

2016-2019

**COMMERCIAL AGREEMENT
COLLECTIVE LABOUR AGREEMENT**

BETWEEN

**THE SAINT JOHN MECHANICAL CONTRACTORS
EMPLOYER'S ASSOCIATION INC.**

AND

**CONTRACTORS
WHOSE NAMES ARE APPENDED HEREUNDER
HEREINAFTER CALLED THE "EMPLOYER" OF THE FIRST PART**

AND

**LOCAL UNION 213
OF THE UNITED ASSOCIATION OF
JOURNEYMEN AND APPRENTICES OF THE
PLUMBING AND PIPEFITTING INDUSTRY OF THE
UNITED STATES AND CANADA
HEREINAFTER CALLED THE "UNION" OF THE SECOND PART**

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ARTICLE 1 PURPOSE AND APPLICATION

- 1.01** THE PURPOSE OF THIS AGREEMENT IS TO PROMOTE AND MAINTAIN HARMONIOUS RELATIONS AND ESTABLISH AND SETTLE CONDITIONS OF EMPLOYMENT BETWEEN THE EMPLOYER AND THE UNION, TO RECOGNIZE THE MUTUAL VALUE OF JOINT DISCUSSIONS AND NEGOTIATIONS IN ALL MATTERS PERTAINING TO WORKING CONDITIONS, HOURS OF WORK, AND SCALE OF WAGES AND TO ENCOURAGE EFFICIENCY IN OPERATION AND TO PROMOTE THE MORAL, WELL BEING AND SECURITY OF ALL EMPLOYEES. BOTH PARTIES ENDORSE THE UNITED ASSOCIATIONS "STANDARDS FOR EXCELLENCE".
- 1.02** THIS AGREEMENT SHALL APPLY TO ALL PLUMBING AND PIPEFITTING AND MAINTENANCE IN THE COMMERCIAL AND RESIDENTIAL SECTORS OF THE COUNTIES OF SAINT JOHN, KINGS, QUEENS AND CHARLOTTE IN THE PROVINCE OF NEW BRUNSWICK.

ARTICLE 2 DEFINITIONS AND INTERPRETATIONS

- 2.01** EMPLOYEE MEANS A JOURNEYMAN OR APPRENTICE AS DEFINED IN 2.02 OR 2.03, OR 2.04 OR 2.05A OR 2.05B OR 2.05C.
- 2.02** JOURNEYMAN PLUMBER SHALL MEAN A PERSON WHO HAS RECEIVED A CERTIFICATE OF QUALIFICATION IN THE PLUMBING TRADE OR HOLDS A VALID PLUMBERS LICENSE.
- 2.03** JOURNEYMAN STEAMFITTER-PIPEFITTER SHALL MEAN A PERSON WHO HAS RECEIVED A CERTIFICATE OF QUALIFICATION IN THE TRADE OR HOLDS A VALID STEAMFITTER-PIPEFITTER LICENSE. NOTWITHSTANDING THE ABOVE, A JOURNEYMAN STEAMFITTER-PIPEFITTER SHALL ALSO MEAN A PERSON HAVING LONG WORKING EXPERIENCE AND IS KNOWN TO BE QUALIFIED AS A STEAMFITTER-PIPEFITTER WHO IS RECOGNIZED AS A JOURNEYMAN BY THE TRADE IN THE PROVINCE OF NEW BRUNSWICK.
- 2.04** APPRENTICE MEANS A PERSON WHO IS INDENTURED AS AN APPRENTICE IN THE PLUMBING AND PIPEFITTING INDUSTRY UNDER THE PROVINCE OF NEW BRUNSWICK APPRENTICESHIP AND OCCUPATIONAL CERTIFICATION ACT.

2.05 (A) INSTRUMENT MECHANIC SHALL BE A JOURNEYMAN WHO IS COMPETENT IN SERVICING, INSTALLING AND OVERHAULING PNEUMATIC AND ELECTRONIC CONTROL EQUIPMENT AND THEIR AUXILIARY EQUIPMENT, INCLUDING CALIBRATION AND LOOP CHECK.

A JOURNEYMAN WHO IS RECOGNIZED AS AN INSTRUMENT MECHANIC SHALL BE A PERSON WHO HAS PASSED EXAMINATION AS AN INSTRUMENT MECHANIC AS RECOGNIZED BY THE PROVINCE OF NEW BRUNSWICK.

2.05(B) WELDER SHALL MEAN A PERSON WHO HOLDS A CURRENT F3 - F4 QUALIFIED TICKET OR F4 QUALIFIED TICKET.

2.05 (C) GAS PIPEFITTER SHALL MEAN A PERSON WHO HAS RECEIVED A CERTIFICATE OF QUALIFICATION IN THE STEAMFITTER-PIPEFITTER TRADE OR IN THE PLUMBING TRADE AND HOLDS A VALID GAS PIPEFITTER LICENSE.

2.06 WORKING FOREMAN MEANS A QUALIFIED JOURNEYMAN WHO WORKS WITH THE TOOLS SUBJECT TO 14.21 AND HAS THE ABILITY TO ACCEPT RESPONSIBILITY, AND TAKES CHARGE OF THE ACTUAL INSTALLATION OF ANY PLUMBING AND/OR PIPEFITTING WORK OR IN LAYING OUT SUCH WORK FOR OTHER EMPLOYEES AND HAS BEEN APPOINTED WORKING FOREMAN BY HIS OR HER EMPLOYER.

2.07 NON-WORKING FOREMAN MEANS A QUALIFIED JOURNEYMAN WHO DOES NOT WORK WITH THE TOOLS SUBJECT TO ARTICLE 14.21 AND HAS THE ABILITY TO ACCEPT RESPONSIBILITY, AND TAKES CHARGE OF THE EMPLOYEES ENGAGED IN THE ACTUAL INSTALLATION OF ANY PLUMBING AND/OR PIPEFITTING WORK OR IN LAYING OUT OF SUCH WORK AND HAS BEEN APPOINTED NON-WORKING FOREMAN BY HIS OR HER EMPLOYER.

2.08 GENERAL FOREMAN MEANS A QUALIFIED EMPLOYEE WHO HAS THE ABILITY TO ACCEPT RESPONSIBILITY AND TO TAKE CHARGE OF NON-WORKING FOREMAN UNDER HIS OR HER DIRECTION. HE/SHE SHALL BE APPOINTED BY THE EMPLOYER WHEN THERE ARE THREE (3) NON-WORKING FOREMEN ON ANY ONE PROJECT BUT NOTHING SHALL PREVENT AN EMPLOYER FROM APPOINTING A GENERAL FOREMAN WHEN

THERE ARE LESS THAN THREE (3) NON-WORKING FOREMEN IF IT IS DESIRABLE TO DO SO.

2.09 EMPLOYER MEANS ANY PERSON (INCLUDING A PARTNERSHIP OR CORPORATION) WHO DOES ANY PLUMBING OR PIPEFITTING WORK AND WHO IS SIGNATORY TO THIS AGREEMENT BUT EXCLUDES AN EMPLOYEE UNDER THE TERMS OF THIS AGREEMENT.

PARTICIPATING EMPLOYER SHALL MEAN AN EMPLOYER WHO CONTRIBUTES TO THE TRUST FUNDS AT THE RATES SPECIFIED IN THE COLLECTIVE AGREEMENT IN FORCE FROM TIME TO TIME.

PARTICIPATING EMPLOYER SHALL ALSO MEAN THE N.B. PIPE TRADES ADMINISTRATION OFFICE, M.C.A. OF N.B. INC. OFFICE, AND THE JOINT APPRENTICESHIP TRAINING OFFICE WHO CONTRIBUTES TO THE TRUST FUNDS AND FOR THE PURPOSE OF CONTRIBUTIONS TO THE TRUST FUNDS THE LOCAL UNION WHO EMPLOY FULL OR PART TIME EMPLOYEES SHALL BE DEEMED A "PARTICIPATING EMPLOYER".

2.10 WORK MEANS PLUMBING, STEAMFITTING, GASFITTING, INDUSTRIAL PIPEFITTING OR HYDRAULIC PIPEFITTING INSTRUMENT FITTING, ALL PROCESS PIPING USED ABOVE AND BELOW GROUND AND UNDER WATER, ALL HEAT TREATING AND STRESS RELIEVING OF PIPE, ALL WELDING, TACKING AND BURNING CONNECTED WITH THE ABOVE, AND SHALL INCLUDE THE ASSEMBLING, ERECTING, ALTERING, SERVICING AND WORK AWARDED TO THE UNION PURSUANT TO ARTICLE 15 OF THIS AGREEMENT.

2.11 INDUSTRIAL PLUMBING AND PIPEFITTING MEANS ALL PLUMBING AND PIPEFITTING WORK REQUIRED IN OR PERFORMED AS PART OF ON-SITE FABRICATION, CONSTRUCTION AND ERECTION OF ALL HEAVY INDUSTRIAL DEVELOPMENT, INCLUDING BUT NOT LIMITED TO: OIL REFINERIES, CHEMICAL PLANTS, SMELTER COMPLEXES, THERMAL POWER PLANTS, HYDRO POWER PLANTS, NUCLEAR POWER PLANTS, HEAVY WATER PLANTS, PAPER MILLS, PULP AND SULPHITE MILLS, OIL TERMINAL COMPLEXES, L.N.G. TERMINALS, MINING COMPLEXES, NUCLEAR FUEL MANUFACTURING PLANTS, OIL BULK STORAGE PLANTS, INDUSTRIAL POLLUTION CONTROL PLANTS, INDUSTRIAL EFFLUENT CONTROL PLANTS OR WASTE OIL REFINERY

RECYCLING PLANTS, COMPRESSOR STATIONS, BOOSTER STATIONS, PRESSURE REDUCING STATIONS.

PRIOR TO WORK COMMENCING AT NEW OR EXISTING INDUSTRIES NOT LISTED ABOVE, THE EMPLOYER AND THE BUSINESS MANAGER OF THE UNION SHALL MEET AND AGREE TO THE TERMS UNDER WHICH THE WORK WILL BE CARRIED OUT.

2.12 COMMERCIAL PLUMBING AND PIPEFITTING MEANS ALL PLUMBING AND PIPEFITTING NOT COVERED UNDER THE DEFINITION OF INDUSTRIAL PLUMBING AND PIPEFITTING INCLUDING BUT NOT LIMITED TO THE INSTALLATION, SERVICE AND REPAIR OF ANY PLUMBING AND PIPEFITTING WORK IN DWELLING HOUSES, APARTMENT HOUSES, CHURCHES, SCHOOLS, HOSPITALS, INSTITUTIONAL BUILDINGS, COMMERCIAL BUILDINGS, FACTORIES, LIGHT INDUSTRIES, STORES, SHOPPING CENTRES, AND/OR BUILDING THAT WOULD NORMALLY BE OCCUPIED FOR DOMESTIC, COMMERCIAL AND INSTITUTIONAL PURPOSES.

PRIOR TO WORK COMMENCING AT NEW OR EXISTING INDUSTRIES NOT LISTED ABOVE, THE EMPLOYER AND THE BUSINESS MANAGER OF THE UNION SHALL MEET AND AGREE TO THE TERMS UNDER WHICH THE WORK WILL BE CARRIED OUT.

2.12(A) RESIDENTIAL PLUMBING AND PIPEFITTING MEANS ALL PLUMBING AND PIPEFITTING NOT INCLUDED IN THE DEFINITIONS MENTIONED IN ARTICLE 2.10 OR ARTICLE 2.11 BUT NOT LIMITED TO THE SERVICE, INSTALLATION OR REPAIR OF ANY PLUMBING OR PIPEFITTING WORK IN DWELLING HOUSES, RESIDENTIAL UNITS, APARTMENT BUILDINGS (NOT MULTI-RISE), NURSING HOMES, MOTELS, SMALL STORES AND BOUTIQUES (NOT IN THE MAIN SHOPPING MALL CONTRACT), SMALL BUSINESSES (NOT ENGAGED IN MANUFACTURING).

2.13 INDUSTRIAL MAINTENANCE MEANS ALL PLUMBING AND PIPEFITTING WORK REQUIRED IN OR PERFORMED AS PART OF THE REPAIR, SERVICE, AND MAINTENANCE OF INDUSTRIAL DEVELOPMENTS, OTHER THAN THAT OF A KIND NORMALLY REQUIRED IN SERVICING AND MAINTENANCE OF DOMESTIC, INSTITUTIONAL AND COMMERCIAL BUILDINGS. IF THE

PARTIES TO THIS AGREEMENT CONCLUDE AN INDUSTRIAL MAINTENANCE AGREEMENT THEN THIS AGREEMENT SHALL NOT APPLY.

2.14 GRIEVANCE MEANS A DIFFERENCE OR DISPUTE RESPECTING THE MEANING OF, OR VIOLATIONS OF ANY PROVISIONS OF THIS AGREEMENT.

2.15 PROVINCIAL MEANS THE PROVINCE OF NEW BRUNSWICK.

2.16 STRIKE SHALL BE DEFINED AS IN THE INDUSTRIAL RELATIONS ACT OF THE PROVINCE OF NEW BRUNSWICK.

2.17 LOCK-OUT SHALL BE DEFINED AS IN THE INDUSTRIAL RELATIONS ACT OF THE PROVINCE OF NEW BRUNSWICK.

2.18 THE REGULAR RATE OF PAY SHALL BE DEFINED AS “THE RATE OF PAY THAT IS APPLICABLE TO THE PARTICULAR DAY OR SHIFT IN QUESTION PLUS ANY SHIFT PREMIUM WHERE APPLICABLE”.

2.19 IN INTERPRETING THIS AGREEMENT, THE SINGULAR SHALL INCLUDE THE PLURAL AND THE PLURAL SHALL INCLUDE THE SINGULAR. THE MASCULINE SHALL INCLUDE THE FEMININE AND VICE VERSA AND HIS SHALL INCLUDE HER AND VICE VERSA.

2.20 IN INTERPRETING THIS AGREEMENT THE UNION SHALL MEAN THE EMPLOYEE AND THE EMPLOYEE SHALL MEAN THE UNION.

ARTICLE 3 RECOGNITION

3.01 THE EMPLOYER RECOGNIZES THE UNION AS THE SOLE BARGAINING UNIT FOR ALL PERSONS EMPLOYED AS PLUMBERS, PLUMBER APPRENTICES, STEAMFITTERS, STEAMFITTER APPRENTICES, PIPEFITTERS, PIPEFITTER APPRENTICES, GAS PIPEFITTERS, INSTRUMENT MECHANICS, INSTRUMENT MECHANIC APPRENTICES, PIPEFITTER WELDERS, WELDER APPRENTICES, FOREMEN AND GENERAL FOREMEN EMPLOYED WITHIN THE PROVINCE OF NEW BRUNSWICK, SAVE AND EXCEPT THOSE ABOVE THE RANK OF FOREMAN ON SALARY.

3.02

WHILE THIS AGREEMENT CONTINUES TO OPERATE NO CONDITIONS OF WORK SEPARATE AND APART FROM THE CONDITIONS SET OUT IN THIS AGREEMENT WILL BE SOUGHT OR CONDONED BY ANY MEMBER LOCAL UNION OF THE UNITED ASSOCIATION OR BY THE NEW BRUNSWICK PIPE TRADES ASSOCIATION AND NO CONDITIONS OF WORK SEPARATE AND APART FROM THE CONDITIONS SET OUT IN THIS AGREEMENT WILL BE SOUGHT OR CONDONED BY ANY MEMBER OF THE SAINT JOHN MECHANICAL CONTRACTORS EMPLOYER'S ASSOCIATIONS INC. OR EMPLOYERS SIGNATORY TO THIS AGREEMENT OR WHO BECOME SIGNATORY TO THIS AGREEMENT. (SUBJECT TO CLAUSE 9.01, 9.02, AND 6.02.)

3.03

THE UNION AND ALL ITS MEMBERS RECOGNIZE THE MECHANICAL CONTRACTORS ASSOCIATION OF NEW BRUNSWICK INC. AND THE SAINT JOHN MECHANICAL CONTRACTORS EMPLOYER'S ASSOCIATION INC. AS THE SOLE COLLECTIVE BARGAINING AGENT FOR ALL MEMBER CONTRACTORS AND/OR ANY OTHER NATIONAL CONTRACTOR OR CONTRACTORS WHO REQUIRE THE SERVICES OF UNION MEMBERS IN THE PROVINCE OF NEW BRUNSWICK.

