

General Presidents' Maintenance Committee for Canada

Saskatchewan General Presidents' Maintenance Agreements Renewal 2023

TERMS OF SETTLEMENT

Following discussions with affected Local Unions and employers, the General Presidents' Maintenance Committee for Canada has finalized the renewal of the General Presidents' Maintenance Agreement at the following project sites:

1. MOSAIC CANADA GROUP OF PLANT SITES Belle Plaine, Saskatchewan Colonsay, Saskatchewan Esterhazy, Saskatchewan
YARA BELLE PLAINE INC. Belle Plaine, Saskatchewan
2. AKZO NOBEL CHEMICALS LTD. Saskatoon, Saskatchewan

Below are the changes to the agreements. Some Article numbering may differ slightly from agreement to agreement. All other provisions of the agreement remain "as is."

1. ARTICLE 7.000 GRIEVANCE PROCEDURE - UPDATE
--

Existing Language:

- 7.100 It is agreed that it is the spirit and intent of this Agreement to adjust grievances promptly. All grievances, including discharge for just cause, but not those pertaining to jurisdictional disputes, that may arise on any work covered by this Agreement must be initiated within fifteen (15) working days of the incident by either the employee in Step 1 or the Local Union in Step II and shall be handled in the following manner:
- 7.101 Step 1 Between the aggrieved employee and/or their Steward and the Company supervisor.
- 7.102 Step II Between the aggrieved employee, their Steward and/or Local Union Business Representative and the Craft Foreperson, the Supervisor and the Project Manager. If settlement is not achieved at this step, the grievance must be presented in writing to the Company and to the International Representative of the Union involved.
- 7.103 Step III Between the International Union Representative and the Labour Relations Manager or the highest official of the Company. Carriage and control of any grievance at Step 3 and beyond rests solely with the International Union Representative.

7.104 Step IV By negotiation between a committee of the Unions signatory to this Agreement and senior officials of the Company at a meeting to be held at the place of work or a mutually agreeable location.

7.105 Step V If any dispute or grievance concerning the interpretation, application or violation of this Agreement cannot be settled through the procedure described above within ten (10) working days, the matter may be submitted by a Signatory Union to this Agreement or the Company, to a Board of Arbitration for adjudication. This Board shall consist of three (3) Arbitrators, one appointed by each party to this Agreement and the third, who shall act as Chairperson, to be selected by the two so appointed. The party desiring arbitration shall appoint its Arbitrator and shall give notice in writing to the other party together with a written statement of the question to be arbitrated.

In the event that the other party does not appoint its Arbitrator within three (3) days the appointment shall be made by the Minister of Labour for the Province in which the grievance occurs. In the event the two Arbitrators appointed cannot within three (3) days select a third Arbitrator who is willing to serve, the two Arbitrators shall jointly request the Minister of Labour of the Province in which the grievance occurs to designate the third Arbitrator who shall act as Chairperson. This Board when selected or appointed will proceed as soon as practicable to examine into the dispute or grievance and on the basis of the facts, render its judgment.

The majority or unanimous decision of the Board of Arbitration shall be final and binding and accepted by both parties for the duration of the Agreement.

In the event that a majority decision is not reached by the Board of Arbitration, the decision of the Chairperson shall be deemed to be the decision of the Board and shall be final and binding and accepted by both parties for the duration of the Agreement.

The Arbitration Board 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.

In arbitration proceedings, each party shall pay the expenses of its Arbitrator and the expenses of the Chairperson shall be shared equally by the parties. The Company shall provide the necessary facilities for the grievance meetings.

7.200 Grievance forms will be provided by the Company at the jobsite, or they may be downloaded from the General Presidents' Maintenance Committee website at www.gpmccanada.com

7.300 Where the Employers wishes to grieve a union, the above noted procedure may be used with modifications as appropriate.

