24	\$21.67	\$22.32
2nd Year (75%)	\$26.55	\$27.08	\$27.89
3rd Year (90%)	\$31.86	\$32.50	\$33.47
Apprentices - Machinist			
1st Year (55%)	\$20.71	\$21.13	\$21.76
2nd Year (65%)	\$24.48	\$24.97	\$25.72
3rd Year (75%)	\$28.24	\$28.81	\$29.67
4th Year (85%)	\$32.01	\$32.65	\$33.63
RRSP	\$ 2.60	\$ 2.70	\$ 2.80

Shift Differential shall be two dollars (\$2.00) per hour for the second and third shifts.

Sixty (60) days after commencement of employment Welders in the "B" Welder 2 classification shall be reviewed by shop management to determine if the Employee is eligible to move to "B" Welder 1 classification.

ADDENDUM II
ALBERTA CUSTOM PIPE BENDING & MFG. (2010) LTD.

CONTRACT WELDERS

Reference: Article 4 – Union Security – Section 1

This Addendum is to be read in conjunction with the above referenced Article and Section.

“After forty-eight (48) hours where the Union has not been able to secure the necessary number of “B” Pressure Welders (possessing the required qualifications) within the initial call, the Employer may hire short-term contract Welders to undertake the required work until such time that the Union dispatch can supply the required qualified manpower. At that time, the short-term Welder’s contract will be terminated. The Employer agrees that it will advise the Union at the time of the expiration of the forty-eight (48) hour limit as to the hiring of contract Welders. As the contract Welders will not be hired as Alberta Custom Pipe Bending & MFG. (2010) LTD. Employees, the Union waives the need for them to become members of the Union within fifteen (15) days. This procedure is expected to be the exception rather than the rule, as it is anticipated that the Union will be able to supply the Employer’s manpower needs when requested to do so.”

EPVEO – BENEFITS PLAN

Represented companies: Alberta Custom Pipe Bending & Mfg. (2010) Ltd., Alberta Exchanger Ltd., Altex Industries Inc., CESSCO Fabrication and Engineering Ltd. & Dacro Industries Inc.

The Employer is part of Edmonton Pressure Vessel Employer Organization (EPVEO).

- Benefits are offered as per the EPVEO Agreement. The Benefits carriers are Canada Life (formerly known as Great West Life) and Wello. The benefits contracts apply from September 1, 2019 to August 31, 2022.
- The Benefits Summary represents only a summary of the design of your group insurance plan. You should review the insurer's booklet for a thorough understanding of your plan's principal features.
- The Employer will provide and fund Canada Life Policy 177229 and Wello at no cost to the Employees.
- The Employee shall bare no cost of this increased benefit for the duration of the Collective Agreement.
- Participation Status: Mandatory
Waiting Period: 90 Days of continuous employment applies to Cessco, Dacro Non-Union and Altex Industries
Waiting Period: 60 Days of continuous employment applies to Dacro, AB Custom Pipe and AB Exchanger
- The Employer will offer Optional Life Insurance (Canada Life Policy 177230)
The Employee elects the amount of optional coverage for themselves and their spouse and submits to Canada Life with medical evidence. If approved by Canada Life, the monthly premiums will be deducted from the Employee's pay.

BENEFITS SUMMARY		CANADA LIFE: EPVEO GROUP POLICY 177229
Life Insurance		
Schedule Amount		\$75,000
Reduction		Life Insurance reduced by 50% at age 65
Termination of Benefits		Earlier of termination, retirement or age 70
Dependent Life		
Spouse/Child		Spouse \$10,000 / Child \$5,000
Termination of Benefit		Earlier of Employee's termination, retirement or age 70
Accidental Death & Dismemberment		
Schedule Amount		\$75,000
Reduction		AD&D reduced by 50% at age 65
Termination of Benefit		Earlier of termination, retirement or age 70
Short Term Disability		
Schedule Amount Tax		67% of weekly earnings
Status		Taxable
Maximum Benefits Period		Equivalent to the Employment Insurance (EI) max – yearly update
Waiting Period – Accident/Hospital		0 Days (minimum 24-hour hospital stay)
Waiting Period – Illness		7 Days
EI Integration		Weeks 2 through 17 covered by EI (if eligible)
Maximum Benefits Period CPP		26 Weeks
Offset		All source
Termination of Benefits		Earlier of termination, retirement or age 65
Long Term Disability		
Schedule Amount Tax		67% of monthly earnings
Status		Taxable
Maximum/Non-Evidence Maximum		\$2,400/\$2,400
CPP Offset		All source
Elimination		26 Weeks
Definition of Disability		2 Year own occupation, any occupation thereafter
Termination of Benefit		Age 65
Health Care		
Deductible		Nil
Coinurance/ Reimbursement Level		100%
Covered Expenses Amounts Hospital		Will not exceed reasonable and customary charges
Accommodation		Semi-Private