3.04

SUBCONTRACTING

THE EMPLOYER AGREES NOT TO SUBLET ANY WORK NORMALLY COVERED UNDER THIS AGREEMENT UNLESS THE CONTRACTOR TO WHOM THE WORK IS SUBLET IS UNDER AGREEMENT WITH THE UNION.

THE UNION AGREES THAT ANY MEMBER WHO WORKS FOR HIMSELF OR FOR A CONTRACTOR WHO IS NOT SIGNATORY TO THIS AGREEMENT SHALL BE CHARGED BY HIS LOCAL UNION. FAILURE BY THE UNION TO ABIDE BY THE TERMS OF THIS ARTICLE SHALL CAUSE THE ARTICLE TO BE VOID.

IT IS NOT THE INTENTION OF THIS ARTICLE TO ESTABLISH WORK JURISDICTION.

ARTICLE 4 MANAGEMENT RIGHTS

4.01 THE UNION RECOGNIZES THE RIGHT OF THE EMPLOYER TO OPERATE AND MANAGE ITS BUSINESS IN ALL RESPECTS SUBJECT TO THE TERMS OF THIS AGREEMENT.

4.02 THE UNION ACKNOWLEDGES THAT IT IS THE EXCLUSIVE FUNCTION OF THE EMPLOYER TO HIRE, PROMOTE, DEMOTE, TRANSFER AND SUSPEND EMPLOYEES AND ALSO THE RIGHT OF THE EMPLOYER TO DISCIPLINE OR DISCHARGE ANY EMPLOYEE FOR JUST CAUSE, BUT SUBJECT TO THE PROVISIONS OF THIS AGREEMENT.

AN EMPLOYEE HAS THE RIGHT TO REFUSE A TRANSFER WITHOUT BEING PENALIZED AND IF THE EMPLOYER HAS NO OTHER WORK FOR HIM HE SHALL BE LAID OFF.

THE EMPLOYER SHALL ONLY BE PERMITTED TO TRANSFER EMPLOYEES TO WORK COVERED UNDER THIS COLLECTIVE AGREEMENT.

TRANSFER IS DEFINED AS: THE TRANSFER OF EMPLOYEES TO OTHER COMMERCIAL OR RESIDENTIAL JOBS THE EMPLOYER MAY HAVE IN THE SAME GEOGRAPHIC AREA.

TRANSFER DOES NOT INCLUDE TRANSFER OF EMPLOYEES TO JOBS THE EMPLOYER MAY HAVE IN ANOTHER GEOGRAPHIC AREA OR THE TRANSFER OF EMPLOYEES TO INDUSTRIAL WORK, WHICH IS COVERED BY A COLLECTIVE AGREEMENT SPECIFICALLY FOR THAT TYPE OF WORK.

IN AREAS WHERE TRANSFERS ARE PERMITTED BETWEEN COMMERCIAL JOBS IT IS AGREED THAT TRANSFERS SHALL NOT DISPLACE EXISTING EMPLOYEES. EXISTING EMPLOYEES SHALL NOT BE LAID OFF FOR TEN (10) WORK DAYS AFTER A TRANSFER OF EMPLOYEES TAKES PLACE UNLESS GENERAL LAY-OFF OCCURS FROM COMPLETION OF WORK. BEFORE A LAY-OFF OCCURS FROM MATERIAL SHORTAGE OR DESIGN CHANGE THE BUSINESS MANAGER OF THE LOCAL WILL BE CONSULTED.

4.03 THE EMPLOYER HAS THE EXCLUSIVE RIGHT TO APPOINT A FOREMAN AT THE FOREMAN'S HOURLY RATE OF WAGES AND WHEN REQUIRED REVERT A FOREMAN BACK TO A JOURNEYMAN'S RATE. SHOULD ANY DISPUTE ARISE ON THE JOB OVER THE APPOINTMENT OR DEMOTION OF A FOREMAN THE EMPLOYEES MUST REMAIN ON THE JOB AND AT WORK UNTIL SUCH DISPUTE IS SETTLED UNDER THE GRIEVANCE AND ARBITRATION PROCEDURE.

ARTICLE 5 RESPONSIBILITIES

5.01 UNION RESPONSIBILITIES: THE UNION AGREES THAT THERE SHALL BE NO STRIKE, WALK-OUT, OR SLOW-DOWN ON THE PART OF ANY EMPLOYEE NOR SHALL THE UNION DECLARE, AUTHORIZE, CONDONE, OR PARTICIPATE IN A STRIKE, WALK-OUT OR SLOW-DOWN WHILE THIS AGREEMENT CONTINUES TO OPERATE.

5.02 EMPLOYER RESPONSIBILITIES: THE EMPLOYER AGREES THAT THERE SHALL BE NO LOCKOUT OF EMPLOYEES WHILE THIS AGREEMENT CONTINUES TO OPERATE.

ARTICLE 6 JOINT CONFERENCE BOARD AND LOCAL LABOUR MANAGEMENT COMMITTEE

6.01 A PROVINCIAL JOINT CONFERENCE BOARD WILL BE FORMED COMPOSED OF EQUAL REPRESENTATIVES OF THE NEW BRUNSWICK PIPE TRADES ASSOCIATION AND REPRESENTATIVES OF THE MECHANICAL CONTRACTORS ASSOCIATION OF NEW BRUNSWICK AND A REPRESENTATIVE FROM THE SAINT JOHN MECHANICAL CONTRACTORS EMPLOYER'S ASSOCIATION INC. WHOSE REPRESENTATIVE JOINTLY WILL BE EQUAL IN NUMBER TO THOSE OF THE N.B. PIPE TRADES ASSOCIATION. A QUORUM, WHICH SHALL BE THREE (3) REPRESENTATIVES OF EACH PARTY.

THIS BOARD MAY ESTABLISH REGULATIONS COVERING THE CONDUCT OF SUCH ASSOCIATIONS AND EMPLOYEES OF THE MECHANICAL CONTRACTORS ASSOCIATION OF NEW BRUNSWICK INC. AND EMPLOYEES OF THE SAINT JOHN MECHANICAL CONTRACTORS EMPLOYER'S ASSOCIATION INC.

6.02 WHEN IN THE OPINION OF THE PARTIES TO THIS AGREEMENT CERTAIN WORK MIGHT BE SECURED OR CERTAIN JOBS REQUIRE SPECIAL CONDITIONS THAT WILL NOT PERMIT THE FULFILLMENT OF ALL ARTICLES OF THIS AGREEMENT AND IT IS FOUND NECESSARY AND EXPEDIENT THAT WITH SOME MODIFICATION OF THIS AGREEMENT SUCH WORK COULD BE SECURED OR SUCH SPECIAL CONDITIONS COULD BE ACCOMMODATED, THE PROVINCIAL JOINT CONFERENCE BOARD MAY MAKE SUCH ARRANGEMENTS TO GOVERN THE CHANGES AND NOTIFY THE PARTIES TO THIS AGREEMENT AND SUCH SHALL NOT BE CONSIDERED A VIOLATION OF THIS AGREEMENT.

6.03 THE PARTIES SHALL NOTIFY EACH OTHER OF THEIR APPOINTMENTS WHO WILL SERVE UNTIL NOTIFICATION IS GIVEN OF THEIR REPLACEMENTS. THE CHAIRMAN SHALL BE CHOSEN FROM ONE GROUP AND THE SECRETARY FROM THE OTHER.

6.04 **LOCAL LABOUR-MANAGEMENT COMMITTEE**
A LOCAL LABOUR-MANAGEMENT COMMITTEE WILL BE FORMED COMPOSED OF THREE (3) REPRESENTATIVES DESIGNATED BY THE EMPLOYER ASSOCIATION AND THREE (3) REPRESENTATIVES DESIGNATED BY THE UNION. A QUORUM SHALL BE TWO (2) REPRESENTATIVES OF EACH PARTY. THE COMMITTEE SHALL MEET MONTHLY AND MAY MAKE RECOMMENDATIONS CONCERNING THE ADJUSTMENT OF MATTERS OF CONCERN BY ANY OF THE PARTIES AND THE ESTABLISHMENT OF REGULATIONS GOVERNING THE CONDUCT OF THE PARTIES AND OF EMPLOYEES COVERED BY THE TERMS OF THIS AGREEMENT.

PRIOR TO THE EMPLOYER CHANGING EXISTING CONDITIONS OR INTRODUCING NEW CONDITIONS HE WILL PRIOR CONSULT WITH THE BUSINESS MANAGER OF THE UNION OR HIS DESIGNATE.

IF THE LOCAL LABOUR-MANAGEMENT COMMITTEE FAILS OR REFUSES TO ACT WITHIN FOUR (4) DAYS OF RECEIPT OF A GRIEVANCE THEN THE AGGRIEVED PARTY MAY PROCEED TO THE PROVINCIAL JOINT CONFERENCE BOARD.

ARTICLE 7 UNION SECURITY

7.01 THE EMPLOYER AGREES TO GIVE PROPERLY QUALIFIED MEMBERS OF THE UNION WITHIN THE JURISDICTION OF THE LOCAL UNION IN THE AREA WHERE THE WORK IS BEING PERFORMED FIRST PREFERENCE OF EMPLOYMENT AT ANY TIME. PROPERLY QUALIFIED MEMBERS OF THE UNITED ASSOCIATION LOCAL UNIONS WITHIN THE PROVINCE OF NEW BRUNSWICK WILL RECEIVE SECOND PREFERENCE OF EMPLOYMENT AT ANY TIME. THE UNION SHALL HAVE TWO (2) WORKING DAYS TO SUPPLY QUALIFIED UNION MEMBERS.

7.02 THE EMPLOYER AGREES TO GIVE PROPERLY QUALIFIED MEMBERS OF THE LOCAL UNION, HAVING JURISDICTION ON THE JOB SITE, FIRST PREFERENCE OF EMPLOYMENT TO FILL POSITIONS OF FOREMAN AND GENERAL FOREMAN IF MEMBERS HAVE THE NECESSARY QUALIFICATIONS, WHICH WILL BE DETERMINED BY THE EMPLOYER.

IF PROPERLY QUALIFIED MEMBERS ARE UNAVAILABLE TO FILL THE POSITIONS OF FOREMAN AND GENERAL FOREMAN IN THE LOCAL AREA, THE EMPLOYER SHALL USE THE PREFERENCE AS OUTLINED IN ARTICLE 7.01, IF SECOND PREFERENCE MEMBERS HAVE THE NECESSARY QUALIFICATIONS.

CONSIDERATION WILL BE GIVEN TO MEMBERS WHO HAVE PARTICIPATED IN THE UA/MCA SUPERVISORY TRAINING PROGRAM.

PREFERENCE WHEN ESTABLISHING OVERTIME OR SHIFT WORK, WITH EMPLOYEES PRESENTLY EMPLOYED BY THE EMPLOYER, WILL BE GIVEN TO JOURNEYMEN IN THE PREFERENCE OUTLINED IN ARTICLE 7.01 AND WILL BE ARRANGED BEFORE WORK COMMENCES AND CREWS WILL NOT BE CHANGED AFTER WORK HAS STARTED.

ON SPORADIC OVERTIME, CREWS PERFORMING THE WORK DURING THE REGULAR HOURS WILL CONTINUE PERFORMING THE WORK ON OVERTIME.

WHEN ON THE JOB TRAINING IS PROVIDED BY THE EMPLOYER, IN NEW OR SPECIAL SKILLS, THE PREFERENCE FOR TRAINING WILL BE GIVEN TO MEMBERS OUTLINED IN ARTICLE 7.01.

SPORADIC IS DEFINED AS MEANING, ON RARE OCCASIONS OR SCATTERED INSTANCES, SUCH AS WHEN WORK IS TO CONTINUE UNEXPECTEDLY AFTER THE SHIFT ENDS. IT DOES NOT APPLY TO WORK TO BE CARRIED OUT ON WEEKENDS OR HOLIDAYS.

7.03 THE EMPLOYER AGREES THAT IT SHALL BE A CONDITION OF EMPLOYMENT OF ALL EMPLOYEES SUBJECT TO THE TERMS OF THIS AGREEMENT THAT, AFTER THIRTY (30) DAYS CONTINUOUS EMPLOYMENT THEY SHALL PAY THE REGULAR UNION DUES. THE EMPLOYEE AGREES AS A CONDITION OF EMPLOYMENT TO GIVE WRITTEN AUTHORIZATION THAT SUCH DUES BE DEDUCTED.

7.04 THE EMPLOYER AGREES THAT ALL MEMBERS OF THE UNION MUST MAINTAIN THEIR MEMBERSHIP IN GOOD STANDING AS A CONDITION OF EMPLOYMENT.

7.05 THE EMPLOYER SHALL DEDUCT UNION DUES FROM THE PAY OF EACH EMPLOYEE WHO IS A MEMBER OF THE UNION AND EACH EMPLOYEE WHO IS NOT A MEMBER OF THE UNION BUT HAS BEEN EMPLOYED FOR THIRTY (30) DAYS.

7.06 SUCH DUES SHALL BE DEDUCTED FROM THE FIRST PAY PERIOD OF EACH MONTH AND SHALL BE REMITTED IN SUFFICIENT TIME SO AS TO BE RECEIVED BY THE 20TH DAY OF THE SAME MONTH IN WHICH THEY WERE DEDUCTED.

DUES ARE TO BE REMITTED TO THE TREASURER OF THE UNION OR SUCH OFFICIAL AS IS DESIGNATED BY THE UNION IN WRITING FROM TIME TO TIME.

DUES RECEIVED BY THE TREASURER OF THE UNION AFTER THE 20TH DAY OF THE MONTH IN WHICH THEY WERE DEDUCTED WILL BE CLASSED AS OVERDUE. A DELINQUENCY ASSESSMENT OF THREE PERCENT (3%) OF THE TOTAL MONIES OVERDUE WILL BE APPLIED AGAINST THE EMPLOYER. THIS ASSESSMENT MUST BE REMITTED PRIOR TO REMITTING THE DUES FOR THE FOLLOWING MONTH.

IF DUES ARE NOT RECEIVED BY THE TREASURER OF THE UNION AT THE END OF THE MONTH, THE THREE PERCENT (3%) ASSESSMENT WILL CONTINUE TO APPLY FOR EACH MONTH THEREAFTER UNTIL SUCH DUES ARE RECEIVED.

THE UNION WILL TAKE LEGAL ACTION AGAINST AN EMPLOYER WHO FAILS TO REMIT DUES IN THE SAME MONTH IN WHICH THEY ARE DEDUCTED AND THE COST OF SUCH ACTION WILL BE BORNE BY THE EMPLOYER.

FAILURE TO REMIT DUES IN TIME MAY ALSO BE THE CAUSE FOR EMPLOYEES TO BE REMOVED FROM THE JOB SITE BY THE BUSINESS MANAGER.

TO BE REVIEWED MONTHLY BY THE FINANCIAL SECRETARY TREASURER OF LOCAL 213.

SUCH ACTION WILL NOT BE CONSIDERED A VIOLATION OF THIS AGREEMENT.

7.07 SUCH PAYMENTS WILL BE ACCOMPANIED BY A LIST OF THE NAMES OF THE EMPLOYEES, SOCIAL INSURANCE NUMBER AND LOCAL UNION TO WHICH THE MEMBER BELONGS, FROM WHOM THE DEDUCTIONS HAVE BEEN MADE, AND BE REMITTED ON THE PROPER FORMS SUPPLIED FOR THIS PURPOSE.

7.08 THE EMPLOYER AGREES THAT TRANSFERRING EMPLOYEES FROM THE AREA COVERED BY THE COMMERCIAL AGREEMENT TO JOBS THE EMPLOYER MAY HAVE IN THE AREA COVERED BY THE INDUSTRIAL AGREEMENT IS NOT PERMITTED.

EMERGENCY SERVICE WORK IN AN INDUSTRIAL PLANT IS NOT DEEMED A TRANSFER.

THE EMPLOYER HAS THE RIGHT TO MOVE ONE KEY EMPLOYEE PER COMPANY TO ANY JOB SITE, INDUSTRIAL OR COMMERCIAL IN THE GEOGRAPHIC AREA.

ARTICLE 8 HIRING AND TERMINATION

8.01 THE EMPLOYER OR HIS / HER REPRESENTATIVE SHALL BE PERMITTED TO CONTACT THE MEMBERS AT THEIR HOME FOR EMPLOYMENT.

THE EMPLOYER RECOGNIZES THE UNION AS THE SOURCE OF MEMBERS FOR EMPLOYMENT.