New Language:

- 7.100 It is agreed that it is the spirit and intent of this agreement to address grievances promptly. All grievances, but not those pertaining to jurisdictional disputes, covering the interpretation, application, operation, terminations, or alleged violation of this collective agreement that may arise on any work covered by this agreement must be initiated in writing within ten (10) calendar days of the incident and shall be handled in the following manner:
- 7.101 Step I Between the aggrieved Employee / Craft Steward and the Employer foreperson / supervisor.
- A standard GPMC / NMC grievance form must be filled out by the Craft Steward/ Employer at this step. Grievance forms will be provided by the Company at the jobsite, or they may be downloaded from the General Presidents' Maintenance Committee website at www.gpmccanada.com
- If the grievance is not settled within seven (7) calendar days, then the grievance may be advanced to Step II. Written notice must be provided when advancing to the next step.
- 7.102 Step II Between the aggrieved employee, the Craft Steward and/or local Union business representative and the foreperson, the supervisor, and the project manager.
- If settlement is not achieved within seven (7) calendar days at Step II, the grievance may be advanced to Step III. Written notice must be provided to the International Union Representative and the Employer Representative when advancing to the next step.
- Timelines may be extended upon written agreement by both parties.
- 7.103 Step III Between the International Union Representative and the Labour Relations Manager or the highest official of the Employer.
- The carriage and control of any grievance at Step III and beyond, rests solely with the International Union Representative.
- If settlement cannot be reached within seven (7) calendar days at Step III, either Party may request a Step IV Grievance Hearing upon written notification to the Labour Relations Representative (GPMC/NMC).
- Timelines may be extended upon written agreement by both parties.
- 7.104 Step IV The Labour Relations Representative (GPMC/NMC) shall establish a Grievance Panel consisting of three (3) Committee Representatives within fourteen (14) calendar days of

notification, either at a mutually agreed to location or via electronic platform to hear the grievance.

Submissions from both the Union and the Employer to the grievance panel must include a copy of the grievance form, as indicated in 7.101, names of all grievors affected by the grievance and any other relevant information or documents pertaining to the grievance. Please note that the remedy requested by either party must clearly identified in writing on the grievance form.

All submissions shall be received by the Labour Relations Representative no later than three (3) calendar days prior to the scheduled hearing date.

The Grievance Panel shall render their decision in a timely manner.

If either party to the grievance does not accept the Grievance Panel's decision, they may advance the grievance to Step V upon written notification to the affected Party.

- 7.105 Step V If any dispute or grievance concerning the interpretation, application or violation of this agreement cannot be settled through the procedure described above, the matter may be submitted by the Union or the Employer to arbitration for adjudication within ten (10) calendar days.

2. ARTICLE 11.000 REFERRAL OF TRADESPEOPLE – PAYMENT FOR CLIENT AND CONTRACTOR ONLINE ORIENTATION

Add New Language:

11.401 Employer Online Orientation & Onboarding

If an employer requires an employee to complete online orientation and on-boarding, where applicable, the Employer shall estimate a reasonable amount of time to complete the online orientation and on-boarding where applicable. The Employer shall pay an allowance for completing the course(s) equal to the time estimated, multiplied by the straight time total package hourly rate.

11.402 Client Online Orientation & Onboarding

Employees will be compensated for the prescribed amount of time, multiplied by their straight time total package hourly rate, for completing any Owner / Client online orientation, onboarding or basic training courses required of an employee.

The Employer will identify the prescribed amount of time required for each course and include this information on the manpower request sent to the Local Union. The prescribed amount of time for each course shall also be forwarded to the administrative office of the

GPMC and the Maintenance Contractors Association. These Parties will review the documentation to ensure the time allocated is uniform for all Employers.

When a job call is cancelled, and employees at the direction of the Employer have completed the required course(s), this Article shall apply and those affected shall be compensated. Alternatively, compensation will not be provided to employees who complete the required course(s) but fail to report for duty.

3. ARTICLE 11.000 REFERRAL OF TRADESPEOPLE

Existing Language:

11.700 The parties to this Agreement recognize the importance of apprenticeship to the maintenance industry. The parties agree to support, wherever practicable, the employment of apprentices on maintenance projects to reflect acceptable reference agreement ratios.

Amended Language:

11.700 GPMA

The parties to this agreement recognize the importance of apprenticeship to the maintenance industry. The parties agree to support, wherever practicable, the employment of apprentices on maintenance projects to reflect acceptable reference agreement ratios. The Company will employ a minimum of 25% apprentices of the number of Journeypersons on the project (with a 30% component of identified apprenticeship) , unless varied by mutual agreement between the Company and Union as job conditions warrant. The Company will follow the policies established in the Local Agreement with respect to the granting of pay increments. Should the apprentice be requested by the Company to delay their school block, he or she will be paid their full increment upon completion of appropriate work hours. Any delayed schooling must be approved by the Local Union apprenticeship authority.