BENEFITS SUMMARY Continues	CANADA LIFE: EPVEO GROUP POLICY 177229
Health Care Paramedical Calendar Year Maximum Paramedical Practitioners Coverage Includes Paramedical Calendar Year Maximum Paramedical Practitioners Includes Hearing Aids Coverage Outside Canada Coverage (Trip Duration)	\$300 per person per practitioner type Audiologist, Chiropractor, Homeopath, Massage Therapist, Naturopath, Occupational Therapist, Osteopath, Podiatrist/Chiropodist, Speech Therapist \$1,000 per person per practitioner type Physiotherapy / Psychologist / Social Worker / Psychotherapist combined \$1,500 per lifetime 90 Days
Health Care – Second Opinion Service Diagnostic & Treatment Support	Included – Best Doctors Ask the Expert, Best Doctors 360, FindBestCare, FindBestDoc, InterConsultation Support that connects seriously ill plan members with an array of resources that confirms correct diagnosis and treatment.
Health Care – Drugs Submission Type Coinsurance/ Reimbursement Level Formulary Lifestyle Drug Coverage Dispensing Fee Cap Maximum Termination Age	Pay Direct Drug Card 100% Drugs legally requiring a prescription – lowest cost generic Fertility, Anti-Obesity and Erectile Dysfunction Drugs excluded Vaccines are included Smoking Cessation drugs – lifetime maximum \$200 per person None Unlimited Earlier of termination or retirement – no age limit
Health Care – Vision Maximum Benefit – Employee Maximum Benefit – Dependents Eye Exam Coverage Termination Age	Per rolling 24 months (24 months per last reimbursement date) Lenses - \$800 per 24 months, frames - \$150 per 24 months Prescription Safety Glasses - \$400 per 12 months Laser Eye Surgery - \$1,900 lifetime maximum Lenses - \$550 per 24 months, frames - \$150 per 24 months Laser Eye Surgery – \$1,400 lifetime maximum Adults: 1 per 24 months, dependent children under 19 – 1 per 12 months Earlier of termination or retirement – no age limit
Dental Care Basic Coinsurance/ Reimbursement Level Major Restorative Coinsurance/ Reimbursement Level Combined Annual Maximum per Calendar Year Orthodontic Coinsurance/ Reimbursement Level Lifetime Maximum Recall Exam Units of Scaling Fee Guide Termination Age	100% 100% \$2,500 60% (dependent children between age 6 and 18 only) \$2,000 6 Months (fluoride for children up to 21 only) 12 per 12 months Current general guide Earlier of termination or retirement – no age limit
Survivors Benefits	1 Year coverage for dependents – Health, Dental, Drugs, Vision

BENEFITS SUMMARY	
CANADA LIFE: EPVEO GROUP POLICY 177230	
Optional Life Insurance Employee and/or Spouse	Units of \$10,000 to a maximum of \$500,000 The employee elects the amount of optional coverage for themselves and their spouse and submits evidence of good health. If approved by Canada Life, the monthly premiums will be deducted from the Employee's pay.
Termination of Benefits	Earlier of termination, retirement or age 65
BENEFITS SUMMARY	
WELLO: EPVEO POLICY	
Virtual Healthcare Service	Nurse Practitioners available over video, phone or messaging Book appt online via Member Portal; 24-7 On Call Urgent Care Diagnose & treat conditions, help to manage acute & chronic illnesses, health coaching, order & interpret tests, write & renew prescriptions, make specialist referrals, etc.
Termination Age	Earlier of termination or retirement – No age limit

MEMORANDUM OF AGREEMENT

BOILERMAKERS UNION LABEL

The INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS, AFL-CIO, and CLC recognizes the undersigned EMPLOYER as a BOILERMAKER UNION LABEL EMPLOYER who has signed an approved agreement with this BROTHERHOOD under which skilled workers and members of our craft enjoy a high standard of wages, hours, fringe benefits, and other conditions of employment.

In consideration thereof, the INTERNATIONAL BROTHERHOOD now authorizes this EMPLOYER to affix the BOILERMAKER UNION LABEL to products fabricated under the terms of this Collective Agreement in their shop or plant. The EMPLOYER agrees to be bound by the following procedures for affixing the label:

- 1) The BROTHERHOOD'S UNION LABEL is the property of the BROTHERHOOD and shall only be affixed to the EMPLOYER'S product by the UNION'S duly authorized UNION LABEL STEWARD. Such steward shall be designated to the Employer in writing by the Union.
- 2) This Memorandum of Agreement shall be valid only so long as the EMPLOYER'S LABOUR AGREEMENT with this BROTHERHOOD is approved and in full force and effect.

All the foregoing was agreed to this date, April 28, 2022 at Edmonton, Alberta by and between the INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS, AFL-CIO, CLC, and ALBERTA CUSTOM PIPE BENDING & MFG. (2010) LTD. (Company)

For the **INTERNATIONAL BROTHERHOOD**

For the **EMPLOYER**

[Redacted Signature]
Arnie Stadnick
Int'l. Vice-President for Canada

[Redacted Signature]
Ken Kjosness
Owner/President

[Redacted Signature]
Hugh MacDonald
Business Manager/Secretary Treasurer
Boilermakers Local Lodge 146