THE EMPLOYER MAY NAME HIRE THE FIRST FIVE (5) JOURNEYMEN PER COMMERCIAL PROJECT. THE REMAINING SHALL BE HIRED ON THE BASIS OF ONE (1) SELECTED BY TEH UNION FROM THE QUALIFIED MEMBERS' LIST AND ONE (1) SELECTED BY THE EMPLOYER. THE PARTIES AGREE THAT MEMBERS NOT REQUIRING BOARD OR TRAVEL WILL BE CONSIDERED WHEN HIRING FOR PROJECTS.

NOTHING SHALL PROHIBIT THE EMPLOYER FROM TRANSFERRING EMPLOYED MEMBERS, DEFINED AS THOSE EMPLOYED WITH THE EMPLOYER FOR AT LEAST SIX (6) MONTHS CONSECUTIVELY TO MEET MANPOWER REQUIREMENTS.

EMPLOYERS, PROVIDED NOTIFICATION IS GIVEN THE LOCAL UNION WHERE THE WORK IS BEING DONE, MAY HIRE TWO (2) UNITED ASSOCIATION JOURNEYMEN FROM OUTSIDE THE LOCAL UNION, EITHER LOCAL # 213 OR # 325, AS THE CASE MAY BE. EMPLOYERS ARE LIMITED TO HIRING TWO SUCH PERSONS PER PROJECT TO A MAXIMUM OF THREE (3) PROJECTS AT ANY ONE TIME. THESE TWO (2) MEMBERS HIRED WILL BE CONSIDERED PART OF THE FIVE (5) UNION MEMBERS NAME HIRED AS PER THIS ARTICLE ABOVE AND ARE NOT SUBJECT TO TRANSFER.

8.02 THE EMPLOYER AGREES THAT NO UNITED ASSOCIATION MEMBER SHALL BE HIRED WITHOUT A WORK REFERRAL SLIP FROM THE UNION OFFICE OR DESIGNATED UNION OFFICIAL AND BE IN POSSESSION OF CERTIFICATES OF QUALIFICATION AND LICENSES FOR THE WORK REQUIRES AND A N.B.S.C.A. PASSPORT WITH CURRENT STICKERS FOR CONSTRUCTION SAFETY ORIENTATION, W.H.M.I.S., FALL PROTECTION, CONFINED SPACE AND ANY OTHER CURRENT STICKERS DEEMED NECESSARY AND MUTUALLY AGREED TO AS BY THE EMPLOYER'S ASSOCIATION AND THE UNION FOR THE WORK REQUIRED. THE UNION AGREES TO GIVE A WORK REFERRAL

SLIP TO ANYONE HIRED UNDER THE TERMS OF THIS AGREEMENT. ANY UNITED ASSOCIATION MEMBER HIRED UNDER THE TERMS OF THIS AGREEMENT SHALL NOT WORK UNDER THE TERMS AND CONDITIONS OF ANY OTHER AGREEMENT SUBJECT TO CLAUSE 4.02. THE WORK REFERRAL SLIP SHALL CONTAIN THE PERMANENT ADDRESS OF THE EMPLOYEE.

AN EMPLOYEE WHO HAS BEEN REFERRED AS A WELDER SHALL NOT BE EMPLOYED AS A PIPEFITTER OR VICE-VERSA UNLESS HE/SHE IS QUALIFIED AND PRIOR APPROVAL OF THE BUSINESS MANAGER IS OBTAINED.

8.03

ALL APPRENTICES SHALL BE EMPLOYED IN ACCORDANCE WITH THE PROVISIONS OF THE APPRENTICESHIP AND OCCUPATIONAL CERTIFICATION ACT AND THE J.A.T.C.

THE EMPLOYER WILL EMPLOY APPRENTICES WHEN AVAILABLE IN THE RATIO OUTLINED IN ARTICLE 8.05.

THE BUSINESS MANAGER WHEN RECEIVING CALLS AT THE UNION OFFICE FOR MORE THAN FIVE (5) JOURNEYMEN SHALL DISPATCH AN APPRENTICE FOR EMPLOYMENT, WHEN AVAILABLE.

APPRENTICES WHEN EMPLOYED WILL BE UNDER THE INSTRUCTION OF A JOURNEYMAN PIPE FITTER, PLUMBER, OR WELDER AT ALL TIMES, EXCEPT A FOURTH YEAR APPRENTICE.

WELDER APPRENTICES MAY WORK WITHOUT THE SUPERVISION OF A JOURNEYMAN WELDER WITHIN THE PARAMETERS OF THEIR QUALIFICATIONS.

8.04

THE EMPLOYER FOR THE FIRST JOURNEYMAN PLUMBER EMPLOYED SHALL BE PERMITTED TO EMPLOY ONE PLUMBER APPRENTICE.

THE PERMITTED RATIO ON ONE (1) JOURNEYMAN TO ONE (1) APPRENTICE SHALL APPLY UP TO A MAXIMUM OF FIFTEEN (15) JOURNEYMEN OF EACH TRADE QUALIFICATION AFTER WHICH THE RATIO OF JOURNEYMEN TO APPRENTICES SHALL BE FIVE (5) TO ONE (1).

THE PERMITTED RATION OF WELDER APPRENTICES TO JOURNEYMAN WELDERS SHALL BE ONE WELDER TO EIGHT (8) JOURNEYMAN WELDERS.

EMPLOYERS REQUIRING PERSONS FOR APPRENTICES ARE TO BE HIRED FROM THE LIST ON FILE IN THE UNION OFFICE. THIS LIST IS TO BE MADE AVAILABLE TO THE EMPLOYER ON REQUEST.

NEW APPRENTICES MUST HAVE A WORK REFERRAL SLIP FROM THE UNION OFFICE BEFORE BEING HIRED.

8.05 WHERE EMPLOYMENT IS TERMINATED BY THE EMPLOYER, THE EMPLOYEE SHALL BE GIVEN TWO (2) HOURS NOTICE, AT THE END OF WHICH TIME HE\SHE SHALL BE PAID IN FULL AND GIVEN HIS\HER RECORD OF EMPLOYMENT AND VACATION PAY, IF ANY.

HE\SHE SHALL BE PAID FOR HIS\HER REGULAR SCHEDULED HOURS UNTIL THESE CONDITIONS HAVE BEEN MET.

EMPLOYEES DISCHARGED FOR JUST CAUSE SHALL BE PAID IN FULL IMMEDIATELY EXCEPT EMPLOYEES WHO ARE DISCHARGED FOR REPORTING FOR WORK INTOXICATED, OR BRINGING ALCOHOL OR NON-PRESCRIPTION DRUGS ON THE JOB, OR FIGHTING ON THE JOB, SUCH EMPLOYEES WILL BE REMOVED FROM THE JOB SITE AND SHALL RECEIVE THEIR PAY IN FULL AND RECORD OF EMPLOYMENT BY REGISTERED MAIL.

EMPLOYEE WORKING ON MAINTENANCE, FOR AN EMPLOYER WHOSE WORK IS OTHER THAN CONTRACT WHEN TERMINATED SHALL BE PAID IN FULL AND GIVEN HIS\HER RECORD OF EMPLOYMENT AND VACATION PAY THE FOLLOWING WORK DAY.

8.06 WHEN EMPLOYMENT IS TERMINATED BY THE EMPLOYEE, HE\SHE SHALL GIVE NOTICE IN THE FIRST TWO (2) HOURS OF THE SHIFT IN ORDER TO RECEIVE HIS\HER WAGES EARNED IN FULL, VACATION PAY, IF ANY, AND HIS\HER E.I. RECORD OF EMPLOYMENT BY THE END OF THE SHIFT.

8.07 SHOULD IT BECOME NECESSARY FOR AN EMPLOYER TO REDUCE HIS\HER WORKING FORCE, THEN THE EMPLOYER

SHALL TERMINATE THE EMPLOYMENT IN THE FOLLOWING SEQUENCE:

- (1.) EMPLOYEES HAVING NO PREFERENCE OF EMPLOYMENT.
- (2.) EMPLOYEES HAVING SECOND PREFERENCE OF EMPLOYMENT.
- (3.) EMPLOYEES HAVING FIRST PREFERENCE OF EMPLOYMENT.

ARTICLE 9 WORK TIME

9.01 DAY SHIFT

REGULAR WORKING DAYS SHALL BE FROM MONDAY TO FRIDAY INCLUSIVE, EXCLUDING HOLIDAYS. HOLIDAYS SHALL MEAN THOSE DAYS HEREINAFTER SPECIFIED SO TO BE.

REGULAR WORKING HOURS, MONDAY TO FRIDAY, WHICH SHALL CONSTITUTE THE DAY SHIFT SHALL BE FROM 8AM TO 4:30PM WITH ONE HALF HOUR FOR LUNCH FROM 12 NOON TO 12:30PM.

WHEN IT IS MUTUALLY ADVANTAGEOUS FOR THE UNION AND THE EMPLOYER ON A PARTICULAR JOB SITE TO CHANGE THE ABOVE NOTED HOURS OF WORK OR HOLIDAYS OR TO INSTITUTE A COMPRESSED WORK WEEK THE UNION AND THE EMPLOYER SHALL JOINTLY MEET AND ESTABLISH THE CONDITIONS TO BE IMPLEMENTED AND WHEN SUCH CHANGES ARE AGREED TO IT SHALL NOT BE DEEMED A VIOLATION OF THIS AGREEMENT.

WHEN WORK IS SCHEDULED FOR SATURDAY, SUNDAY, OR A HOLIDAY, THE REGULAR HOURS OF WORK FOR THE DAY SHIFT SHALL BE FROM 8AM TO 4:30PM WITH ONE HALF HOUR FOR LUNCH FROM 12 NOON TO 12:30PM. THE SCHEDULE FOR SUCH WORK SHALL BE POSTED BY THE EMPLOYER NOT LATER THAN TWENTY-FOUR (24) HOURS PRIOR TO THE COMMENCEMENT OF THE SCHEDULED WORK.

WHEN WORK IS SCHEDULED FOR THESE DAYS THE EMPLOYEE SHALL BE PAID FOR LUNCH BREAK AT THE SAME HOURLY RATE AS IS APPLICABLE FOR WORK THAT DAY.

WORK OF AN EMERGENCY NATURE CAN BE PERFORMED DURING THE LUNCH BREAK AT NO ADDITIONAL COST;

HOWEVER, TIME WILL BE GIVEN TO EMPLOYEES TO EAT LUNCH AT A LATER PERIOD AT NO LOSS OF PAY.

WHEN THE EMPLOYER REQUESTS THE STARTING TIME OF THE DAY SHIFT TO BE CHANGED FROM 8AM TO AN EARLIER STARTING TIME THE DETAILS WILL BE GIVEN TO THE BUSINESS MANAGER AND THE EMPLOYEES (IF ANY) AND A SATISFACTORY ARRANGEMENT ON THE HOURS AND PAY RATE WILL BE OBTAINED BEFORE ANY CHANGES OCCUR.

THIS CLAUSE SHALL NOT BE TAKEN AS A LICENSE TO STAGGER LUNCH BREAKS.

FAILURE TO POST THE NOTICE IN SUFFICIENT TIME OF WORK ON THESE DAYS WILL BE CAUSE FOR MEALS TO BE SUPPLIED TO EMPLOYEES UNDER ARTICLE 14.14.

“THE EMPLOYER SHALL HAVE THE PREROGATIVE TO VARY THE START/QUIT TIME BY UP TO ONE HOUR. THE EMPLOYER MAY SCHEDULE THE REGULAR WORKWEEK IN FOUR CONSECUTIVE TEN (10) HOUR DAYS AT STRAIGHT TIME RATES OF PAY. THE FOUR TEN (10) HOUR DAYS SHALL BE SCHEDULED DURING A MONDAY TO THURSDAY OR TUESDAY TO FRIDAY PERIOD. SUCH COMPRESSED WORK WEEKS MAY BE WORKED AS SHIFT WORK AND PREMIUMS WILL APPLY FOR AFTERNOON SHIFTS.

A FIFTEEN (15) MINUTE REST BREAK SHALL BE TAKEN AT THE MID POINT OF EACH HALF SHIFT AND A ONE HALF HOUR MEAL BREAK SHALL BE TAKEN AT THE MID POINT OF EACH SHIFT.

IF THE PROJECT REQUIRES THAT THE FOUR TEN (10) HOUR DAYS BECOMES FIVE TEN (10) HOUR DAYS, THEN THE EMPLOYER SHALL REVERT BACK TO NORMAL REGULAR WORKING HOURS WITH OVERTIME.

WHEN WORKING A COMPRESSED WORK WEEK, TRAVEL AND/OR BOARD ALLOWANCES WILL BE PAID FOR FIVE DAYS AFTER THIRTY –SIX (36) HOURS AT REGULAR RATE OF PAY HAS BEEN WORKED INCLUDING THE COMPLETION OF WORK ON THE ON THE LAST FOUR (4) HOURS OF THE FINAL DAY OF THE REGULAR SHIFT UNDER THIS ARTICLE.

UNDER NO CONDITIONS SHALL THE WORK TIME OF A FOUR TEN HOUR DAY SYSTEM BE LESS THAN THAT OF A REGULAR WORK WEEK”.

9.02

SECOND SHIFT

THE EMPLOYER MAY WORK SHIFT WORK (INVOLVING TWO OR MORE SHIFTS) ON A PARTICULAR JOB.

THE SECOND SHIFT SHALL COMMENCE AT THE END OF THE DAY SHIFT UNLESS SPECIAL CIRCUMSTANCES EXIST AND AGREEMENT IS REACHED BETWEEN THE UNION AND THE EMPLOYER.

THE HOURS FOR THE SECOND SHIFT SHALL BE AS FOLLOWS, 4:30PM TO 1:00AM WITH A ONE HALF HOUR LUNCH BREAK UNPAID

THE EMPLOYER MAY AFTER CONSULTATION WITH THE BUSINESS MANAGER START ANOTHER SHIFT PRIOR TO THE END OF THE SECOND SHIFT. EMPLOYEES SHALL BE PAID FOR EIGHT (8) HOURS WHEN FULL SHIFT HOURS ARE WORKED. LUNCH BREAK WILL BE UNPAID.

SHIFT PREMIUM FOR OTHER THAN DAY SHIFT SHALL BE FIFTEEN PERCENT (15%) ABOVE THE REGULAR HOURLY RATE OF PAY ON ALL HOURS WORKED.

WHEN SHIFT WORK IS INSTITUTED, THE SHIFT MUST CONTINUE FOR AT LEAST THREE (3) CONSECUTIVE REGULAR WORKING DAYS. SHOULD THE SHIFT BE CANCELLED PRIOR TO THE COMPLETION OF THREE (3) CONSECUTIVE WORKING DAYS EMPLOYEES SHALL BE PAID DOUBLE THE HOURLY RATE PLUS SHIFT PREMIUM FOR ALL HOURS WORKED.

IT IS INTENDED THAT ONCE AN EMPLOYEE IS HIRED FOR OR TRANSFERRED TO A PARTICULAR SHIFT, HE WILL COMPLETE AT LEAST THREE (3) FULL CONSECUTIVE WORKING DAYS ON THAT SHIFT OR BE PAID DOUBLE THE HOURLY RATE PLUS SHIFT PREMIUM FOR ALL HOURS WORKED.

WHEN SHIFT WORK IS SCHEDULED FOR A SATURDAY AND IS CANCELLED, NOTICE MUST BE GIVEN DURING THE SHIFT ON THURSDAY, WHEN WORK IS SCHEDULED FOR A SUNDAY IS CANCELLED, NOTICE OF CANCELLATION MUST BE GIVEN TO THE EMPLOYEES DURING THE SHIFT ON FRIDAY. ANY HOURS WORKED

IN EXCESS OF THE ABOVE NOTED SHIFT HOURS SHALL CONSTITUTE OVERTIME AND PAID ACCORDINGLY BUT DO NOT FORM PART OF THE THREE (3) DAYS CONSTANT.

WHEN SHIFT WORK IS SCHEDULED FOR A SATURDAY, SUNDAY OR A HOLIDAY, THE SCHEDULE FOR SUCH WORK SHALL BE POSTED BY THE EMPLOYER NOT LATER THAN TWENTY-FOUR (24) HOURS PRIOR TO THE COMMENCEMENT OF THE SCHEDULED WORK. WHEN WORK IS SCHEDULED FOR THESE DAYS THE EMPLOYEE SHALL BE PAID FOR LUNCH BREAKS AT THE SAME HOURLY RATE AS IS APPLICABLE FOR WORK THAT DAY.