4. ARTICLE 12.000 WAGES

New Language:

12.103 Any enablement provisions made by the Local Unions to the wage rates or benefits packages and provided to contractors not signatory to the agreement will be extended to the GPMA Employers when bidding the same or similar work packages. In these circumstances maintenance will be at the enabled conditions.

5. ARTICLE 12.000 WAGES

Existing

- 12.500 Wages will be paid weekly by cheque or electronic deposit. The payroll period will generally close at 12:00 midnight on Saturday, however, in order to meet the job requirements, the Company may close the payroll earlier. This will be established as a job condition and those affected so notified. Wages will be distributed not later than the following Thursday before the end of the shift except during a week when a Statutory Holiday falls on a Monday in which case wages will be distributed no later than the following Friday before the end of the shift.

Amended

- 12.500 Wages will be paid weekly by cheque or electronic deposit. At the discretion of the Employer, an exception to direct deposit will be made where an employee is able to provide a letter from a recognized Canadian Financial Institution verifying that the employee is ineligible to establish banking arrangements. The payroll period will generally close at 12:00 midnight on Saturday, however, in order to meet the job requirements, the Company may close the payroll earlier. This will be established as a job condition and those affected so notified. Wages will be distributed not later than the following Thursday before the end of the shift except during a week when a Statutory Holiday falls on a Monday, in which case wages will be distributed no later than the following Friday before the end of the shift.

At the Employer's option, electronic pay records and records of Employment may be provided in lieu of printed records. Upon request from an employee that does not have the capability to access electronic records, printed pay records shall be issued. Upon request, a printed record of employment will be issued.

6. ARTICLE 12.000 WAGES

Existing Language:

- 12.501 Employees who are laid off or terminated from the services of the Company, shall normally receive their final wages, vacation pay due, employment insurance record of earnings, and apprenticeship books, before they leave the jobsite.

Amended

- 12.501 Employees who are separated from the services of the Company shall normally receive their final wages, vacation pay due, Record of Employment (ROE) on their next regularly scheduled pay period for the pay period in question.

When electronic deposits are made, the final deposit and other termination document mailings/filings must be made by the next pay period.

7. ARTICLE 12.000 WAGES – NEW ARTICLE 12.505

New Article

12.505 Should employees be short paid ten (10) or more hours or equivalent value on their weekly pay cheque or electronic deposit, the Company will provide a make up payment no later than the third business day after the shortage was brought to their attention. Should this payment not be made, the applicable provisions of Article 12.503 and Article 12.504 above will apply.

12.505(i) In the event that there is a payroll error (miscalculation) on the weekly pay cheque or electronic deposit where an employee is short paid less than ten (10) hours or equivalent, the Company will have two (2) payroll periods, after notification is provided to the Company in accordance with the Company's normal payroll query process, to provide a make-up payment. Should this make-up payment not be made within the two (2) payroll periods, the Company will pay a penalty of \$100.00 per day from the date the Company was notified.

Should the employee not submit a payroll query within three (3) weeks of the payroll error (miscalculation) the penalty payment of one hundred dollars (\$100.00) per day will be applicable from day fifteen (15) and thereafter from the submission of the query.

8. ARTICLE 12.000 WAGES – NEW ARTICLE
--

New Article

12.506 When the Company or the Employee becomes aware of an overpayment, the Company, the Union and the Employee will meet to negotiate the repayment terms.

9. ARTICLE 13.000 DAY WORK CONDITIONS
--

Existing

13.100 Eight (8) hours per day shall constitute a standard workday between the hours of 7:00 a.m. and 5:30 p.m. Forty (40) hours per week shall constitute a week's work, Monday to Friday inclusive.

As an option a ten (10) hour day, four (4) day work week, Monday through Thursday and/or Tuesday to Friday may be established. Start times may be staggered two (2) hours between 7:00 a.m. and 9:00 a.m. as above. The ten (10) hour system must operate for a minimum period of four (4) consecutive days before it is established as the regular hours of work. Once established it becomes the regular hours of work for those so assigned.

The noon unpaid lunch period will be one half (½) hour and may be staggered one (1) hour either way to accommodate production schedules and emergencies.

Amended

13.100 Eight (8) hours per day shall constitute a standard work day between the hours of 7:00 a.m. and 5:30 p.m. Forty (40) hours per week shall constitute a week's work, Monday to Friday inclusive.