FAILURE TO POST THE NOTICE IN SUFFICIENT TIME OF WORK ON THESE DAYS WILL BE CAUSE FOR MEALS TO BE SUPPLIED TO EMPLOYEES UNDER ARTICLE 14.14.

WORKING HOURS IN EXCESS OF THE SHIFT HOURS IS VOLUNTARY AND NO PENALTY SHALL BE PLACED UPON THE EMPLOYEE FOR NOT WORKING THEM.

9.04 THE SHIFT RATE FOR EMPLOYEES WORKING OTHER THAN DAY SHIFT SHALL BE FIFTEEN PERCENT (15%) ABOVE THE REGULAR HOURLY RATE OF PAY ON ALL HOURS WORKED.

HOURS WORKED IN EXCESS OF THE SHIFT HOURS SHALL BE PAID AT DOUBLE THE BASIC HOURLY RATE OF PAY. THE SHIFT PREMIUM SHALL BE PAID FOR ALL HOURS WORKED.

THE EMPLOYER WILL MAKE EVERY EFFORT IN CHANGING SHIFTS NOT TO FINANCIALLY DISADVANTAGE EMPLOYEES REQUIRED TO CHANGE SHIFTS.

NOTE: THE SHIFT RATE SHALL BE THE REGULAR RATE OF PAY AS PER ARTICLE 10.01. THE SHIFT PREMIUM OF 15% SHALL BE PAID ON ALL HOURS WORK. THE OVERTIME RATE SHALL BE DOUBLE THE BASIC HOURLY RATE AS PER ARTICLE 10.01.

9.05 SHIFT WORK (SECOND AND/OR THIRD SHIFT) WORKED PRIOR TO 8AM ON A SATURDAY OR A HOLIDAY SHALL BE CONSIDERED TO HAVE BEEN WORKED ON THE PREVIOUS DAY.

9.06 A REST PERIOD OF EIGHT (8) HOURS SHALL PREVAIL BETWEEN WORK PERIODS OR OVERTIME RATES SHALL PREVAIL.

9.07 ALL OVERTIME SHALL BE ON A STRICTLY VOLUNTARY BASIS. WHEN AN EMPLOYEE OF HIS OWN VOLITION DECLINES TO WORK OVERTIME IT SHALL NOT BE DEEMED A VIOLATION OF THE INDUSTRIAL RELATIONS ACT.

9.08 THE FOLLOWING DAYS SHALL BE CLASSED AS HOLIDAYS:

NEW YEAR DAY
GOOD FRIDAY
VICTORIA DAY
CANADA DAY
NEW BRUNSWICK DAY
LABOUR DAY
THANKSGIVING DAY
REMEMBRANCE DAY
CHRISTMAS DAY
BOXING DAY

ADDITIONALLY, IF WORK IS PERFORMED ON THESE HOLIDAYS, SUCH WORK SHALL BE PAID AT DOUBLE THE REGULAR HOURLY RATE OF PAY. IF A PREMIUM IS APPLICABLE IT SHALL BE PAID FOR ALL HOURS WORKED.

9.09 HOLIDAYS SHALL ALSO INCLUDE SUCH OTHER DAYS AS MAY BE PROCLAIMED BY THE PROVINCIAL OR FEDERAL AUTHORITY AS A STATUTORY HOLIDAY. IN THE EVENT ANY SUCH DAY FALLS ON A SATURDAY ON SUNDAY, THE FOLLOWING MONDAY SHALL BE DEEMED THE HOLIDAY.

9.10 OVERTIME WORK DONE ON A REGULAR WORKING DAY (MONDAY TO FRIDAY) OUTSIDE OF THE REGULAR WORKING HOURS, OR IN THE CASE OF SHIFT WORK BEING DONE OUTSIDE THE SHIFT HOURS (MONDAY TO FRIDAY) SHALL CONSTITUTE OVERTIME.

OVERTIME ON A REGULAR WORKING DAY SHALL BE PAID FOR AT DOUBLE THE REGULAR HOURLY RATE.

OVERTIME ON SECOND SHIFT SHALL BE PAID AT DOUBLE THE BASIC HOURLY RATE. SHIFT PREMIUM WILL BE PAID ON ALL HOURS WORKED.

9.10(A) RESIDENTIAL ONLY:

IF IN ORDER TO FINISH UP A JOB, THE EMPLOYEE MAY WORK ONE (1) ADDITIONAL HOUR AT STRAIGHT TIME NOT TO EXCEED A MAXIMUM OF FOUR (4) HOURS IN ANY WEEK. IF OVERTIME IS SCHEDULED THE FIRST THREE (3) HOURS WILL BE PAID AT TIME AND ONE-HALF NOT TO EXCEED A MAXIMUM OF FIFTEEN (15) HOURS IN ANY WEEK.

WORK SCHEDULED FOR SATURDAY WILL BE PAID FOR AT TIME AND ONE-HALF.

ALL WORK PERFORMED BEYOND THREE (3) HOURS OVERTIME MONDAY TO FRIDAY AND ON SATURDAY AFTERNOON, SUNDAY OR A HOLIDAY SHALL BE PAID FOR AT DOUBLE TIME.

9.11 WORK ON THE DAY SHIFT PERFORMED ON SATURDAY, SUNDAY OR A HOLIDAY SHALL BE PAID AT DOUBLE THE REGULAR HOURLY RATE.

WHEN SHIFT WORK IS PERFORMED ON A SATURDAY, SUNDAY OR A HOLIDAY IT SHALL BE PAID FOR AT TWO (2) TIMES THE BASIC HOURLY RATE OF PAY. THE SHIFT PREMIUM WILL BE PAID FOR ALL WORKED.

9.12(A) ANY EMPLOYEE WHO IS CALLED OUT AND REPORTS FOR WORK AFTER COMPLETING HIS\HER REGULAR HOURS OR ON THE WEEK-END SHALL BE PAID A MINIMUM OF TWO (2) HOURS AT OVERTIME RATE.

9.12(B) **SERVICE WORK ONLY:**

EMPLOYEES CALLED OUT FOR SERVICE SHALL BE PAID A MINIMUM OF ONE (1) HOUR AT DOUBLE TIME RATES.

9.13 IF AN EMPLOYEE MEETS WITH AN ACCIDENT DURING WORKING HOURS AND AVAILABLE MEDICAL ADVICE OR PROPER MEDICAL CONSIDERATIONS DEEM IT UNSAFE FOR HIM\HER TO CONTINUE HIS\HER WORK HE\SHE SHALL BE PAID AT THE APPLICABLE RATES FOR ALL HOURS WORKED UP TO THE TIME OF THE ACCIDENT AND SHALL ALSO RECEIVE ANY OTHER APPLICABLE DAILY ALLOWANCES. IF IT IS NOT A LOST TIME ACCIDENT COVERED BY WORKSAFE NEW BRUNSWICK, HE\SHE SHALL ALSO BE PAID FOR THE REMAINING UNWORKED NORMAL HOURS FOR THAT DAY.

THE EMPLOYEE'S FOREMAN AND SHOP STEWARD WILL BE NOTIFIED. THE SHOP STEWARD AND THE COMPANY REPRESENTATIVE SHALL ENSURE THAT THE APPROPRIATE ACCIDENT FORMS ARE PREPARED BY THE COMPANY AND SENT IN.

ARTICLE 10 WAGES

10.01

COMMERCIAL

THE HOURLY RATE OF PAY FOR A JOURNEYMAN SHALL BE AS FOLLOWS:

	SEPTEMBER 26 TO JUNE 30, 2017	JULY 1, 2017 TO JUNE 30, 2018	JULY 1, 2018 TO JUNE 30, 2019
HOURLY RATE	29.56	29.66	29.75
VACATION PAY	3.26	3.26	3.27
TRAINING FUND	.65	.65	.65
HEALTH & WELFARE	3.15	3.24	3.31
PENSION	4.75	5.01	5.29
S.J.M.C.E.A.	.15	.15	.15
TOTAL PACKAGE	41.52	41.97	42.42

ARTICLE

ADDITIONAL INFORMATION

SUPERVISION RATES OF PAY	10.03
BOARD & TRAVEL ALLOWANCE	19.01
OVERTIME PREMIUMS	9.10
SHIFT PREMIUMS	9.04
LEGAL HOLIDAYS	9.08

DEDUCTIONS FROM EMPLOYEES

UNION DUES	7.06
PENSION TRUST FUND	20.17
FIELD DUES	20.19

EMPLOYER CONTRIBUTIONS

MGMT ADMIN & IND PROMO FUND	20.01
TRAINING TRUST FUND	20.03
HEALTH & WELFARE TRUST FUND	20.05
PENSION TRUST FUND	20.07

ADDITIONAL INFORMATION

SUPERVISION RATES OF PAY	10.03
BOARD & TRAVEL ALLOWANCE	19.01
OVERTIME PREMIUMS	9.10
SHIFT PREMIUMS	9.04
LEGAL HOLIDAYS	9.08

DEDUCTIONS FROM EMPLOYEES

UNION DUES	7.06
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FIELD DUES	20.19

EMPLOYER CONTRIBUTIONS

MGMT ADMIN & IND PROMO FUND	20.01
TRAINING TRUST FUND	20.03
HEALTH & WELFARE TRUST FUND	20.05
PENSION TRUST FUND	20.07

10.02 THE HOURLY RATE OF PAY FOR AN APPRENTICE SHALL CONFORM WITH THE SCHEDULE PROCLAIMED UNDER THE APPRENTICESHIP AND OCCUPATIONAL CERTIFICATION ACT.

1 – 900 HRS	50% OF A JOURNEYMAN'S RATE
901 – 1800 HRS	55% OF A JOURNEYMAN'S RATE
1801 – 2700 HRS	60% OF A JOURNEYMAN'S RATE
2701 – 3600 HRS	65% OF A JOURNEYMAN'S RATE
3601 – 4500 HRS	70% OF A JOURNEYMAN'S RATE
4501 – 5400 HRS	75% OF A JOURNEYMAN'S RATE
5401 – 6300 HRS	80% OF A JOURNEYMAN'S RATE
6301 – 7200 HRS	85% OF A JOURNEYMAN'S RATE
OVER 7200 HRS	85% OF A JOURNEYMAN'S RATE

THE SCHOOLING SHOULD BE IN FAIR RATION TO HOURS WORKED.

IT IS THE RESPONSIBILITY OF THE APPRENTICE AND THE EMPLOYER TO MAINTAIN THE APPRENTICESHIP BOOK.

10.03 THE HOURLY RATE OF FOREMAN SHALL BE A MINIMUM OF \$4.00 ABOVE THE HOURLY JOURNEYMAN RATE AND THE HOURLY RATE FOR GENERAL FOREMAN SHALL BE \$6.00 ABOVE THE HOURLY JOURNEYMAN RATE.

A FOREMAN AND GENERAL FOREMAN WILL RECEIVE SHIFT PREMIUMS AS NOTED IN ARTICLE 9.04.

10.04 LUNCH OR MEAL PERIODS SHALL NOT BE PAID BY THE EMPLOYER ON NORMAL DAYS MONDAY TO FRIDAY, HOWEVER SHOULD IT BECOME NECESSARY TO WORK THROUGH THE MEAL OR LUNCH PERIODS MONDAY THROUGH FRIDAY, DOUBLE TIME RATES SHALL APPLY AND CONTINUE UNTIL AN APPROPRIATE MEAL OR LUNCH PERIOD IS GIVEN.

ARTICLE 11 TIME AND METHOD OF PAY

11.01 WAGES ARE TO BE PAID WEEKLY BY CASH OR CHEQUE.
WAGES ARE DEFINED AS:

ALL MONIES EARNED OR TO BE PAID TO AN EMPLOYEE FOR SERVICES RENDERED TO AN EMPLOYER.

WAGES INCLUDE VACATION AND HOLIDAY PAY, AND THE EMPLOYER CONTRIBUTIONS TO THE TRUST FUNDS OUTLINED IN ARTICLE 20 MADE ON BEHALF OF THE EMPLOYEE EVEN THOUGH THESE BENEFITS ARE NOT ACTUALLY CONTAINED IN THE WEEKLY PAY CHEQUE.

11.02 ALL CHEQUES MUST BE NEGOTIABLE AT PAR AT THE BANK OR BANKS NEAREST THE JOB SITE OR PLACE OF WORK.

11.03 THE EMPLOYER SHALL PAY EACH EMPLOYEE EITHER CASH OR BY CHEQUE EVERY WEEK DURING THE REGULAR HOURS OF WORK, ANY SHORTAGE IN PAY WILL BE CORRECTED WITH THE ISSUANCE OF A CHEQUE THE FOLLOWING DAY.

ALL DEDUCTIONS MUST BE CLEARLY SHOWN. IF PAID BY CHEQUE, THE EMPLOYER SHALL PAY ON THURSDAY BY 2:30PM OF EACH WEEK. EMPLOYEES ON SHIFT WORK SHALL BE PAID BY CHEQUE ON WEDNESDAY.

IF PAID BY CASH, DAY SHIFT EMPLOYEES SHALL BE PAID BY NOON ON FRIDAY.

IF A HOLIDAY SHOULD FALL ON FRIDAY, THEN THE EMPLOYEE SHALL BE PAID BY CHEQUE ON WEDNESDAY OR IN CASH BY NOON ON THURSDAY.

IF A BANK IS NOT PROVIDED WITHIN FIFTEEN (15) MILES OF THE JOB SITE, OR IF THE CHEQUE FAILS TO ARRIVE ON TIME, THEN SUFFICIENT TIME OR SUITABLE ARRANGEMENTS MUST BE PROVIDED TO CASH SAME.

11.03(A) IN THE FIRST INSTANCE, WHEN IT IS EVIDENT THAT EMPLOYEES HAVE NOT RECEIVED THEIR REGULAR WAGES OWED TO THEM BY THE EMPLOYER, THE BUSINESS MANAGER OF THE LOCAL UNION SHALL TAKE IMMEDIATE ACTION BY PLACING A LIEN UNDER THE NEW BRUNSWICK MECHANICS LIEN ACT AGAINST THE COMPANY TO RECOVER SUCH WAGES.

THE BUSINESS MANAGER SHALL COMPLETE FORM 4 (MECHANICS LIEN ACT R.S.N.B. 1973-CM6-S20 (3)) AND FORM 5, WITHIN 30 DAYS OF EMPLOYEES PERFORMING THE LAST WORK FOR WHICH WAGES WERE PAID.

11.04 BOARD, TRAVELING TIME OR ANY EXPENSE INCURRED IN TRAVELING SHALL NOT BE DEDUCTED FROM THE HOURLY RATE OF PAY.

11.05 AN EARNING STATEMENT SHALL ACCOMPANY EACH PAYMENT OF WAGES GIVING THE NAME OF THE EMPLOYER, THE NAME OF THE EMPLOYEE, THE DATE OF PAYMENT AND THE WORK PERIOD CORRESPONDING TO THE PAYMENT. THE STATEMENT SHALL SHOW PARTICULARS OF THE NUMBER OF HOURS WORKED AT THE REGULAR, OVERTIME, PREMIUM AND OTHER RATES SUCH AS ROOM, BOARD AND TRAVEL ALLOWANCES, THE GROSS AMOUNT OF WAGES, THE AMOUNT OF VACATION PAY, THE AMOUNT OF THE EMPLOYER'S AND THE EMPLOYEE'S SHARE OF THE UNION PENSION PLAN AND THE AMOUNT OF THE EMPLOYER'S SHARE OF THE WELFARE PLAN.

IF PAYMENT IS MADE BY CHEQUE, THE EARNINGS STATEMENT MAY BE THE CHEQUE STUB IF THE REQUIRED INFORMATION IS SET OUT ON THE STUB.

A MONTHLY RECORD OF THE ACCUMULATED HOURS TO DATE, THE NATURE OF EACH DEDUCTION OR CHECK-OFF TO BE ISSUED TO THE EMPLOYEES.

ALL CHEQUES SHALL BE ISSUED TO EMPLOYEES ENCLOSED IN AN INDIVIDUAL ENVELOPE.

ARTICLE 12 VACATIONS AND HOLIDAY PAY

- 12.01** THE EMPLOYER AGREES TO PAY ELEVEN PERCENT (11%) VACATION PAY AND HOLIDAY PAY OF THE APPLICABLE HOURLY RATE OF THE EMPLOYEE.
- 12.02** THE EMPLOYER SHALL SHOW ALL NECESSARY VACATION PAY CALCULATIONS AND THE NET AMOUNT DUE ON THE EMPLOYEE'S WEEKLY PAY CHEQUE. PAYMENT OF VACATION PAY SHALL BE INCLUDED IN THE EMPLOYEE'S WEEKLY PAY CHEQUE.

ARTICLE 13 SELF EMPLOYED MEMBERS

- 13.01** ANY MEMBER, WHO BEING THE HOLDER OF A PROVINCIAL PLUMBING CONTRACTOR'S LICENSE, AND ENTERS BUSINESS FOR HIM OR HERSELF TO PERFORM WORK THAT FALLS UNDER THE PROVISIONS OF THIS AGREEMENT, MUST BECOME SIGNATORY TO THIS AGREEMENT AND SHALL NOT PARTICIPATE IN UNION AFFAIRS.

ARTICLE 14 JOB CONDITIONS

- 14.01** ADEQUATE AND HEATED QUARTERS ON JOBS REQUIRING THESE FACILITIES IN WHICH EMPLOYEES MAY CHANGE CLOTHES AND EAT LUNCH SHALL BE PROVIDED.
- THESE QUARTERS WILL NOT BE USED TO STORE TOOLS OR MATERIAL NOR BE USED AS A JOB OFFICE.
- THE EMPLOYER SHALL PROVIDE WHEN REQUIRED ILLUMINATED, HEATED, NON MECHANICAL VENTILATED QUARTERS ON THE JOB SITE IN WHICH EMPLOYEES MAY CHANGE CLOTHES AND EAT LUNCH.

WHERE PRACTICAL, A TEMPORARY PARTITION WILL BE ERECTED WHEN REQUIRED BY THE UNION TO SEPARATE SMOKING AND NON-SMOKING SECTIONS.

THE ABOVE QUARTERS MUST BE ACCEPTABLE TO BOTH PARTIES. THESE QUARTERS WILL NOT BE USED TO STORE TOOLS OR MATERIALS NOR BE USED AS A JOB OFFICE.

IF A DISPUTE ARISES OVER THE DEFINITION OF ADEQUATE LUNCH ROOM FACILITIES, IT SHALL BE SUBMITTED TO THE LOCAL LABOUR-MANAGEMENT COMMITTEE FOR A DECISION.

14.02 WHEN IT IS NOT THE RESPONSIBILITY OF THE OWNER OR THE GENERAL CONTRACTOR, THE EMPLOYER SHALL PROVIDE ADEQUATE AND SANITARY TOILET FACILITIES WITH SOAP AND PAPER TOWELS ON ALL JOBS IN ACCORDANCE WITH SECTIONS 5 AND 6 OF THE OCCUPATIONAL HEALTH AND SAFETY ACT 91-191.

THESE FACILITIES ARE TO BE KEPT CLEAN AT ALL TIMES.

14.03 THE EMPLOYER SHALL SUPPLY AND PROVIDE ADEQUATE AND SANITARY DRINKING WATER FACILITIES IN THE LUNCHROOMS AND AT THE WORK AREAS ON ALL JOBS.

ICE WATER WILL BE SUPPLIED WHEN CONDITIONS WARRANT AND WHEN REASONABLY AVAILABLE.

SECTION 4 OF THE OCCUPATIONAL HEALTH AND SAFETY ACT 91-191 SHALL APPLY TO THIS CLAUSE.

14.04 THE EMPLOYER SHALL PROVIDE ON THE JOB SITE A LOCK-UP IN WHICH EMPLOYEES MAY KEEP THEIR CLOTHING. WHEN CLOTHING OF AN EMPLOYEE, LEFT ON THE JOB SITE IN THE CUSTODY OF THE EMPLOYER AND UNDER HIS LOCK AND KEY ARE STOLEN, OR DAMAGED, OR DESTROYED AS THE RESULT OF AN ACCIDENT OR FIRE, THE SAME SHALL BE REPLACED OR REPAIRED BY THE EMPLOYER.

EMPLOYEES WORKING IN AN AREA OF CAUSTIC POWDERS, SOOT, GREASE OR OTHER HARMFUL PRODUCTS SHALL BE SUPPLIED OVERALLS ON A DAILY BASIS. CLOTHING OR FOOTWEAR OF AN EMPLOYEE RUINED OR DESTROYED AS A RESULT OF THE TYPE OF WORK HE/SHE IS ENGAGED IN SHALL BE REPLACED, OR REPAIRED AND CLEANED, EMPLOYERS

ENGAGED IN SHUT DOWN WORK SHALL SUPPLY PROTECTIVE CLOTHING DAILY TO EMPLOYEES.

A CLAIM FOR CLOTHING LOST, DAMAGED OR DESTROYED MUST BE FILED WITHIN TWO (2) WORKING DAYS OF THE LOSS, DAMAGE OR DESTRUCTION UNLESS GOOD REASON CAN BE SHOWN FOR NOT HAVING DONE SO.

CLOTHING DAMAGED OR DESTROYED DUE TO WELDING WILL NOT BE REPLACED IF WELDERS ARE WORKING WITHOUT PROTECTIVE CLOTHING SUPPLIED BY THE EMPLOYER.

NO EMPLOYEE SHALL PROVIDE ANY TOOLS OR TAPES DURING THE COURSE OF HIS\HER EMPLOYMENT.

EMPLOYEES WHO CONSTANTLY ABUSE, MISUSE OR LOSE TOOLS ISSUED TO THEM MAY BE SUBJECT TO DISCIPLINARY ACTION.

14.04(A) RESIDENTIAL WORK ONLY:

THE JOURNEYMAN ENGAGED IN RESIDENTIAL WORK WILL SUPPLY THE FOLLOWING TOOLS:

1 TORPEDO LEVEL
1 TAPE
1 SCREWDRIVER
1 8" CHANNEL LOCK PLIERS
1 HAMMER
1 8" CRESCENT WRENCH
1 14" PIPE WRENCH

TOOLS DAMAGED OR STOLEN ARE TO BE REPAID OR REPLACED BY THE EMPLOYER.

14.05 THE EMPLOYER SHALL PROVIDE WELDING MITTS TO WELDERS AND LEATHER FACED WORKING GLOVES TO PIPEFITTERS WHEN REQUIRED AND WHERE REQUIRED SHALL PROVIDE WELDING SLEEVES OR CAPES AND BIBS WITH FULL COVERAGE TO THE ARMS, CHEST AND STOMACH AT NO CHARGE TO THE EMPLOYEE. OLD MITTS, GLOVES, SLEEVES OR CAPES MUST BE RETURNED TO THE EMPLOYER FOR REPLACEMENT.

14.06 WHERE CONDITIONS ON JOBS MAKE IT NECESSARY TO WEAR HARD HATS AND WINTER LINERS AND GLOVE LINERS, THEY SHALL BE SUPPLIED BY THE EMPLOYER.

EMPLOYEES WILL NOT BE ISSUED USED HARD HAT SUSPENSIONS OR USED WINTER LINERS.

EMPLOYEES WILL NOT BE ISSUED USED HARD HATS THAT ARE DIRTY OR IN A POOR CONDITION.

14.07 ALL ITEMS DRAWN BY AN EMPLOYEE OUT OF THE EMPLOYER'S STORES, E.G. TOOLS, HARD HATS, RAIN GEAR, WELDING MITTS, WELDING SHIELDS, WELDING GOGGLES, WELDING SLEEVES, JACKETS, CAPES, BIBS, ETC. SHALL BE RETURNED TO THE EMPLOYER IN THE SAME CONDITION AS ON ISSUE, REASONABLE WEAR AND TEAR ACCEPTED. NON-COMPLIANCE WITH THIS ARTICLE SHALL BE CONSIDERED TO BE JUST CAUSE FOR DISCIPLINE BY THE EMPLOYER.

14.08 THE PARTIES TO THIS AGREEMENT AGREE TO ADHERE TO THE RULES AND REGULATIONS OF THE OCCUPATIONAL HEALTH AND SAFETY ACT AND TO ENCOURAGE SAFETY WITH PARTICIPATION IN REGULAR SAFETY MEETINGS.

14.09 EMPLOYEES SHALL BE GIVEN A TEN (10) MINUTES PAID BREAK IN THE FIRST AND SECOND HALF SHIFTS ON THE FIRST, SECOND AND THIRD SHIFTS AND IS TO BE TAKEN INTO DESIGNATED LUNCH ROOMS.

SUCH LUNCH ROOMS MUST COMPLY WITH THAT SPELLED OUT IN ARTICLE 14.01

THIS BREAK IS SUBJECT TO THE EMPLOYER'S OPERATING REQUIREMENTS AND IN THE MANNER SPECIFIED BY THE EMPLOYER, BUT CLOSE TO THE MID-POINT OF EACH HALF SHIFT. THE PARTIES WILL COOPERATE TO ENSURE THAT NO MORE THAN TEN (10) MINUTES ARE LOST FROM PRODUCTION AND AGREE THAT ANY ABUSE OF THE BREAK SYSTEM BY ANY EMPLOYEE WILL BE JUST CAUSE FOR DISCIPLINE BY THE EMPLOYER.

14.10 AN EMPLOYEE REQUIRED TO TAKE A WELDING TEST FOR THE EMPLOYER WILL DO SO DURING THE REGULAR WORKING HOURS WHILE IN THE EMPLOY OF THE EMPLOYER.

IF THE WELDING TEST IS NOT DONE ON THE JOB SITE, OR THE EMPLOYERS' PREMISES, IT WILL BE DONE IN A U.A. TRAINING CENTRE IF ONE EXISTS IN THE SAME JURISDICTIONAL AREA AS THE JOB SITE. THE EMPLOYER MAY ALSO USE OTHER SIGNATORY CONTRACTORS' SHOPS FOR TESTING WELDERS.

THE PARTIES TO THIS AGREEMENT AGREE TO ADHERE TO JOINTLY PURSUE CHANGES IN LEGISLATION FOR THE TESTING OF WELDERS.

14.11

EMPLOYEES, WHEN INSTRUCTED BY THEIR EMPLOYER TO REPORT TO WORK BUT ARE UNABLE TO WORK DUE TO INCLEMENT WEATHER CONDITIONS, OR OTHER CONDITIONS BEYOND THE CONTROL OF THE EMPLOYEE SHALL BE PAID FOR TWO (2) HOURS AT THE REGULAR RATE FOR REPORTING IN GOOD FAITH. THE EMPLOYEE MUST REMAIN ON THE JOB FOR THE TWO (2) HOURS TO QUALIFY FOR THE ABOVE, UNLESS RELEASED BY THE EMPLOYER.

IF WORK CONTINUES PAST THE TWO (2) HOURS AND THE EMPLOYEE IS SENT HOME BEFORE 12 NOON, HE\SHE SHALL RECEIVE FOUR (4) HOURS PAY, IF WORK CONTINUES PAST NOON AND THE EMPLOYEE IS SENT HOME, HE\SHE SHALL RECEIVE SIX (6) HOURS PAY. IF WORK CONTINUES PAST 2:20PM AND THE EMPLOYEE IS SENT HOME, HE\SHE SHALL RECEIVE EIGHT (8) HOURS PAY. IF SHIFT WORK IS PERFORMED, THE SAME FORMULA SHALL APPLY WITH THE APPROPRIATE TIMES INSERTED.

THIS CLAUSE SHALL NOT APPLY WHEN STRIKE CONDITIONS OR WORK STOPPAGES BY U.A. MEMBERS MAKE IT IMPOSSIBLE FOR THE EMPLOYER TO PLACE MEN TO WORK.

WHEN RELEASING EMPLOYEES FROM THE JOB SITE IN THE TWO (2) HOUR PERIOD, THE EMPLOYER SHALL GIVE HIS\HER WRITTEN CONSENT TO THE SHOP STEWARD.

IN ORDER TO QUALIFY FOR THE ABOVE, EMPLOYEES MUST REPORT TO THE ON-SITE OFFICE OF THE EMPLOYER OR THE NORMAL PLACE THEY REPORT TO WORK.

14.12 EMPLOYEES SHALL HAVE REASONABLE TIME BEFORE QUITTING TIME FOR THE PURPOSE OF PICKING UP TOOLS AND MATERIAL.

14.13 THE USE OF VEHICLES OF ANY DESCRIPTION WILL NOT BE PERMITTED FOR THE TRANSPORTATION OF MATERIALS OR EQUIPMENT, UNLESS THE VEHICLE IS SUPPLIED BY THE EMPLOYER. TRUCKS USED EXCLUSIVELY FOR THE PLUMBERS AND PIPEFITTERS ON A JOB SITE WILL BE MANNED AND DRIVEN BY MEMBERS OF THE U.A.

14.14 EMPLOYEES REQUIRED TO WORK OVERTIME NOT HAVING BEEN NOTIFIED TWENTY-FOUR (24) HOURS PREVIOUSLY SHALL RECEIVE A HOT MEAL SUPPLIED AND PAID FOR BY THE EMPLOYER.

THIS MEAL SHALL BE CONSUMED DURING THE MEAL BREAK 12 NOON TO 12:30PM AND/OR 4:30PM TO 5:00PM. EMPLOYEES REQUIRED TO WORK OVERTIME WHEN NOTIFIED PREVIOUSLY SHALL ALSO EAT THEIR OWN LUNCH DURING THIS MEAL BREAK 12 NOON TO 12:30PM AND/OR 4:30PM TO 5:00PM.

AFTER EVERY FOUR (4) HOURS OVERTIME IN ANY ONE SHIFT, AN ADEQUATE MEAL SHALL BE PROVIDED BY THE EMPLOYER AND CONSUMED DURING A BREAK ON THE EMPLOYER'S TIME. IN THE EVENT THAT OVERTIME IS TO CONTINUE PAST MIDNIGHT AND RESTAURANTS ARE CLOSED, MAKING IT IMPOSSIBLE TO PROVIDE HOT MEALS EVERY (4) HOURS, THE EMPLOYER WILL MAKE PROVISIONS TO SUPPLY AN ADEQUATE SUPPLY OF SANDWICHES AND MILK OR COLD BEVERAGES TO BE CONSUMED AT MEAL TIMES DURING THE BREAK PERIOD.

WHEN OVERTIME IS CANCELLED AFTER NOTIFICATION, THE EMPLOYEE SHALL BE PAID ONE HOURS PAY AT THE REGULAR RATE OF PAY.

EMPLOYEES WHO WORK OVERTIME WHEN PROPER NOTIFICATION IS NOT GIVEN, SHALL HAVE THE RIGHT TO A MEAL OR THE OPTION OF THE MEAL ALLOWANCE OF \$28.00.

14.15 BOTH PARTIES AGREE THAT FABRICATION IS A MATERIAL AND SUBSTANTIAL PART OF THE AGREEMENT AND THAT ALL PIPE AND FABRICATION SHALL BE FABRICATED ON THE JOB SITE OR SHOP. WHERE THE WORD SHOP IS USED IT SHALL BE DEEMED OR DEFINED AS A PIPE FABRICATION SHOP UNDER AN AGREEMENT WITH THE U.A. OR LOCAL UNION WHICH ARE PART OF THIS AGREEMENT.

14.16 THE U.A. AND AFFILIATED LOCAL UNIONS RESERVE THE RIGHT TO REFUSE TO HANDLE, ERECT, OR INSTALL FABRICATED PIPING SENT TO THE JOB THAT HAS NOT BEEN FABRICATED BY BUILDING TRADES JOURNEYMEN AND APPRENTICES EMPLOYED BY AN EMPLOYER UNDER THIS AGREEMENT WITH THE UNITED ASSOCIATION AND ITS AFFILIATED LOCAL UNIONS EXCEPT FOR ITEMS WHICH ARE CLASSED AS CATALOGUE ITEMS. PIPING TWO (2) INCHES IN DIAMETER AND UNDER SHALL BE FABRICATED ON THE JOB SITE. PRIOR TO FABRICATED PIPE TWO AND A HALF (2 1/2) INCHES IN DIAMETER AND OVER BEING SENT TO THE JOB SITE, THE EMPLOYER SHALL NOTIFY THE UNION WHERE THE PIPE WAS FABRICATED TO ENABLE A CHECK TO BE MADE AND THE EMPLOYER SHALL ASSIST THE UNION IN ANY WAY TO OBTAIN THE INFORMATION.