As an option, a ten (10) hour per day, four (4) day work week, Monday to Thursday and/or Tuesday to Friday may be established. Start times may be staggered up to two (2) hours between 7:00 a.m. and 9:00 a.m. as above. The ten (10) hour system must operate for a minimum period of four (4) consecutive days before it is established as the regular hours of work. Once established it becomes the regular hours for those so assigned.

The noon lunch period will be one half (1/2) hour and may be staggered one (1) hour either way to accommodate production schedules and emergencies.

13.100(i) When ten (10) hour shifts are worked, in lieu of the work breaks and lunch breaks provided herein, the Employer shall have the option of scheduling two breaks of one half (½) hour each, paid at the applicable rate, approximately equally spaced in the ten (10) hour shift.

In the event an Employee is not able to observe their break they shall be compensated in the following manner:

- a) On a straight time, day, the Employee will be compensated an additional thirty (30) minutes paid at the time and one-half rate.
- b) On an overtime day, the Employee will be compensated an additional thirty (30) minutes at the double-time rate.

The noon lunch period (paid break) will be one half (1/2) hour and may be staggered one (1) hour either way to accommodate production schedules and emergencies. The above penalty clauses outlined in 16.100 a.) and b.) will apply in instances when the staggered lunch hour (paid break) is moved greater than one (1) hour either way to accommodate production schedules and emergencies as identified in 16.100.

13.100(ii) It is understood that in order to be compensated for either paid break an Employee must remain at the worksite at least two (2) hours past the end of the paid break unless the Employee has provided notification to the Employer at the beginning of the shift that they will leaving early.

10. LONG-TERM SHORT-TERM MAINTENANCE OVERTIME CONDITIONS
--

Existing Language

13.201 Long Term Maintenance & Short Term Maintenance

Time and one half (1-½) first two (2) hours Monday through Friday.

Doubletime (2) after first two (2) hours Monday through Friday, and all hours on Saturdays, Sundays and holidays.

13.202 Four (4) Ten (10) Hour Day Option

When the four (4) ten (10) hour day option is being worked, all hours in excess of ten (10) hours on any of the four (4) days will be paid at doubletime (2). When the Monday or Friday is worked, the first ten (10) hours will be at time and one-half (1½) and all hours in excess of ten (10) hours will be at doubletime (2).

Amended Language:

13.201 Long-Term and Short-Term Maintenance – Overtime Conditions:

a. Five Eight Hour Days (5x8)

Day of Week	Straight Time	Time and One Half (1.5x)	Double Time (2x)
Monday	8 hours	Up to 2 hours	After 10 hours
Tuesday	8 hours	Up to 2 hours	After 10 hours
Wednesday	8 hours	Up to 2 hours	After 10 hours
Thursday	8 hours	Up to 2 hours	After 10 hours
Friday	8 hours	Up to 2 hours	After 10 hours
Saturday		Up to 10 Hours	After 10 hours
Sunday			All hours
Stat Holiday			All hours

a. Four Ten Hour Day Option (4x10)

Monday to Thursday:

Day of Week	Straight Time	Time and One Half (1.5x)	Double Time (2x)
Monday	10 hours		After 10 hours
Tuesday	10 hours		After 10 hours
Wednesday	10 hours		After 10 hours
Thursday	10 hours		After 10 hours
Friday		Up to 10 Hours	After 10 hours
Saturday		Up to 10 Hours	After 10 hours
Sunday			All hours
Stat Holiday			All hours

Tuesday to Friday:

Day of Week	Straight Time	Time and One Half (1.5x)	Double Time (2x)
Monday		Up to 10 Hours	After 12 hours
Tuesday	10 hours		After 10 hours
Wednesday	10 hours		After 10 hours
Thursday	10 hours		After 10 hours
Friday	10 hours		After 10 hours
Saturday		Up to 10 Hours	After 10 hours
Sunday			All hours
Stat Holiday			All hours

9/80 Schedule Existing Chart Appendix 'D'

Existing Chart Appendix 'D'

	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Mon
Regular Hours	9	9	9	9	8			9	9	9	9			
Days Off						OFF	OFF					OFF	OFF	OFF
Overtime Payments	2 HRS 1 ½	2 HRS 1 ½	2 HRS 1 ½	2 HRS 1 ½	2 HRS 1 ½	DT	DT	DT	DT	DT	DT	10 HRS 1 ½	DT	DT
Total Regular Hours	44 HRS							36 HRS						