14.17 PIPE HANGERS AND PIPE SUPPORTS WHICH REQUIRE FIELD DIMENSIONS FOR FABRICATION WILL BE COVERED BY THE TERMS OF THIS AGREEMENT.

14.18 PIPE HANGERS AND PIPE SUPPORTS AND ALL OTHER MATERIALS CLASSED AS CATALOGUE ITEMS, SUCH AS C-CLAMPS, U. BOLTS, ETC., MAY BE PURCHASED FROM ANY SOURCE BY THE EMPLOYER. THE INSTALLATION AND ERECTION OF SUCH ITEMS SHALL BE COVERED BY THE TERMS OF THIS AGREEMENT.

14.19 WHEN PIPING TOOL CRIBS OR PIPING STOCK ROOMS ARE REQUIRED ON PIPING PROJECTS COVERED UNDER THE TERMS OF THIS AGREEMENT, THEY MUST BE MANNED BY A UNITED ASSOCIATION MEMBER.

THE EMPLOYER AGREES TO GIVE EVERY CONSIDERATION TO LOCAL OLDER OR HANDICAPPED EMPLOYEES TO FILL POSITIONS IN SUCH PIPING TOOL CRIBS AND PIPING STOCKROOMS.

14.20 ALL HELI-ARC AND ARGON WELDING AND STRESS RELIEVING AS REQUIRED IN CONNECTION WITH ALLOY PIPING SHALL BE DONE BY UNITED ASSOCIATION MEMBERS. THIS IS IN ACCORDANCE WITH THE AWARD NOTED IN THE GREEN BOOK, JOINT BOARD AWARD, NUMBER 2, SEPTEMBER 22, 1948.

14.21 ON ALL JOBS A JOURNEYMAN SHALL BE APPOINTED AS A WORKING FOREMAN WHEN THREE (3) MEN ARE EMPLOYED.

THE EMPLOYER EXERCISES THE RIGHT TO DETERMINE WHEN A FOREMAN SHALL WORK OR NOT WORK BETWEEN THREE (3) AND TWELVE (12) MEN.

14.22 A FOREMAN WILL NOT BE IN CHARGE OF MORE THAN TWELVE (12) MEN.

CONCERNING THE PARTICULAR WORK THEY ARE PERFORMING, JOURNEYMAN PIPEFITTERS AND PLUMBERS OR WELDERS WILL NOT BE REQUIRED TO TAKE DIRECTIONS OR INSTRUCTIONS FROM ANYONE OTHER THAN THEIR IMMEDIATE FOREMAN. EXCEPT IN CASES WHERE DANGER EXISTS TO LIFE OR LIMB.

14.23 WHERE CONDITIONS ON A JOB MAKE IT NECESSARY, RAIN SUITS AND RUBBER BOOTS WILL BE SUPPLIED AT NO CHARGE TO EMPLOYEES. SUCH WET WEATHER GEAR TO BE RETURNED TO THE STORES IN GOOD CONDITION ON TERMINATION OF THE EMPLOYEE. REASONABLE WEAR AND TEAR OR ACCIDENTAL DAMAGE ACCEPTED.

14.24 ALL LOADING AND UNLOADING OF PIPE, VALVES, FITTINGS, TANKS AND EQUIPMENT, ALL RIGGING, WHETHER BY POWER OR BY HAND AND THE STOCKING OF ALL ABOVE MENTIONED MATERIAL AND EQUIPMENT AND MOVING TO THE JOB SITE SHALL BE THE WORK OF THE UNITED ASSOCIATION AND THE HANDLING OF ALL PIPING MATERIALS AT ALL TIMES SUBJECT TO ARTICLE 15.01(A).

14.25 WHEN THE CLOCKS OR BRASS STATIONS ARE SET UP THEN THE UNION WILL PUNCH CLOCKS OR PICK UP BRASS IF THE FOLLOWING PROCEDURES AND CONDITIONS ARE FOLLOWED:

TIME CLOCKS OR BRASS STATIONS TO BE WITHIN REASONABLE WALKING DISTANCE FROM THE PARKING LOT AND TO BE IN AN ENCLOSED AREA SO AS TO PERMIT

EMPLOYEES SHELTER FROM ADVERSE WEATHER WHILST WAITING TO PUNCH.

ALL PUNCHING OR PICKING UP BRASS TO BE DONE ON EMPLOYER'S TIME, BUT NOT LATER THAN 3 MINUTES AFTER START OF SHIFT AND NOT LESS THAN 3 MINUTES PRIOR TO END OF SHIFT, E.G. START 8:03AM – FINISH 4:27PM.

EMPLOYEES ARRIVING PRIOR TO STARTING TIME OF ANY SHIFT MAY PUNCH OR PICK UP BRASS ON ARRIVAL IF THEY WISH AND NEED NOT NECESSARILY WAIT UNTIL, E.G. 8:00AM OR 8:03AM. IF STILL WAITING IN LINE TO PUNCH OR PICK UP BRASS AFTER 8:03AM, STARTING EMPLOYEES ARE STILL TO CONTINUE PUNCHING OR PICKING UP BRASS AND WILL NOT BE DOCKED TIME OR LOSS OF WAGES.

HOWEVER, THIS DOES NOT APPLY TO AN EMPLOYEE WHO ARRIVES TO ATTEND THIS LINE AFTER 8:03AM; EMPLOYEES THUS WILL BE CONSIDERED LATE.

WHEN THE U.A. WORK FORCE ON A PROJECT REACHES A TOTAL OF 50 EMPLOYEES, THE CONTRACTOR WILL INSTALL TIME CLOCKS OR BRASS STATIONS FOR THIS TRADE'S OWN USE. FURTHER TIME CLOCKS OR BRASS STATIONS MAY BE INSTALLED IF CONGESTION RESULTS DUE TO EXPANDING WORK FORCE OR LACK OF CLOCKS OR BRASS STATIONS CAUSING NON-COMPLIANCE WITH THE ABOVE RULES AND REGULATIONS.

ARTICLE 15 JURISDICTIONAL CLAIMS & DISPUTES

15.01 JURISDICTIONAL CLAIMS

THE EMPLOYER ACKNOWLEDGES THE JURISDICTIONAL CLAIMS OF THE UNION AS PROVIDED FOR BY THE ROCHESTER DECISION OF THE AMERICAN FEDERATION OF LABOUR TO THE UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPEFITTING INDUSTRY OF THE UNITED STATES AND CANADA. IT IS BEING UNDERSTOOD THAT THE CLAIMS ARE SUBJECT TO TRADE AGREEMENTS AND FINAL DECISIONS OF THE A.F.L. – C.I.O. AS WELL AS DECISIONS RENDERED BY THE IMPARTIAL JURISDICTIONAL DISPUTES BOARD.

FOR THE PURPOSE OF CLARIFICATION, THE JURISDICTIONAL CLAIMS OF THE UNION ARE CONTAINED IN THE APPENDIX ATTACHED HERETO.

15.02

JURISDICTIONAL DISPUTES

IT IS AGREED BY BOTH PARTIES THAT THERE WILL BE NO STOPPAGE OF WORK ON ACCOUNT OF JURISDICTIONAL DISPUTES WHICH MAY OCCUR BETWEEN OR AMONG TWO (2) OR MORE UNIONS OR GROUPS OR EMPLOYEES. IT IS AGREED THAT THE EMPLOYEE WILL CONTINUE TO WORK PENDING THE SETTLEMENT OF SUCH DISPUTES ON THE FOLLOWING BASIS:

- 1) THE EMPLOYEES WHO HAVE BEEN PERFORMING THE WORK UNDER DISPUTE AS ALLOCATED BY THE EMPLOYER WILL CONTINUE TO DO SO UNTIL A SATISFACTORY SETTLEMENT TO ALL PARTIES TO THE DISPUTE IS REACHED.
- 2) IF NONE OF THE PARTIES TO THE DISPUTE HAVE BEEN PERFORMING THE WORK IN QUESTION ON THE PARTICULAR JOB INVOLVED, THE EMPLOYER WILL DECIDE WHICH GROUP OF EMPLOYEES SHALL DO THE WORK PENDING A SATISFACTORY SETTLEMENT.
- 3) IF A UNION IS AGGRIEVED BY A DIRECTION OR AN ASSIGNMENT MADE, RECOURSE MAY BE HAD TO THE IMPARTIAL JURISDICTIONAL DISPUTES BOARD OR ANY SUCCESSOR AGENCY OF THE BUILDING AND CONSTRUCTION TRADES DEPARTMENT. ALL PARTIES TO THIS AGREEMENT MUST ADHERE TO THE PROCEDURAL RULES OF THE GREEN BOOK. IF HOWEVER THE IMPARTIAL JURISDICTIONAL DISPUTES BOARD BECOMES DEFUNCT AND FAILS TO CREATE A SUCCESSOR ORGANIZATION AND/OR FAILS TO RENDER A DECISION ON A DISPUTE BROUGHT BEFORE IT WITHIN THIRTY (30) CALENDAR DAYS, RECOURSE MAY BE SOUGHT BY THE PARTIES BEFORE THE NEW BRUNSWICK LABOUR AND EMPLOYMENT BOARD.
- 4) IF AND WHEN A SETTLEMENT IS MADE, OR THE VARIOUS GROUPS OF EMPLOYEES AND THE EMPLOYER PARTY HAVE REACHED AGREEMENT ON THE DISPUTE, THE DECISION WILL BE IMPLEMENTED BY THE EMPLOYER. BOTH PARTIES AGREE THAT JURISDICTIONAL DISPUTES WITHIN THEIR RESPECTIVE ORGANIZATIONS ARISING FROM THIS AGREEMENT OR ON JOBS ON WHICH THIS AGREEMENT APPLIES SHALL NOT INTERFERE IN ANY WAY WITH THE ORDERLY, EXPEDITIOUS AND ECONOMIC PROGRESS OF THE WORK. THERE SHALL BE NO STRIKE, WORK STOPPAGE OR

SLOW DOWN OF ANY KIND BY THE UNION OR THE EMPLOYEES AS A RESULT OF JURISDICTIONAL DISPUTES.

- 15.03** PRIOR TO THE COMMENCEMENT OF ANY LARGE INDUSTRIAL PROJECT, A PRE-JOB CONFERENCE WILL BE HELD AND A MARK-UP MEETING CALLED.

ARTICLE 16 INDUSTRIAL STANDARDS

- 16.01** THE PARTIES HERETO AGREE TO MAKE A JOINT APPLICATION TO THE PROVINCIAL GOVERNMENT FOR THE ESTABLISHMENT OF WAGE AND HOUR SCHEDULE UNDER THE INDUSTRIAL STANDARDS ACT FOR THE PLUMBING, PIPEFITTING AND MECHANICAL INDUSTRY FOR THE PROVINCE OF NEW BRUNSWICK.

ARTICLE 17 UNION STEWARDS AND UNION OFFICERS

- 17.01** A SHOP STEWARD SHALL BE APPOINTED BY THE BUSINESS MANAGER OR BUSINESS AGENT OF THE LOCAL UNION. THE EMPLOYER SHALL BE NOTIFIED IN WRITING FROM THE LOCAL UNION OF THE APPOINTMENT OF THE SHOP STEWARD.

- 17.02** THE FIRST JOURNEYMAN ON THE JOB SHALL BE ACTING STEWARD UNLESS HIRED AS A FOREMAN UNDER ARTICLE 8.01 UNTIL A JOB STEWARD OR SHOP STEWARD IS APPOINTED BY THE BUSINESS MANAGER OR BUSINESS AGENT OF THE LOCAL UNION. EACH CONTRACTOR MUST HAVE A SHOP STEWARD ON THE SITE.

THE STEWARD MUST BE ON THE JOB AT ALL TIMES WHILE THE JOB IS IN PROGRESS AND HE\SHE SHALL HAVE THE PRIVILEGE TO CONSULT WITH THE FOREMAN ABOUT ANY MINOR DIFFICULTY THAT MAY ARISE.

THE SHOP STEWARD SHALL BE INFORMED OF ALL LAY-OFFS AS FAR IN ADVANCE AS POSSIBLE AND GIVEN A LIST OF THE EMPLOYEES WHO ARE TO BE LAID-OFF.

- 17.03** STEWARDS SHALL BE PERMITTED TO PERFORM DUTIES DURING WORKING HOURS, BUT THE UNION ACKNOWLEDGES THAT STEWARDS HAVE REGULAR DUTIES TO PERFORM AND ARE ACCOUNTABLE FOR THE SAME QUALITY OF WORK AS ANY OTHER EMPLOYEE. THEY MAY HAVE LEAVE OF THEIR

REGULAR DUTIES TO PERFORM UNION DUTIES ONLY WITH THE PERMISSION OF THEIR IMMEDIATE SUPERVISOR WITHOUT SUFFERING LOSS OF PAY AND WITH THE UNDERSTANDING THAT A PRIVILEGE SO GRANTED WILL NOT BE ABUSED. THE STEWARD SHALL BE THE SECOND FROM THE LAST MAN LAID OFF. SHOP STEWARDS SHALL NOT BE DISCRIMINATED AGAINST FOR THE PERFORMANCE OF HIS DUTIES. A SHOP STEWARD SHALL NOT BE TERMINATED PREMATURELY UNTIL THE BUSINESS MANAGER HAS BEEN NOTIFIED AND THE MATTER DISCUSSED WITH THE EMPLOYER.

IF THE WORK OF ONE TRADE IS COMPLETED, I.E., ALL THE PLUMBING WORK IS COMPLETED AND THERE IS PIPEFITTING WORK REMAINING, OR VICE-VERSA AND THE SHOP STEWARD IS EMPLOYED AT THE TRADE, WHICH HAS COMPLETED ITS WORK, THE BUSINESS MANAGER, AFTER CONSULTATION WITH THE EMPLOYER, WILL GIVE CONSIDERATION TO APPOINTING A NEW SHOP STEWARD. THE EMPLOYER ACKNOWLEDGES THAT THIS SHALL NOT BE USED TO TEMPORARILY STOP WORK ON ANY ONE TRADE CLASSIFICATION IN ORDER TO REMOVE THE SHOP STEWARD.

17.04 THE BUSINESS MANAGER OR BUSINESS AGENT OF THE UNION SHALL HAVE ACCESS TO ALL WORK ON APPLICATION TO THE EMPLOYER OR HIS REPRESENTATIVE. SUCH BUSINESS MANAGER OR AGENT MAY DISCUSS WITH THE STEWARD ANY MATTERS THAT ARE IN DISPUTE WITH RESPECT TO THE PARTICULAR WORK. THIS CLAUSE SHALL NOT BE INTERPRETED AS A LICENSE TO DISCUSS GENERAL UNION BUSINESS BUT REASONABLE OPPORTUNITY OR PROVISIONS TO DISCUSS UNION BUSINESS SHALL BE GIVEN THE EMPLOYEE ON REQUEST AND ON HIS\HER OWN TIME.

17.05 THE BUSINESS MANAGER OR BUSINESS AGENTS MUST CARRY ACCIDENT INSURANCE TO COVER THEM IN THE EVENT OF AN ACCIDENT ON JOBS OR PROJECTS THAT THEY HAVE ACCESS TO IN THE COURSE OF THEIR DUTIES.

ARTICLE 18 GRIEVANCE AND ARBITRATION

STEP ONE

18.01 WHERE THERE IS A GRIEVANCE BY AN EMPLOYEE, THE SAME SHALL BE MADE IN WRITING TO THE STEWARD

WITHIN TWO (2) WORKING DAYS OF THE OCCURRENCE. THE STEWARD SHALL TAKE THE GRIEVANCE UP WITH THE EMPLOYER'S REPRESENTATIVE OF THE AGGRIEVED EMPLOYEE.

NO GRIEVANCES WILL BE FILED UNDER ARTICLE 18 AGAINST DELINQUENT EMPLOYERS OWING MONIES TO THE N.B. PIPE TRADES ADMINISTRATION OFFICE FOR TRUST FUNDS OR UNPAID WAGES OR NON-REMITTING OF UNION DUES IN TIME.

ACTION FOR DELINQUENCY OF TRUST FUNDS WILL BE TAKEN AS OUTLINED IN ARTICLE 20.13.

- 18.02** AN ANSWER SHALL BE GIVEN NOT LATER THAN TWENTY-FOUR (24) HOURS FOLLOWING PRESENTATION OF THE GRIEVANCE BY THE STEWARD.

STEP TWO

- 18.03** IF THE DECISION HAS NOT BEEN GIVEN WITHIN THE PRESCRIBED TIME OR IF THE DECISION IS NOT ACCEPTABLE, THEN THE GRIEVANCE SHALL BE SUBMITTED IN WRITING TO THE LOCAL LABOUR MANAGEMENT COMMITTEE WITHIN ONE FURTHER WORKING DAY.

- 18.04** THE LOCAL LABOUR MANAGEMENT COMMITTEE SHALL RENDER THEIR DECISION NOT LATER THAN FOUR (4) WORKING DAYS OF BEING PRESENTED WITH THE GRIEVANCE.

IF THE DECISION IS NOT GIVEN IN THE PRESCRIBED TIME OF IF THE DECISION IS NOT ACCEPTABLE THEN THE GRIEVANCE MAY BE SUBMITTED TO THE JOINT CONFERENCE BOARD WITHIN TWO (2) WORKING DAYS OR THE GRIEVER MAY AT THIS STATE PROCEED DIRECTLY TO STEP FOUR (4) WITHIN TWO (2) WORKING DAYS IF IT IS DESIRABLE TO DO SO.

- 18.05** THE LOCAL UNION SHALL BE ENTITLED TO SUBMIT A GRIEVANCE IN WRITING 15 DAYS FROM THE DATE THERE IS EVIDENCE OF A VIOLATION HAVING ACCURED, DIRECTLY TO THE EMPLOYER OR THE EMPLOYER'S REPRESENTATIVE ON THE JOB SITE WHO SHALL RENDER A DECISION NOT LATER THAN TWO (2) WORKING DAYS FOLLOWING THE PRESENTATION OF THE GRIEVANCE TO HIM.

18.06 THE EMPLOYER, OR ITS REPRESENTATIVE, SHALL BE ENTITLED TO SUBMIT A GRIEVANCE IN WRITING WITHIN 15 DAYS FROM THE DATE THERE IS EVIDENCE OF A VIOLATION HAVING OCCURRED TO THE LOCAL UNION. THE UNION SHALL RENDER THEIR DECISION NOT LATER THAN TWO (2) WORKING DAYS FOLLOWING THE PRESENTATION OF THE GRIEVANCE TO THEM.

18.07 FAILING SETTLEMENT ANY GRIEVANCE SHALL BE SUBJECT TO ARBITRATION IN ACCORDANCE WITH THE FOLLOWING CLAUSE.

STEP THREE

18.08 THE GRIEVANCE SHALL BE REFERRED TO THE JOINT CONFERENCE BOARD WHICH WILL BE REQUIRED TO HEAR THE GRIEVANCE AND GIVE AN ANSWER WITHIN FOUR (4) WORKING DAYS OF RECEIVING THE GRIEVANCE. SHOULD THE GRIEVANCE PARTY NOT BE SATISFIED WITH THE RESULTS OF THIS, THE PROCEDURE WILL BE AS FOLLOWS:

IF THE DECISION IS NOT GIVEN IN THE PRESCRIBED TIME OR IF THE DECISION IS NOT ACCEPTABLE, THE GRIEVER SHALL, WITHIN THREE (3) WORKING DAYS, SUBMIT THE GRIEVANCE TO AN ARBITRATOR AGREED UPON BETWEEN THE UNION AND THE EMPLOYER AS PER ARTICLE 18.09.

18.09 THE UNION AND THE EMPLOYER SHALL AGREE UPON AN ARBITRATOR WHO IS WILLING TO ARBITRATE THE GRIEVANCE. FAILURE OF THE EMPLOYER AND UNION TO AGREE UPON AN ARBITRATOR WITHIN THREE (3) WORKING DAYS, THE MATTER WILL BE REFERRED TO THE DEPARTMENT OF POST SECONDARY EDUCATION AND TRAINING (DEPARTMENT OF LABOUR) FOR THE APPOINTMENT OF AN ARBITRATOR.

STEP FOUR

18.10 THE ARBITRATOR SHALL HOLD A HEARING WITH FOUR (4) DAYS AFTER THE GRIEVANCE IS SUBMITTED TO HIM AND SHALL RENDER HIS DECISION TO THE PARTIES WITHIN SEVENTY TWO (72) HOURS AFTER THE COMPLETION OF THE HEARING, PROVIDED THAT A FAILURE TO MAKE AN AWARD WITHIN THE TIME PRESCRIBED OR AS EXTENDED BY THE

PARTIES SHALL NOT INVALIDATE THE PROCEEDINGS OR TERMINATE THE AUTHORITY OF THE ARBITRATOR.

- 18.11** IT IS UNDERSTOOD AND AGREED IN THE APPLICATION OF THIS ARTICLE THAT THERE IS NO POWER IN THE PARTICIPANTS TO A SETTLEMENT TO ADD TO, SUBTRACT FROM OR MODIFY THE TERMS OF THIS AGREEMENT. THE SOLE FUNCTION OF ARBITRATION SHALL BE TO INTERPRET THE MEANING OF THE ARTICLES OF THIS AGREEMENT AND TO RENDER A DECISION WHICH SHALL BE BINDING ON THE PARTIES. THE ARBITRATOR SHALL HAVE NO POWER TO ADD TO, SUBTRACT FROM OR MODIFY THE TERMS OF THIS AGREEMENT.
- 18.12** WHERE AN EMPLOYEE HAS BEEN DISCHARGED OR DISCIPLINED UNJUSTLY OR UNREASONABLY, THE EMPLOYEE SHALL BE REINSTATED AND SHALL RECEIVE COMPENSATION IN SUCH AMOUNT AS HE WOULD HAVE EARNED HAD HE/SHE BEEN WORKING OR IN SUCH AMOUNT AS IS JUST AND REASONABLE IN THE CIRCUMSTANCES. IF AN ARBITRATOR DETERMINES THAT AN EMPLOYEE HAS BEEN DISCHARGED OR OTHERWISE DISCIPLINED FOR CAUSE, THE ARBITRATOR MAY SUBSTITUTE SUCH OTHER PENALTY FOR THE DISCHARGE OR DISCIPLINE AS TO THE ARBITRATOR DEEMS JUST AND REASONABLE IN ALL THE CIRCUMSTANCES. THE BURDEN OF ESTABLISHING THAT A DIFFERENT PENALTY SHOULD BE IMPOSED SHALL BE ON THE EMPLOYEE CONCERNED.
- 18.13** IT IS UNDERSTOOD AND AGREED THAT AN EMPLOYEE PRESENTING A GRIEVANCE OR AN EMPLOYEE WHOSE PRESENCE IS REQUIRED IN THE SETTLEMENT OF A GRIEVANCE, MAY, AFTER SATISFACTORY ARRANGEMENT MADE WITH HIS\HER IMMEDIATE SUPERVISOR, BE GIVEN TIME OFF WITHOUT DEDUCTION OF PAY TO PARTICIPATE IN THE PRESENTATION OF THE GRIEVANCE TO THE EXTENT THAT HIS\HER PRESENCE IS REQUIRED DURING THE PRESENTATION.
- 18.14** THE TIMES FIXED BY THE ARTICLE ARE MANDATORY BUT MAY BE EXTENDED BY MUTUAL AGREEMENT IN WRITING. IF A GRIEVANCE OR ARBITRATION IS NOT PROCESSED WITHIN THE TIME ALLOWED, THE GRIEVANCE OR ARBITRATION SHALL BE DEEMED TO HAVE BEEN ABANDONED.

SATURDAYS, SUNDAYS AND HOLIDAYS SHALL BE EXCLUDED IN COMPUTING THE TIME ALLOWED.

18.15 THE COST OF THE ARBITRATOR SHALL BE BORNE EQUALLY BY THE PARTIES THERETO.

ARTICLE 19 TRAVEL ALLOWANCE

19.01 AN ALLOWANCE FOR TRAVEL SHALL BE PAID BASED ON THE DISTANCE OF THE LOCATION OF THE JOB SITE FROM CITY HALL IN SAINT JOHN. THE FIRST FORTY-TWO (42) KILOMETRES FROM SAINT JOHN CITY HALL IS A FREE ZONE.

19.02 WHERE THE LOCATION OF THE JOB SITE IS IN EXCESS OF FORTY-TWO (42) KILOMETRES FROM SAINT JOHN CITY HALL, A DAILY TRAVEL ALLOWANCE OF FORTY-FIVE CENTS (45¢) PER KILOMETRE BASED ON THE SHORTEST PRACTICAL ROUTE SHALL BE PAID TO AND FROM THE JOB SITE TO BE MEASURED FROM THE END OF THE FREE ZONE.

WHERE PARKING AT NO COST TO THE EMPLOYEE IS NOT PROVIDED OR AVAILABLE, THE EMPLOYER SHALL REIMBURSE THE EMPLOYEE FOR PARKING EXPENSES OCCURRED UPON SUPPLY OF PARKING RECEIPTS.

DAILY TRAVEL SHALL NOT EXCEED SIXTY-FIVE DOLLARS (\$65.00) PER DAY WORKED OR REPORTED FOR WORK AND SHALL BE INCLUDED IN THE WEEKLY PAY CHEQUE.

APPLICATION OF THIS ARTICLE MAY BE REVIEWED BY MUTUAL CONSENT PRIOR TO CLOSING OF TENDERS.

19.03 (A) IN THE EVENT OF AN EMPLOYER VEHICLE BEING PROVIDED FOR TRANSPORTATION TO AND FROM A JOB SITE DURING THE REGULAR WORKING HOURS AS DEFINED IN ARTICLE 9.01, THE FOLLOWING CLAUSE DOES NOT APPLY:

CLAUSE 19.02 – THE OPTION TO USE AN EMPLOYER’S VEHICLE TO PROVIDE HIS\HER OWN TRANSPORTATION SHALL BE THE RIGHT OF THE EMPLOYEE.

(B) IN THE EVENT OF AN EMERGENCY, TRANSPORTATION HOME WILL BE PROVIDED (OR MONETARY COMPENSATION PAID) BY THE EMPLOYER.

DISTANCE UNDER THIS ARTICLE SHALL BE MEASURED FROM THE MAIN ENTRANCE TO THE JOB SITE ON WHICH THE EMPLOYEE IS EMPLOYED TO SAINT JOHN CITY HALL.

WHERE AN EMPLOYEE QUALIFIES FOR TRAVEL ALLOWANCE, HE\SHE SHALL BE PAID THE ALLOWANCE AS PER 19.02. ON HOLIDAYS WHICH ARE NOT WORKED, HE\SHE MUST HAVE WORKED HIS\HER SCHEDULED WORKING DAY PRIOR TO THE HOLIDAY AND MUST WORK HIS\HER SCHEDULED WORKING FOLLOWING THE HOLIDAY.

SICKNESS OR PERMISSIBLE LEAVE SHALL NOT EXCLUDE AN EMPLOYEE FROM QUALIFYING FOR THIS CLAUSE.

- 19.04** EMPLOYEES WHO ARE U.A. MEMBERS FROM U.A. LOCALS OUTSIDE THE JURISDICTIONAL AREA OF LOCAL 213 AND WHOSE PERMANENT RESIDENCE IS OUTSIDE THE JURISDICTIONAL AREA OF LOCAL 213, SHALL BE PAID AN ALLOWANCE OF NINETY DOLLARS (\$ 90.00) PER DAY WORKED OR REPORTED FOR WORK.

THE PRECEDING CLAUSE UNDER ARTICLE 19 SHALL NOT APPLY TO THESE EMPLOYEES.

MANAGEMENT ADMINISTRATION AND INDUSTRY PROMOTION FUND

- 20.01** THE RATE FOR THIS FUND SHALL BE FIFTEEN CENTS (15¢) PER HOUR FOR EACH HOUR WORKED FOR ALL WORK PERFORMED IN THE ACCREDITED AREA OF THE SAINT JOHN MECHANICAL CONTRACTORS EMPLOYER'S ASSOCIATION INC. WHICH CONSISTS OF THE COUNTIES OF CHARLOTTE, SAINT JOHN, KINGS AND QUEENS.

- 20.02** CONTRIBUTIONS ARE TO BE MADE MONTHLY BY CHEQUE AND MAILED IN SUFFICIENT TIME SO AS TO BE RECEIVED BY THE N.B. PIPE TRADES ADMINISTRATION OFFICE NO LATER THAN THE 15TH DAY OF THE MONTH FOLLOWING THAT IN WHICH THE SAID HOURS WERE WORKED AND TO BE ACCOMPANIED BY A LIST OF EMPLOYEES FOR WHOM THE CONTRIBUTIONS WERE MADE.

THE REMITTANCE OF THESE FUNDS FOR THE SAINT JOHN MECHANICAL CONTRACTORS EMPLOYER'S ASSOCIATION INC. SHALL BE FORWARDED TO:

THE SAINT JOHN MECHANICAL CONTRACTORS
EMPLOYER'S ASSOCIATION INC. IN TRUST TO:

263 GERMAIN STREET
SAINT JOHN, NB
E2L 2G7

OR TO WHOM S.J.M.C.E.A. MAY DESIGNATE FROM TIME TO
TIME.

20.03 TRAINING TRUST FUND

A PARTICIPATING EMPLOYER WILL CONTRIBUTE TO THE
JOURNEYMEN AND APPRENTICES TRAINING TRUST FUND THE
SUM OF SIXTY-FIVE CENTS (65¢) FOR EACH HOUR WORKED BY
EACH EMPLOYEE.

THE TRAINING FUND WILL BE UTILIZED FOR TRAINING IN
TECHNOLOGICAL CHANGES IN THE INDUSTRY AND FOR
UPGRADING JOURNEYMEN AND APPRENTICES TRADE SKILLS
AND TO PROVIDE TRAINING IN W.H.M.I.S., SAFETY
ORIENTATION AND FIRST AID.

CONTRIBUTIONS WILL BE REMITTED IN THE SAID AMOUNT
AND IN THE MANNER SPECIFIED IN ARTICLE 20.13 OF THIS
AGREEMENT AND IN ACCORDANCE WITH THE TRUST
AGREEMENT MENTIONED HEREAFTER.

20.04 CONTRIBUTIONS TO THE TRUST FUND ARE TO BE MADE
MONTHLY BY CHEQUE AND MAILED IN SUFFICIENT TIME SO
AS TO BE RECEIVED BY THE ADMINISTRATION OFFICE NO
LATER THAN THE 15TH DAY OF THE MONTH FOLLOWING THAT
IN WHICH THE SAID HOURS WERE WORKED AND ARE TO BE
ACCOMPANIED BY A LIST OF EMPLOYEES FOR WHOM THE
CONTRIBUTIONS WERE MADE.

20.05 HEALTH AND WELFARE TRUST FUND

A PARTICIPATING EMPLOYER WILL CONTRIBUTE TO THE
HEALTH AND WELFARE TRUST FUND THE SUM OF THREE
DOLLARS AND FIFTEEN CENTS (\$3.15); EFFECTIVE JULY 1,
2017 THREE DOLLARS AND TWENTY FOUR CENTS (\$ 3.24);
EFFECTIVE JULY 1, 2018 THREE DOLLARS AND THIRTY ONE
CENTS (\$ 3.31) FOR EACH HOUR WORKED BY EACH
EMPLOYEE.

CONTRIBUTIONS WILL BE REMITTED IN THE SAID AMOUNT AND IN THE SAME MANNER SPECIFIED IN ARTICLE 20.13 OF THIS AGREEMENT AND IN ACCORDANCE WITH THE TRUST AGREEMENT MENTIONED HEREAFTER.

20.06

CONTRIBUTIONS TO THE TRUST FUND ARE TO BE MADE MONTHLY BY CHEQUE AND MAILED IN SUFFICIENT TIME SO AS TO BE RECEIVED BY THE ADMINISTRATION OFFICE NO LATER THAN THE 15TH DAY OF THE MONTH FOLLOWING THAT IN WHICH THE SAID HOURS WERE WORKED AND ARE TO BE ACCOMPANIED BY A LIST OF EMPLOYEES FOR WHOM THE CONTRIBUTIONS WERE MADE.

20.07

PENSION PLAN TRUST FUND

THE EMPLOYEE WILL CONTRIBUTE TO THE PENSION PLAN TRUST FUND THE SUM OF FIFTY CENTS (50¢) FOR EVERY HOUR WORKED DURING THE REGULAR HOURS OF WORK.