Amended Chart Appendix 'D'

	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Mon
Regular Hours	9	9	9	9	8			9	9	9	9			
Days Off						OFF	OFF					OFF	OFF	OFF
Overtime Payments	2 HRS 1 ½	2 HRS 1 ½	2 HRS 1 ½	2 HRS 1 ½	2 HRS 1 ½	10 HRS 1 ½	DT	DT	DT	DT	DT	10 HRS 1 ½	10 HRS 1 ½	DT
Total Regular Hours	44 HRS							36 HRS						

Language in Appendix 'D' will be updated to reflect the chart above.

11. ARTICLE 13.000 DAY WORK CONDITIONS

Existing

13.502 When foremen are required to arrive at work up to ½ hour prior to the normal starting time of the shift to organize work and obtain permits, they shall not be entitled to a meal or meal break as per Article 13.501 unless they work more than 2 hours beyond the end of their normal shift.

Amended

13.502 When the Foreperson is required to:

- 1) Start up to one (1) hour earlier, or
- 2) Finish up to one (1) hour later, or
- 3) Start up to one-half (1/2) hour earlier and finish up to one-half (1/2) hour later than the Forepersons crews, for the purposes of organizing work, obtaining permits or facilitating a transition to another shift, the foreperson shall not be entitled to a meal or meal break as per Clause 13.501 unless those provisions are applicable to the rest of the crew.

12. ARTICLE 14.000 SHORT SHIFT CONDITIONS
--

Existing

14.202 Employees working a shift except as outlined in 14.201 shall be paid a shift premium of \$2.50 per hour for all hours worked before 12:00 a.m. (midnight) and shall be paid a shift premium of \$2.50 per hour for all hours worked after 12:00 a.m. (midnight) including shifts worked on scheduled days off, Saturdays, Sundays and Statutory Holidays.

Amended

14.202 Employees working a shift except as outlined in 14.201 shall be paid a shift premium as of August 13, 2023 at \$3.50, August 1, 2024 at \$3.75 per hour for all hours worked before 12:00 a.m. (midnight) and shall be paid a shift premium as of August 13, 2023 at \$3.50, August 1, 2024 at \$3.75 per hour for all hours worked after 12:00 a.m. (midnight) including shifts worked on scheduled days off, Saturdays, Sundays and Statutory Holidays.

13. ARTICLE 15.000 LONG SHIFT CONDITIONS

Existing

15.400 Shift premium will be two dollars and fifty cents (\$2.50) per hour for afternoon shift and two dollars and fifty cents (\$2.50) per hour for midnight shift.

Amended

15.400 Shift premium will be three dollars and fifty cents (\$3.50) as of August 13, 2023, and three dollars and seventy-five cents (\$3.75) as of August 1, 2024.

14. ARTICLE 13.505 & 14.505 OVERTIME MEAL ALLOWANCE
--

Overtime Meal Allowance

Existing

13.505 & 14.505

It is understood that while the best possible situation is to provide an overtime meal and take a thirty (30) minute break at straight time rates, it is also recognized that there may be some situations where it is impractical to provide an overtime meal. When such events occur the Company shall provide the employees:

- (i) a payment of twenty-five dollars (\$25.00) as a meal allowance.

(ii) a payment of thirty (30) minutes at straight time rates in lieu of the meal break.

(iii) a fifteen (15) minute rest break at the applicable rate of pay.

Where a camp is provided, employees will not receive the twenty-five dollars (\$25.00) meal allowance where they are able to receive a camp meal at the end of their shift.

Amended

13.505 & 14.505

It is understood that while the best possible situation is to provide an overtime meal and take a thirty (30) minute break at straight time rates, it is also recognized that there may be some situations where it is impractical to provide an overtime meal. When such events occur the Company shall provide the employees:

(i) a payment of thirty dollars (\$30.00) as a meal allowance.

(ii) a payment of thirty (30) minutes at straight time rates in lieu of the meal break.

(iii) a fifteen (15) minute rest break at the applicable rate of pay.

Where a camp is provided, employees will not receive the thirty dollars (\$30.00) meal allowance where they are able to receive a camp meal at the end of their shift.

15. ARTICLE 16.000 STARTING AND QUITTING TIME CONDITIONS

Existing

16.100 After notifying the unions, the starting and quitting times of any shift, including day work, may be changed for all or any portion of a particular job. For the purpose of this Article, the standard workday of eight (8) hours for the job or portion thereof to which any such change of starting time applies, shall begin with such new starting time.

Amended

16.100 After notifying the Unions in writing, the starting and quitting times of any shift, including day work, may be changed for all or any portion of a particular job. For the purpose of this Article, the standard workday of eight (8) or ten (10) hours for the job or portion thereof to which any such change of starting time applies, shall begin with such new starting time.

Employees who are assigned to short shift work may only have the start time of their shift changed once during the calendar week. Otherwise, the first shift worked at the new start time will be at time and one-half (1 1/2) the straight time hourly rate.

16.	ARTICLE 29.000 ADMINISTRATION FUND – TRANSITION REMITTANCES TO ELECTRONIC FUNDS TRANSFER (EFT) & NEW LANGUAGE FOR ADMINISTRATION FUND APPENDIX (NEW APPENDIX TO BE ADDED TO COVER OFF)
-----	---

Existing Language:

28.100 The employer shall contribute an amount of ten (\$0.10) cents per hour earned to the General Presidents' Maintenance Committee Industry Administration Fund.

Amended Language:

28.100 The Employer and all Sub-Contractors to this Agreement shall contribute an amount of ten cents (\$0.10) per hour earned into the Administration Fund of the General Presidents' Maintenance Committee for Canada.

This amount shall be remitted monthly in accordance with the 'Administration Fund Appendix' attached to this agreement.

New Language for Administration Fund Appendix: **New Appendix to be added**

In accordance with Article 28.100, the Employer and all Sub-Contractors to this agreement shall pay ten cents (\$0.10) per hour earned into the Administration Fund of the General Presidents' Maintenance Committee for Canada.

This amount shall be remitted monthly by way of electronic fund transfer (EFT) by the fifteenth (15th) of the following month in which the hours were executed, along with the Remittance Form outlining the hours and trades being reported. The Remittance Form must be forwarded by e-mail to the following e-mail address: admin@gpmccanada.com

Remittances to the General Presidents' Maintenance Committee for Canada must include an additional 15% (HST) to be remitted along with the General Presidents' Maintenance Committee for Canada monthly remittances.

NOTICE TO CONTRACTORS

Contact the Administrative Office of the General Presidents' Maintenance Committee for Canada to obtain the appropriate information and to initiate the setup process for an electronic funds transfer (EFT). Employers unable to make payment by EFT will be granted an allowance to utilize post mail only in cases where a letter from their bank has been provided. Where an allowance has been provided the cheque and Remittance Form can mailed and made payable to:

General Presidents' Maintenance Committee for Canada
447 Frederick Street, Suite 100
Kitchener, Ontario
N2H 2P4

17. ARTICLE 31.000 DURATION OF AGREEMENT

Existing Language:

30.100 The duration of the Agreement will be three (3) years from July 1, 2015 to June 30, 2018 and shall continue from year to year thereafter unless notice of desire to negotiate changes or termination is given by either party at least sixty days (60) prior to such anniversary date. Changes by mutual consent of the parties are not excluded during the lifetime of this agreement.

Amended Language:

30.100 The duration of the Agreement will be two (2) years August 13, 2023, to June 30, 2025 and shall continue from year to year thereafter unless notice of desire to negotiate changes or termination is given by either party at least sixty days (60) prior to such anniversary date. Changes by mutual consent of the parties are not excluded during the lifetime of this agreement.

18. PRE-JOB INFORMATION MEETINGS

Add New Item of Understanding

The Employer is required to hold two (2) meetings per year to discuss all maintenance activities on site and invite both International and Local Union Representatives.

19. WORK BOOT ALLOWANCE

New Article

The Parties that maintenance employees who have completed twelve (12) months of service with the employer will be entitled to a work boot allowance of two hundred dollars (\$200.00). Subsequent payments will be made to the affected employee(s) after every additional twelve (12) months of service. Payment of the work boot allowance to existing employees upon the individual's established anniversary date of hire on record with the employer.

20. REPORTING TIME 20.106 & 20.201

Existing

- 20.106 When an employee reports to work and cannot work because of inclement weather he shall be paid two (2) hours reporting time and the employee must remain on the job for the two-hour period unless otherwise instructed by the Company Supervisor.
- 20.201 When an employee reports to work and is not given the opportunity to work because none is available or was not advised before the completion of the previous day's work, he shall be paid two (2) hours reporting time and allowed to leave the job immediately.

Amended

- 20.106 When an employee reports to work and cannot work because of inclement weather he shall be paid three (3) hours reporting time and the employee must remain on the job for the three-hour period unless otherwise instructed by the Company Supervisor.
- 20.201 When an employee reports to work and is not given the opportunity to work because none is available or was not advised before the completion of the previous day's work, he shall be paid three (3) hours reporting time and allowed to leave the job immediately.

21. CS2A AWARDS

New Article

- 25.600 All Employers signatory to this agreement commit to support the Canadian Safety Achievement Awards (CS2A) program through the submission of nominations annually.

22. NATIONAL DAY FOR TRUTH AND RECONCILIATION
--

Existing

- 18.200 Should any of the above listed holidays occur on a Saturday or Sunday, such holiday shall be observed on the preceding Friday or on the Monday. However, should the Owner determine another day be recognized for his operating personnel this day will be recognized by the Company forces.

Amended

- 18.200 Should any of the above listed holidays occur on a Saturday or Sunday, such holiday shall be observed on the preceding Friday or on the Monday. However, should the Owner determine another day be recognized for his operating personnel this day will be recognized by the Company forces.

The National Day for Truth and Reconciliation shall be observed on the day it falls and will not be moved for observance when the Holiday falls outside of an employee's regular work week. The National Day for Truth and Reconciliation is the only Holiday that this practice applies.

23. ASSOCIATION OF MAINTENANCE CONTRACTORS OF CANADA

New Language

Maintenance Contractors Association

The Parties recognize the formation by the Employers of the "Association of Maintenance Contractors of Canada" (AMCC) and agrees to deal with the said Association as the sole and exclusive agent of the Employers who are members thereof in the administration of a common Collective Agreement. The Association will not have bargaining authority to negotiate on behalf of any of the said Employers on an individual or collective basis.

Funding

Each Contractor working under the terms of this Collective Agreement shall contribute ten (10) cents for every hour worked by each employee covered by this Collective Agreement to the AMCC into the appropriate name of a specific fund/plan on or before the 15th day of the month following the month for which the contributions are owed. Such amounts (the "Industry Fund Contribution") shall be used as the Contractor's contribution towards the cost for the administration of the association and collective agreement. It is understood that the Industry Fund Contribution is in addition to the rates and other conditions of this Collective Agreement. The Industry Fund Contribution amount may be revised from time to time upon notice from the AMCC.

24. HOUSEKEEPING ITEMS

1.) Remove GPMA Article 11.600:

a. "When employees are absent from work and do not inform the project supervisor of the reason for their absence such employees may be disciplined."

2.) Article 12.000 Wages – identify that the rate is \$0.75 under the construction base rate for each trade affiliate.

- These are presently only included in the Wage and Benefit Schedule Appendix.

3.) Moving UA Canadian Training Trust Fund Language from 12.300 to UA Wage Schedule:

- "Management association funds, discretionary funds and premium for high or low work, hazardous work, dirty work, acid work and other similar fringes are excluded from this Agreement. The contribution to the U.A. Canadian Training Trust Fund is required under the Project Agreement."

4) Remove GPMA Article 13.300:

- "In no case shall overtime rates exceed double the hourly rate shown on the attached Wage and Benefit Schedule Page."

5.) Remove GPMA Article 13.400, 14.700, 17.401:

6.) Review Appendix 'A' CWW Schedules and remove those not being utilized.

7.) Remove Appendix B letters.

8.) Review agreement to ensure gender neutrality.

9.) GPMA Policy Understandings Appendix 'C'

- Remove item number 1
- Remove item number 2
- Remove Item # 4 and add to body of Appendix 'D'

10.) Remove Boilermakers from the signing page.

11.) Remove work boot allowance policy letter.

12). Remove item #4 in Appendix C Items of Understanding and place within the body of the 9/80 schedule.

13.) Production of Wage Schedules:

- The GPMC / NMC will work in cooperation with the Maintenance Contractors Association to produce maintenance wage schedules for all participating trades under the collective agreement.

14.) Delete Yara 9/80 work schedule from the Agreement.

Regards,



Brett McKenzie