THE EMPLOYEE WILL CONTRIBUTE TO THE PENSION PLAN TRUST FUND THE SUM OF ONE DOLLAR (\$1) PER HOUR FOR EVERY OVERTIME HOUR WORKED.

A PARTICIPATING EMPLOYER WILL CONTRIBUTE THE SUM OF FOUR DOLLARS AND SEVENTY FIVE CENTS (\$ 4.75); EFFECTIVE JULY 1, 2017 FIVE DOLLARS AND ONE CENT (\$5.01); EFFECTIVE JULY 1, 2018 FIVE DOLLARS AND TWENTY NINE CENTS (\$ 5.29) TO THE PENSION PLAN TRUST FUND FOR EACH HOUR WORKED BY EACH EMPLOYEE DURING THE REGULAR HOURS OF WORK.

A PARTICIPATING EMPLOYER WILL CONTRIBUTE DOUBLE THE AMOUNT FOR ALL OVERTIME HOURS WORKED BY EACH EMPLOYEE.

CONTRIBUTIONS WILL BE REMITTED IN THE SAID AMOUNT AND IN THE MANNER SPECIFIED IN ARTICLE 20.13 OF THIS AGREEMENT AND IN ACCORDANCE WITH THE TRUST AGREEMENT MENTIONED HEREAFTER.

WHEN REMITTING TO THE N.B. PIPE TRADES ADMINISTRATION OFFICE, THE EMPLOYER SHALL CLEARLY SHOW ALL HOURS WORKED AT REGULAR TIME AND ALL HOURS WORKED AT DOUBLE TIME ON PROPER FORMS SUPPLIED FOR THIS PURPOSE.

20.08 CONTRIBUTIONS TO THE TRUST FUND ARE TO BE MADE MONTHLY BY CHEQUE AND MAILED IN SUFFICIENT TIME SO AS TO BE RECEIVED BY THE ADMINISTRATION OFFICE NO LATER THAN THE 15TH DAY OF THE MONTH FOLLOWING THAT IN WHICH THE SAID HOURS WERE WORKED AND ARE TO BE ACCOMPANIED BY A LIST OF EMPLOYEES FOR WHOM THE CONTRIBUTIONS WERE MADE.

20.09 **PARTICIPATION:**

BENEFITS FROM THE PENSION PLAN FUND WILL BE AVAILABLE TO UNITED ASSOCIATION MEMBERS AND U.A. EMPLOYEES ONLY.

BENEFITS FROM THE LIFE INSURANCE AND SURVIVORS BENEFITS WILL BE AVAILABLE TO UNITED ASSOCIATION MEMBERS FOR WHOM PARTICIPATING EMPLOYERS ARE CONTRIBUTING OR MEMBERS MAKING SELF-PAY CONTRIBUTIONS OR FOR MEMBERS FOR WHOM CONTRIBUTIONS ARE MADE FROM THE SURPLUS FUND.

BENEFITS FROM THE HEALTH AND WELFARE TRUST FUND WILL BE AVAILABLE TO EMPLOYEES FOR WHOM PARTICIPATING EMPLOYERS ARE MAKING CONTRIBUTIONS OR TO THOSE MEMBERS MAKING SELF-PAY CONTRIBUTIONS.

CLARIFICATION:

ALL BENEFITS UNDER HEALTH AND WELFARE WILL BE AVAILABLE TO UNITED ASSOCIATION MEMBERS WHO REMAIN IN GOOD STANDING, HAVING CONTRIBUTIONS TO THE PLAN FROM PARTICIPATING EMPLOYERS, HOUR BANK OR SELF-PAY CONTRIBUTIONS OR CONTINUED FOR A ONE YEAR PERIOD FROM FUNDING FROM THE SURPLUS.

FUTURE PARTICIPATION IN THE HEALTH AND WELFARE PLAN WILL BE RESTRICTED TO U.A. MEMBERS AND U.A. EMPLOYEES AND THE N.B. PIPE TRADES ADMINISTRATION OFFICE IN THE PROVINCE OF N.B., EFFECTIVE DATE OF SIGNING OF THIS AGREEMENT.

SUBJECT TO CLAUSE 20.18.

20.10 **CONTINUATION:**

THE EMPLOYER AND THE UNION AGREE THAT ALL THE FUNDS AND TRUST FUNDS SPECIFIED IN THIS AGREEMENT SHALL REMAIN IN FULL EFFECT AFTER THE EXPIRY DATE OF THE AGREEMENT AND WILL BECOME PART AND PARCEL OF ANY FUTURE AGREEMENT BETWEEN THE EMPLOYER PARTY AND THE UNION WHICH MAY FROM TIME TO TIME BE ENTERED INTO.

20.11 **NATIONAL CONTRACTORS:**

A CONTRACTOR WHO, NOT BEING SIGNATORY TO THIS AGREEMENT, BUT WORKING UNDER THE TERMS OF THIS AGREEMENT BECAUSE OF BEING SIGNATORY TO A NATIONAL AGREEMENT, SHALL CONTRIBUTE TO ALL OF THE TRUST FUNDS MENTIONED IN THIS SECTION, IN EXACTLY THE SAME MANNER AS IF HE WERE A PROVINCIAL CONTRACTOR AND SIGNATORY TO THIS AGREEMENT. NATIONAL CONTRACTORS SHALL CONTRIBUTE THE FULL AMOUNT TO THE N.B. PIPE TRADES ADMINISTRATION OFFICE FOR THE TRAINING TRUST FUND WHO UPON RECEIPT WILL RETURN THE AMOUNT REQUIRED TO THE NATIONAL TRAINING FUND.

20.12 EACH OF THE TRUST FUNDS REFERRED TO IN ARTICLE 20.03 – 20.05 – 20.07 SHALL BE GOVERNED BY AND ADMINISTERED PURSUANT TO SEPARATE TRUST AGREEMENTS WHICH SHALL BE SUBJECT TO THE APPROVAL OF THE EMPLOYER AND THE UNION.

20.13 CONTRIBUTIONS, WHETHER BY THE EMPLOYER OR DEDUCTED FROM THE EMPLOYEE FOR THE TRUST FUNDS ARE FOR THIS SPECIFIC PURPOSE AND WILL NOT BE APPROPRIATED BY THE EMPLOYER TO ANY OTHER PURPOSE.

ALL TRUST FUND CONTRIBUTIONS ARE TO BE REMITTED MONTHLY BY CHEQUE MAILED IN SUFFICIENT TIME AS TO BE RECEIVED BY THE N.B. PIPE TRADES ADMINISTRATION OFFICE NOT LATER THAN THE 15TH DAY OF THE MONTH FOLLOWING THAT IN WHICH THE SAID HOURS WERE WORKED FOR WHICH CONTRIBUTIONS ARE MADE.

THE TRUSTEES MAY CHANGE THE ABOVE DATE AT THEIR DISCRETION AT ANY TIME IN THE INTEREST OF EFFICIENCY.

CONTRIBUTIONS ARE TO BE MADE ON THE PROPER FORMS SUPPLIED FOR THE PURPOSE WITH THE NAMES OF EMPLOYEES, SOCIAL INSURANCE NUMBERS, DATES AND HOURS WORKED AND THE COMPANY'S NAME FROM WHICH THE CONTRIBUTIONS CAME.

PENALTIES FOR LATE REMITTANCE:

THE TRUSTEES SHALL ESTABLISH A POLICY TO DEAL WITH LATE DELINQUENT EMPLOYERS, WHICH SHALL BE CARRIED OUT BY THE FUND REPORTING OFFICE.

CONTRIBUTIONS RECEIVED AFTER THE 15TH DAY OF THE MONTH WILL BE DECLARED DELINQUENT AND AN ASSESSMENT OF 3% PER MONTH ON THESE OUTSTANDING MONIES WILL BE ASSESSED AGAINST THE DELINQUENT EMPLOYER.

N.B. PIPE TRADES ADMINISTRATION OFFICE SHALL ALSO NOTIFY THE BUSINESS MANAGER OF THE UNION IN THE AREA WHERE THE EMPLOYER IS ENGAGED IN HIS BUSINESS WHO MAY ALSO TAKE ACTION BY REMOVING THE EMPLOYEES FROM THE JOB SITE AND SUCH ACTION WILL NOT BE IN VIOLATION OF THIS AGREEMENT.

THE TRUSTEES SHALL ESTABLISH THE POLICY AND IMPLEMENT THE ACTION TO DEAL WITH EMPLOYERS WHO FAIL TO REMIT ON TIME.

NON REMITTANCE OF FUNDS:

THE SAINT JOHN MECHANICAL CONTRACTORS EMPLOYER'S ASSOCIATION INC. AGREES TO ESTABLISH A SEPARATE ACCOUNT OF \$5,000.00 TO BE LIABLE FOR AN EMPLOYER(S) WHO IS DEEMED TO BE A DELINQUENT EMPLOYER.

WHEN IT IS FIRMLY ESTABLISHED BY THE TRUSTEES THAT AN EMPLOYER HAS DEFAULTED CONTRIBUTIONS TO THE TRUST FUNDS, N.B. PIPE TRADES ADMINISTRATION OFFICE, AS A LAST RESORT, SHALL MAKE A CLAIM FOR THE AMOUNT DELINQUENT BY THE EMPLOYER TO THE S.J.M.C.E.A. INC. WHO WILL PAY THE AMOUNT ESTABLISHED AS OWING, UP TO THE REMAINING AMOUNT IN THE FUND.

THE N.B. PIPE TRADES ADMINISTRATION OFFICE WILL NOTIFY THE BUSINESS MANAGER OF THE UNION IN THE AREA WHERE THE EMPLOYER IS ENGAGED IN HIS BUSINESS WHO MAY ALSO TAKE ACTION BUT THE N.B. PIPE TRADES ADMINISTRATION OFFICE WILL BE RESPONSIBLE FOR THE COLLECTION OF ALL UN-REMITTED TRUST FUNDS.

THIS CLAUSE IS APPLICABLE ONLY FOR MEMBERS OF THE SAINT JOHN MECHANICAL CONTRACTORS EMPLOYER'S ASSOCIATION INC.

- 20.14** THE REMITTANCE OF UNION DUES BY THE 20TH OF THE MONTH IN WHICH THEY WERE DEDUCTED AND ACCOMPANIED BY A LIST OF EMPLOYEES FROM WHOM THEY WERE DEDUCTED WILL BE MADE TO:

U.A. # 213
351 KING WILLIAM ROAD
SPRUCE LAKE INDUSTRIAL PARK
SAINT JOHN, NB E2M 7C9
TEL: (506) 635-1605

20.15 **BOARD OF TRUSTEES:**

THE POLICIES AND PROCEDURES NECESSARY TO OPERATE AND MAINTAIN THE TRUST FUNDS AS NOTED IN ARTICLE 20.03, 20.05, 20.07 WILL BE GOVERNED BY A BOARD OF TRUSTEES IN ACCORDANCE WITH THE TRUST DOCUMENTS IN SAFE KEEPING.

- 20.16** UNLESS OTHERWISE APPROVED BY THE BOARD OF TRUSTEES, ALL EMPLOYEES COVERED BY THIS PLAN MUST BECOME MEMBERS OF THE UNION AND CONTINUE MEMBERSHIP IN THE UNION.

- 20.17** THE COMPOSITION OF THE BOARD OF TRUSTEES WILL BE GOVERNED BY THE TRUST DOCUMENTS. THE TRUSTEES SHALL COMPROMISE OF 2 REPRESENTATIVES APPOINTED BY THE SAINT JOHN MECHANICAL CONTRACTORS EMPLOYERS ASSOCIATION INC., 2 REPRESENTATIVES APPOINTED BY THE MECHANICAL CONTRACTORS ASSOCIATION OF NEW BRUNSWICK INC., AND 2 REPRESENTATIVES FROM EACH LOCAL UNION APPOINTED BY THE NEW BRUNSWICK PIPE TRADES ASSOCIATION REPRESENTING EACH UNITED ASSOCIATION LOCAL IN NEW BRUNSWICK

20.18 THE TRUSTEES SHALL HAVE FULL AUTHORITY BY MAJORITY VOTE WITH EQUAL REPRESENTATION ON BOTH SIDES TO CARRY OUT THE DECLARATION OF TRUST PROVIDED FOR EACH TRUST FUND NOTED BETWEEN THE EMPLOYERS AND THE UNIONS OF THE NEW BRUNSWICK PIPE TRADES ASSOCIATION AND TO MAKE SUCH RULES AND REGULATIONS AS THE TRUSTEES OF THE ABOVE NOTED TRUST FUNDS DEEM NECESSARY FOR THE SUCCESSFUL OPERATION OF THE SAME.

20.19 **FIELD DUES**

FOR LOCAL 213, 2% GROSS HOURLY RATE INCLUDING VACATION PAY + NB PIPES TRADES ONE DOLLARS AND SIX CENTS (\$1.06) CENTS; EFFECTIVE JULY 1, 2017 ONE DOLLARS AND SIXTEEN CENTS (\$1.16); EFFECTIVE JULY 1, 2018 ONE DOLLAR AND TWENTY-SIX CENTS (\$1.26) FOR EVERY HOUR WORKED.

THIS CONTRIBUTION WILL BE DEDUCTED BY THE EMPLOYER AND WILL BE MADE TO THE:

N.B. PIPE TRADES ADMINISTRATION OFFICE, P.O. BOX 910,
STATION A, FREDERICTON, NB, E2B 5B4

ACCOMPANIED BY A LIST SHOWING THE NAMES AND SOCIAL INSURANCE NUMBERS AND HOURS WORKED OF THE EMPLOYEES FROM WHOM THE CONTRIBUTIONS WERE DEDUCTED.

A LIST WILL ALSO BE SUBMITTED TO THE FINANCIAL SECRETARY TREASURER OF THE LOCAL UNION SHOWING THE EMPLOYEES NAME, LOCAL UNION TO WHICH THEY BELONG AND THE HOURS WORKED.

ARTICLE 21 **DURATION**

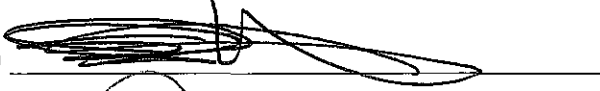
21.01 THIS AGREEMENT SHALL BE IN FULL FORCE AND EFFECT FROM SEPTEMBER 26, 2016 UP TO AND INCLUDING THE 30TH DAY OF JUNE 2019 AND SHALL BE AUTOMATICALLY RENEWED THEREAFTER FOR SUCCESSIVE PERIODS OF TWELVE (12) MONTHS UNLESS EITHER PARTY REQUESTS THE NEGOTIATION OF A NEW AGREEMENT BY GIVING WRITTEN NOTICE TO THE OTHER PARTY NOT LESS THAN SIXTY (60) CALENDAR DAYS AND NOT MORE THAN NINETY (90) DAYS PRIOR TO THE EXPIRATION DATE OF THIS AGREEMENT OR ANY RENEWAL THEREOF.

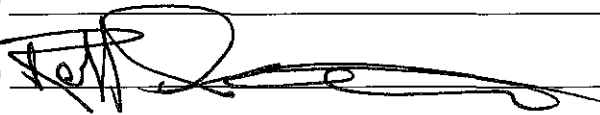
21.02

WHERE A NOTICE REQUESTING NEGOTIATION OF A NEW AGREEMENT HAS BEEN GIVEN, THIS AGREEMENT SHALL REMAIN IN FULL FORCE AND EFFECT UNTIL SUCH TIME AS AGREEMENT HAS BEEN REACHED IN RESPECT TO A RENEWAL, AMENDMENT OR SUBSTITUTION HEREOF, OR UNTIL SUCH TIME AS THE PARTIES ARE AUTHORIZED TO DECLARE A STRIKE OR LOCK-OUT UNDER THE NEW BRUNSWICK INDUSTRIAL RELATIONS ACT, PROVIDED THAT THIS AGREEMENT MAY BE FURTHER EXTENDED FROM TIME TO TIME BY MUTUAL AGREEMENT.


THE UNION AND THE EMPLOYERS HAVE SIGNED THIS AGREEMENT THIS 26TH DAY OF SEPTEMBER, 2016 IN SAINT JOHN, NEW BRUNSWICK.

ON BEHALF OF THE SAINT JOHN MECHANICAL CONTRACTORS EMPLOYER'S ASSOCIATION INC.:

(1) 

(2) _____
(3) 

ON BEHALF OF LOCAL UNION 213 OF THE UNITED ASSOCIATION:

(1) 

(2) _____
(3) _____

WITNESSED BY: