

INDUSTRIAL COLLECTIVE AGREEMENT

BETWEEN

**UNITED BROTHERHOOD OF CARPENTERS AND
JOINERS OF AMERICA, LOCAL 1386**

AND

**THE MONCTON NORTHEAST CONSTRUCTION
ASSOCIATION, INC.
ON BEHALF OF ITS ACCREDITED MEMBERS**

2020-2023

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INDUSTRIAL DEFINITIONS

This agreement to include the following classifications of work:

Industrial projects shall be defined as the initial construction, modernization, expansion or addition to the existing facility or facilities as outlined herein.

- Power Plants
- Pulp & Paper Mills
- Mining Operations
- Refineries
- Heavy Water Plants
- Cement Plants
- Shipyards
- Dry Dock Facilities
- Automobile Assembly Plants
- Tire Plants
- Smelter
- Foundries
- Dams

ARTICLE 1 PURPOSE

1.1 The purpose of this Agreement is to establish and maintain mutually satisfactory hours of work, wages and working conditions, and to provide a procedure for the prompt handling of grievances, and orderly collective bargaining.

ARTICLE 2 RECOGNITION

2.1 Local 1386: The Employers recognize the United Brotherhood of Carpenters and Joiners of America, Local 1386 as the sole collective bargaining agents for all Carpenters, Apprentices, Foreman and/or Tradesman in its employ in the counties of Albert, Westmorland, Kent, Northumberland, Gloucester and Restigouche.

The Employer recognizes and agrees to implement the craft jurisdiction of the Union.

2.2 The United Brotherhood of Carpenters and Joiners of America, Local 1386, recognizes the Moncton Northeast Construction Association Inc. as the sole bargaining agent for member contractors and any other contractors working under this Agreement, and agrees no conditions, separate or apart from the conditions set out in this Agreement will be sought or condoned by the signatories to this Agreement or any other contractors who come in the jurisdictional area of this Agreement.

ARTICLE 3 MANAGEMENT RIGHTS

3.1 Subject to this Agreement, the Union recognizes the right of the Company to manage its business and direct the working force.

ARTICLE 4 HIRING

4.1 The Employer agrees to hire and continue to employ only members of the Union in good standing with Local Union 1386, in the geographic area.

The Employer agrees to communicate their requests for Carpenters, Apprentices, Foreman and/or Tradesmen to the Local Union.

The Employer will stipulate the type of work to be performed and the Union will provide members qualified to do the work involved.

The Employer will have the right to select his first two Employees including a Foreman from the membership of the Union. The Local Union will supply the next two Employees; thereafter the procedure shall be one (1) selected by the Employer and one (1) selected by the Union.

Work referral slips issued by the Union shall contain a comprehensive history of all trade certifications, qualifications, safety training and work experience in the skills required and/or apprenticeship status.

4.2 If the Local Union is unable to provide the required manpower within two (2) working days, the Employer is free to hire manpower from other sources, providing such manpower shall be in good standing or apply for membership in the Union.

4.3 The Employer shall, at times of lay-off, give preference of continued employment to those members in good standing who are members of the Local Union 1386 and residents of the geographical area where the work is being performed.

4.4 The Employer will once a month, upon written request, provide a list of names of foreman, carpenters and apprentices, along with sites at which they are working to the Union. The Employee list shall be provided to the Union within one (1) week from the time that the request is made.

ARTICLE 5 HOURS OF WORK

5.1 DAY SHIFT: A regular working week shall consist of forty (40) hours of work to be performed during regular shift periods, and a regular shift period consisting of not more than eight (8) hours of work to be performed on Monday to Friday, inclusive, of each week (exclusive of the vacation period and holidays) between the hours of 8 a.m. and 4:30 p.m. with one-half hour for lunch, unpaid, which is to be taken between the hours of 12:00 noon and 12:30 p.m. When it is necessary that one (1) hour be taken for lunch, then the workday shall end at 5 p.m.

5.2 AFTERNOON SHIFT: A regular work week shall consist of thirty-five (35) hours of work to be performed during regular shift periods and a regular shift period consisting of not more than seven (7) hours of work to be performed on Monday to Friday, inclusive, of each week (exclusive of the vacation period and holidays) between the hours of 4:30 p.m. and 12:00 midnight, with one-half hour for lunch, unpaid, which is to be taken between the hours of 8 p.m. and 8:30 p.m.

5.3 NIGHT SHIFT: A regular work week shall consist of thirty-five (35) hours of work to be performed during the regular shift periods and a regular shift period consisting of not more than seven (7) hours of work to be performed on Monday to Friday, inclusive, of each week (exclusive of the vacation period and holidays), between the hours of 12 a.m. and 7:30 a.m., with one-half hour for lunch, unpaid, which is to be taken between the hours of 3:30 a.m. and 4 a.m.

5.4 Afternoon and night shifts will be paid eight (8) hours of pay for seven (7) hours work. When the work schedule for the afternoon and night shifts involve coordination with other trades making it impractical to work only seven (7) hours, the Employer, at his option, may schedule work for eight (8) hours. When the work is scheduled for eight (8) hours, employees will be paid a premium of 14% of their base hourly rate for hours worked.

5.5 If it is necessary to work special shifts other than the three (3) specified above, the hours for such shifts shall be negotiated before the commencement of work.

5.6 TIDE WORK ON A SPECIAL SHIFT: In recognition of the unusual restrictions that are imposed on any Employer engaged in work that is subject to the ebb and flow of the tides, it is agreed that the starting and quitting time of the regular shift may be altered to accommodate the particular work involved, subject to the following terms and conditions:

1. When tide work is required, Employees shall receive eight (8) hours of pay for seven (7) hours worked.
2. At least twelve (12) hours' notice will be given to the Employees prior to commencement of tidal shift work.

5.7 (A) When it is necessary to work three (3) continuous shifts for the purpose of continuous concrete pouring and all related for work to this pour, the following hours of work shall prevail, 3 shifts, namely:

8 a.m. – 4 p.m.
4 p.m. – 12:00 midnight
12:00 midnight – 8 a.m.

Including one-half hour in each shift for lunch which will be paid by the Employer, but will be so scheduled for the Employees to permit the continuous pouring of concrete. Any Employee working beyond his shift of eight (8) hours shall receive double time.

(B) It is agreed and understand that on three shift operations, the fifteenth (15th) shift may be worked on straight time on Saturday until 7 a.m. provided, however, that the applicable shift premium shall be paid.

5.8 All Employees shall be at their place of work at the start of the shift and the place of work is the location where the work is actually performed.

5.9 Any employee that is required to work a different shift shall be given twenty-four (24) hours' notice by the Employer. If the Employer fails to give twenty-four (24) hours' notice the employee shall be paid at a rate of double time for his next scheduled shift.

5.10 There shall be an eight (8) hour rest period between shifts worked. If the Employee does not receive eight (8) hours of rest between his/her regular scheduled shifts, he/she shall be paid at a rate of double time for all hours worked on the day he/she returns to work without the eight (8) hour rest period. Notwithstanding the above, an employee with less than an 8-hour rest period shall notify his employer of same.

ARTICLE 6 OVERTIME

6.1 If practical, overtime shall be divided equally among the Employees doing the work in question.

6.2 All overtime work shall be on a voluntary basis.

6.3 Employees required to work more than two (2) hours past their regular shift shall, at the discretion of the Employer, be supplied with a reasonable hot meal or given an amount of \$25 in lieu of the meal. Such meal is to be supplied at the end of the regular shift and each subsequent four (4) hours thereafter. It is not intended that the value of the meal supplied shall be equal to the dollar value of the allowance.

6.4 Time worked on Saturday, Sunday and Statutory Holidays shall be overtime and paid at the rate of double time.

6.5 Overtime shall be applied after the regular hours of work, as per Article 5.

ARTICLE 7 AFTER STARING TIME

7.1 When an Employee starts work and is sent home for lack of work due to a situation under the control of the Employer, or inclement weather, the Employee shall receive a minimum of two (2) hours pay at the applicable rate, or six (6) hours pay including fringe benefits if he works beyond the regular lunch break period.

7.2 An Employee who completes his regular workday, and is called back after leaving work, shall receive no less than two (2) hours of pay at the applicable rate.

7.3 The rest period of one shift shall prevail between work periods or overtime rates shall prevail.

ARTICLE 8 VACATION AND STATUTORY HOLIDAYS

8.1 The following listed Holidays shall be recognized and observed as Statutory Holidays for purposes of this Collective Agreement:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Remembrance Day
Canada Day	Christmas Day
New Brunswick Day	Boxing Day
Family Day	

If any of the above Holidays fall on a Saturday or Sunday, the following Monday will be the recognized Holiday except where Christmas falls on a Saturday or Sunday then the following Monday will be the Holiday for Christmas and Boxing Day.

8.2 Vacation pay shall be paid in accordance with the New Brunswick Vacation Pay Act, payable at 11% during the life of the Agreement.

8.3 Vacation pay shall be paid weekly.

8.4 Labour Day shall be a paid Holiday. When an Employee works on Labour Day, he shall receive double time plus his regular days' pay. To be eligible for Labour Day, the Employee must work the working day before and the working day after Labour Day.

8.5 Vacation time off shall be taken at a mutually convenient time arranged between the Employee and the Employer.

ARTICLE 9 APPRENTICESHIP TRAINING

9.1 It is agreed that all apprentices of the local union shall be indentured to the Joint Apprenticeship Training Committee and shall be subject to all the provisions set forth in the Agreement.

Those apprentices, both new and existing, that do not meet the requirements of the Apprenticeship and Occupational Certification Act, where it is noted that all apprentices must have grade 12 or equivalent to become indentured, must participate in a recognized GED program.

9.2 All Apprentices shall be employed in accordance with the provisions of the Apprenticeship and Occupational Certification Act, and the parties hereto agree to observe all provisions of said Act.

9.3 To further develop and improve the qualifications of the Apprentices, it is agreed by all parties named; (a) Joint Apprenticeship Training Committee, (b) Apprentices and (c) Employers that after consultation with the parties involved, the Joint Apprenticeship Training Committee reserves the right to refer an Apprentice from one phase or operation of a job, or from one Employer to another, in

order that the Apprentice will receive the relevant job training and work experience as set out in the progress record book for the carpentry occupation.

9.4 The ratio of Apprentices to Journeyman shall be one (1) Apprentice to two (2) Journeypersons. The Employer, for the first Journeyperson employed shall employ one (1) Apprentice, and for each additional four (4) Journeypersons employed shall employ an additional Apprentice, but shall not otherwise employ Apprentices unless the ratios of Journeypersons employed to Apprentices is four (4) to one (1) such to apply to each branch of the trade.

9.5 Starting rate of Apprentices shall be for the first year: seventy-five percent (75%) of the Journeyperson's rate, adjusted as follows:

- 75%, 1st year, 0-1800 hours at the trade, Block One completed
- 80%, 2nd year, 1801-3600 hours at the trade, Block Two completed
- 85%, 3rd year, 3601-5400 hours at the trade, Block Three completed
- 90%, 4th year, 5401-7200 hours at the trade, Block Four completed

Note: Hours at the trade will be determined by the Joint Apprenticeship Training Committee designate, as to how many hours at each aspect worked will be counted towards trade totals.

Apprentices shall receive 100% of the Journeyperson rate upon successful completion of the Interprovincial Examination.

If an Apprentice fails to attend scheduled apprenticeship training, without just cause, he/she shall not receive incremental increases, and shall not be eligible for dispatch to the work site for the period of time that he/she should be attending apprenticeship training.

Just cause shall be the discretion of the Joint Apprenticeship Training Committee designate.

9.6 The Union and the Association agree to co-operate in the formulation and development of apprenticeship programs. Any apprenticeship program will include provisions to promote hiring and training opportunities for women, First Nation members, and other groups identified in the Human Rights Act.

9.7 Any dissension of the apprentices regarding any section of this Article shall be dealt with in accordance with the Constitution of the United Brotherhood of Carpenters and Joiners of America, Section 3, Articles A and B.

9.8 Apprenticeship for scaffolding as proposed by the Union Local 1386. See attached.

ARTICLE 10 MAINTENANCE OF TOOLS

10.1 (A) All Employees at the beginning of their engagement shall have tools in good working condition, subsequent to this, tools shall be maintained in such good condition on Employer's time

with the Employer's permission. On notice of lay-off of Employees, if employed one week, shall be given two (2) hours to be used for conditioning tools. If saw filers are employed on the site, they shall be members of the Union. All power tools shall be supplied by the Employer and kept in safe operating condition.

(B) All Employees (Carpenters, Apprentices, etc.) shall have in their possession, a toolbox that can be locked. A list of tools pertaining to the job being performed shall be supplied to the Employer.

ARTICLE 11 JOB CONDITIONS

11.1 A ten-minute paid break shall be allowed at the midpoint of each half shift, to be taken at place of work.

11.2 The Employer agrees to furnish a dry, locked shed or room for safekeeping of all carpenters' tools on all jobs, same to be kept locked when carpenters are not working.

11.3 Employees shall have five (5) minutes before quitting time for purposes of picking up and storing tools.

11.4 The Employer shall provide a suitable secure building for Employees to store their tools and is responsible for compensation or for the replacement of tools by their "brand names" destroyed or damaged by fire or lost by theft when in the place of storage and under the Employers lock and key. The liability shall not exceed the value of the tools or the sum of \$1,000 whichever is the lesser, and payable within a ten (10) day limit. Liability under this clause shall relate only to tools on the list of tools filed by the Employee at the commencement of work. A claim must be filed within two (2) days of the loss, damage or destruction, unless good reason can be shown for not having done so.

11.5 Adequate toilet facilities shall be provided on all jobs, same to be kept clean and sanitary at all times. Where there is running water on site, the Employer shall supply flush toilets.

11.6 The Employer shall provide sanitary drinking water facilities on all jobs. Ice will be added in summer months when a container is used and when ice is readily available.

11.7 Facilities where Employees change clothes and eat their lunch shall be heated were necessary, and where reasonably possible and necessary shall be air-conditioned or otherwise cooled.

11.8 The Employer will provide adequate PPE – safety goggles, safety vest, gloves and safety helmets for the use of each employee. PPE will be replaced as required provided that previous supplied items are returned as verification of condition. The Employer will also provide raincoats and rubber boots whenever necessary. The Employer shall also be responsible for any additional PPE that may be a specific requirement to be employed on a work site. Such equipment shall be

under the care of the Employee and be returned upon termination of employment or at the Employer's request.

11.9 If power tools, patent mitre boxes or staplers are required, they shall be supplied by the Employer. Their use, handling, maintaining and storage will be directed by the Employer and shall be in the charge of a Journeyman or an Apprentice under the direction of a Journeyman.

ARTICLE 12 UNION REPRESENTATIVES/JOB STEWARDS DISCRIMINATION

12.1 Union Representatives shall have access to all job sites after first informing the Project Manager or person in charge. Whenever security regulations prevent access to any job or project, the Employer shall assist the Union Representative in obtaining the necessary pass or permission to gain access to the sites.

12.2 When there are three (3) or more Employees of the Employer on a job site, the Business Agent of the Union may appoint a Job Steward from among the qualified Journeymen Employees of the Employer. The Job Steward may be verbally appointed but immediately thereafter written notice of appointment shall be given to the Employer and where possible the "Association". Recognition of the Job Steward shall be effective from receipt of notification of appointment and shall be effective until written notice is received of revocation.

A second Steward may be appointed when there are more than fifty (50) union members on site for the Employer.

12.3 The Job Steward shall be recognized as the representative of the Union on the job. Their duties shall be to see to it that the Agreement is not violated by either party to this Agreement. If and when a violation of this Agreement occurs, the Steward shall draw it to the attention of the offending party. The Job Steward may be called upon by the Employer or the "Association" to assist in the settlement of grievances.

12.4 The role of the Shop Steward will be mutually beneficial to both the Union and the Employer and involves ensuring the provisions of this Agreement are followed by both parties, acting as a liaison between the Employer and the Employee in the absence of a Union Business Representative. No person shall be eligible for appointment as a Shop Steward unless they have attained the rank of Journeyman and possess the appropriate Shop Steward Training course. In recognition of their important role, the Shop Steward will not be discriminated against in performance of their lawful union responsibilities and shall be permitted to perform duties during working hours, but the Union acknowledges that Stewards also have regular duties to perform and are accountable for the same quantity and quality of work as any other employee. They may have leave of their regular duties without suffering loss of pay only with the permission of their immediate supervisor and with the understanding that a privilege so granted will not be abused.

12.5 Providing that he/she is qualified to perform the job, the Shop Steward will be one of the last three (3) employees remaining should there be a reduction in the number of employees under the scope of this Agreement.

12.6 The Shop Steward will be given an equal opportunity to work overtime provided they have the skills and competencies to perform the required work.

ARTICLE 13 UNION SECURITY AND CHECK-OFF

13.1 All Carpenter Foreman, Journeyman Carpenters, Tradesmen and Carpenter Apprentices, as a condition of employment and continued employment must be a member of the Union.

13.2 The Employer further agrees to deduct from the wages of new Employees, the regularly authorized union initiation fee and forward in the same manner to the Local Union.

13.3 Union working dues of three and one-half percent (3.5%) per basic hourly rate for all hours worked by the Employees shall be deducted from the Employees hourly rate, the Union working dues and initiation fees deducted shall be remitted to the Financial Secretary of the Local Union no later than the fifteenth (15th) day of the month following such deductions, together with a list of all employees, and their Social Insurance Numbers, on whose behalf such deductions have been made.

The Employer further agrees to pay interest of three percent (3%) per day for each day of delinquency on all overdue remittances provided the Employer is given a grace period of ten (10) days in addition to the required regular time for remittances as referred to above. Should an Employer be in violation of this grace provision three (3) times within a 12-month period, then no grace period will be allowed for a further 12-month period and interest as above shall be paid as above.

13.4 The Employer also agrees to deduct and remit from each employee, based on the amounts below, on or before the fifteenth (15th) day of each month, together with a list of all employees and their Social Insurance Numbers to:

Carpenters Union Local #1386
82 Timothy Avenue South, Hanwell, N.B. E3C 2B8

Journeyperson twelve cents (\$0.12) per hour

Apprentices twenty cents (\$0.20) per hour

ARTICLE 14 SUBCONTRACTING

14.1 It is hereby agreed by both parties that in event of any on-site carpentry or trades work being contracted out; an Employer will make this contract a part of their Agreement with the sub-contractor and advise the Union.

ARTICLE 15 JURISDICTIONAL DISPUTE

15.1 In the event that any jurisdictional dispute shall arise over the assignment of work represented by this Agreement, an immediate assignment of the work in question shall be made by the company representative, based upon local area practice, and decision and agreements of record or other information available. The work is then to continue and if any of the Unions involved are not satisfied with the assignment, the matter shall be referred to the International Office of the Unions involved for a decision. There will be no stoppage of work due to a jurisdictional dispute.

ARTICLE 16 TERMINATION OF EMPLOYMENT OR LAY-OFF

16.1 Except in the case of discharge for just cause, the Employer shall give an Employee the two (2) hours' notice of lay-off or termination. Employment is to end at the beginning of the lunch period or the end of the shift. Alternatively, the Employer may provide two (2) hours of pay in lieu of notice.

16.2 When employment is terminated by an Employer, the earned wages in full of the Employee shall be paid on, or before, the next regular pay day for the period. If the Employee prefers he/she may inform the Employer when he/she leaves the job site that he/she will pick up the above items at an office of the Employer at a mutually agreed time no later than the next pay period after the termination of his/her employment.

ARTICLE 17 PAYMENT OF WAGES

17.1 Wages are to be paid either by cash or by cheque, negotiable at par at a chartered bank, not later than Thursday. If paid by cash, the Employer will have the right to pay on Friday of each week during regular working hours.

17.2 An earnings statement shall accompany each payment of wages giving the name of the Employer, the name of the Employee, and the date of payment. The statement shall show particulars of the number of hours worked at regular, overtime premium and other rates, the gross amount of wages, the amount of vacation pay, and the nature and amount of the wages. If payment is made by cheque, the earnings statement may be the cheque stub, if the required information is set out on the stub. Travel and Board allowances shall be shown separately.

17.3 If the regular pay day is a holiday, then the pay day shall be one day earlier.

17.4 Should an Employer elect to use direct bank deposit as a method of payment of wages, the Employer will be in compliance with this Article 17 if the pay is deposited in the employee's account on the regular pay day. A statement of hours worked, earnings and deductions shall be distributed electronically, if available, to each employee.

Notwithstanding the above an employee may request that the statement be provided in hard copy. Where practicable, the Employer will provide such hard copy to the Employee on payday; if not practicable, the Employer will provide such hard copy to the Employee no later than Monday of the following week. This provision has been agreed to by the parties in lieu of the application of Section 36 of the Employment Standards Act.

ARTICLE 18 HEALTH AND SAFETY

18.1 On all projects, provisions of the New Brunswick Occupational Health and Safety Act shall apply.

18.2 The Employer and Union agree that they mutually desire to maintain a high standard of Safety and Health on the projects and for the Employer to make adequate and reasonable provisions for the Safety and Health of the Employees.

18.3 Where an Employee is injured during working hours and is advised not to return to work by the Employer or a doctor or a registered nurse or nurse practitioner who has attended to the injury, he shall be paid to the end of the shift.

18.4 When a project is stopped by the Safety inspector due to unsafe conditions, the Employee affected will be paid to the end of the half shift they are working.

18.5 An Employee absent by reason of illness or accident who wishes to return to work shall be reinstated by the Employer if work is available. The Employer may ask the Employee to provide a medical clearance slip from a doctor if he has been absent three (3) days or more.

ARTICLE 19 STRIKES AND LOCKOUTS

19.1 It is agreed that there will be no strikes, lockouts, or slowdowns, by either party during the life of the Agreement. Refusal to cross a legally established picket line will not be considered a violation of the Agreement.

ARTICLE 20 LABOUR MANAGEMENT COMMITTEE

20.1 (A) It is mutually agreed that a Labour Management Committee shall be set up in each jurisdictional area of the Province. The Committee shall hold meetings as required to discuss problems applicable to the Construction industry. Dates of such meetings shall be arranged by the Local Committee. The Committee members are the Negotiating Committee for the Union and the Negotiating Committee for Management.

(B) Both Parties to this Agreement, at any time when they may decide, may call a meeting of the Labour Management Committee to discuss special changes to the Agreement, which may deal with a specific problem. The decisions of the Committee must be finalized before tenders on a project close, and the conditions must apply to all Parties of this Agreement.

ARTICLE 21 LEAVE OF ABSENCE

21.1 The Employer shall allow designated members of the Union leave of absence without pay, to attend official Union conventions or Union business provided a period of notice of one (1) week for Union Conventions and twenty-four (24) hours for Union business is given.

21.2 In the event of the death of their spouse, or their child, mother or father, any Employee shall be granted a leave of absence without pay for seven (7) days.

21.3 In the event of the death of a brother, sister, grandparent or grandchildren of an Employee, a leave of absence without pay of four (4) days will be granted at attend the funeral.

ARTICLE 22 GRIEVANCE AND ARBITRATION

22.1 (A) Except in cases of dismissal, the grievor or Shop Steward shall present his/her grievance verbally to the Foreman under whose direction he/she is working. The Foreman shall give his answer not later than 12:00 noon following the day on which the grievance is presented. Any decision made by a Foreman is not binding on the Employer in any future matter between the parties, unless the Foreman's decision is expressly approved in writing by the Employer.

(B) If the decision of the Foreman is unacceptable, the grievance shall be submitted in writing to the Site Superintendent not later than two (2) working days following the day on which the grievance is presented.

(C) A dismissal grievance shall be made in writing to the Employer by the ACRC Business Representative or Provincial Manager.

22.2 The Superintendent shall provide the Union with a written response to the grievance within two (2) working days after receipt of the Union's written grievance.

22.3 The Employer, or its Representative, shall be entitled to submit a grievance in writing to the ACRC Business Representative. The Union shall provide the Employer with a written response to the grievance within two (2) working days after receipt of the Employer's written grievance.

22.4 The Union may submit a policy grievance in writing directly to the Employer. The Employer shall provide the Union with a written response to the policy grievance within five (5) working days after receipt of the Union's written grievance. The Employer shall request the assistance of the Association in responding to a policy grievance that the involves the interpretation or application of the collective agreement provisions.

22.5 Failure to respond to a grievance within two (2) working days will be considered a negative response, and the other party may proceed to the next step of the grievance process.

22.6 The parties may mutually agree to use the Alternative Dispute Resolution Procedures provided by the New Brunswick Department of Post-Secondary Education, Training and Labour.

22.7 After exhausting the procedures in Articles 20.1 to 20.4, either party may notify the other party in writing of its intention submit the grievance to arbitration before a single arbitrator. The notice shall include the name of the party's spokesperson. If the parties cannot agree to the selection of an Arbitrator, either party may request that an arbitrator be appointed by the Minister of Post-Secondary Education, Training and Labour.

22.8 Except in cases where loss or injury might occur through continued employment of the person or persons involved, the Employer shall not implement any decision with respect to suspension or discharge of an Employee or Employees until the above procedures have been completed, and the parties are notified of the arbitrator's decision.

22.9 The arbitrator shall have the authority to:

- (A) alter any discipline imposed by an Employer, including altering a discharge or suspension;
- (B) make such award or other direction as the arbitrator considers just and necessary in the circumstances to resolve the grievance; and
- (C) award compensation, including damages.

22.10 The arbitrator shall not have the authority to alter or amend the terms of the Collective Agreement without the written consent of both parties to this Agreement.

22.11 The arbitrator shall hear and determine the difference or allegations and shall issue a decision that is final and binding on the parties, and on any Employee or Employer affected by it. The parties will ensure that an arbitration award is implemented at the earliest possible date, unless a stay of proceedings is granted pending a judicial review of the decision.

22.12 The costs of an arbitration hearing and decision shall be shared equally by the Employer and Union.

ARTICLE 23 COMMUTING TRAVEL AND BOARD ALLOWANCE

23.1 All Employees shall provide their own transportation when a job is within a fifteen (15) kilometer radius of the City of Town Hall as designated in this Agreement (Moncton, Newcastle, Richibucto, Caraquet, Bathurst, Dalhousie and Edmundston).

When the Employer sends an Employee currently on the payroll of the Employer to work beyond the free radius zone and the Employee takes his own vehicle, the Employee will receive forty-seven cents (\$0.47) per kilometer to the job site and return as measured from the radius line.

23.2 When the Employer sends an Employee currently on the payroll of the Employer to a job beyond an eighty (80) km. radius, the Employee shall receive room and board, plus travelling time at

regular rates up to a maximum of eight (8) hours at the start and finish of employment. The Employer also agrees to pay mileage to and from the job site after every thirty (30) days of continuous employment. An Employee may only qualify for either 23.1 or 23.2 but not for both.

23.3 Where an Employer requires Carpenters who must travel beyond eighty (80) kilometers to a free zone location as listed in Article 23.1 he shall receive an allowance of one hundred (\$100.00) dollars per day worked.

If an Employee is expected to work a condensed work week (i.e. 4x10 hour shifts), they shall receive five (5) days Room and Board for four (4) days worked. If on a condensed work an Employee is required to work five (5) days, they shall receive six (6) days Room and Board, only if their shift does not end before 7:30 p.m.

Should the Employer and Employee mutually agree, and it does not disadvantage the Employee, the compensation paid under this Article can be waived by the Employee and can be substituted with the Employer providing room, board and travel arrangements, providing such arrangements are satisfactory to the Employee.

LETTER OF UNDERSTANDING RE ARTICLE 23.2 – INDUSTRIAL AGREEMENT ONLY

FOR THE PURPOSE OF CLARIFICATION WHEN AN EMPLOYEE, BECAUSE OF PERSONAL REASONS, WISHES TO TRAVEL BACK AND FORTH TO WORK EACH DAY RATHER THAN RECEIVE ROOM AND BOARD FROM THE EMPLOYER, THE EMPLOYEE AND EMPLOYER MAY MUTUALLY AGREE TO A TRAVEL COST IN LIEU OF ROOM AND BOARD.

ARTICLE 24 WAGES AND FOREMAN

24.1 (A)

Journeyman Carpenter (Red Seal)	December 13 th , 2020	January 1 st , 2021	July 1 st , 2021	July 1 st , 2022
Hourly Rate	30.16	30.84		
Vacation Pay (11%)	3.31	3.38		
Health & Welfare	2.38	2.38		
Pension	5.35	5.35		

Training	.85	.85		
Total	\$42.05	\$42.80	\$44.05	\$45.05

Scaffolder	December 13 th , 2020	January 1 st , 2021	July 1 st , 2021	July 1 st , 2022
Hourly Rate	29.12	29.80		
Vacation Pay (11%)	3.20	3.27		
Health & Welfare	2.38	2.38		
Pension	5.35	5.35		
Training	.85	.85		
Total	\$40.90	\$41.65	\$42.90	\$43.90

Journeyman Carpenter (No Red Seal)	December 13 th , 2020	January 1 st , 2021	July 1 st , 2021	July 1 st , 2022
Hourly Rate	28.76	29.44		
Vacation Pay (11%)	3.16	3.23		
Health & Welfare	2.38	2.38		
Pension	5.35	5.35		
Training	.85	.85		
Total	\$40.50	\$41.25	\$42.50	\$43.50

Calculation of wages for apprentices shall be as found in Appendix B

(B) All Carpenter Foremen subject to 24.1(D) must be a Journeyman Member in good standing of the Carpenter’s Union Local 1386 UBCJA.

(C) The rate for Foremen shall be \$4 above the current Journeyman Carpenter (non-Red Seal) or Journeyman Carpenter (Red Seal) rate, as the case may be.

(D) Where there are five (5) or more Carpenters working, there will be a Foreman, after fifteen (15) Carpenters, the Employer will appoint a second Foreman. A Foreman can only work when supervising Carpenters.

(E) The Employer reserves the right to move a Foreman from area to area after informing the Local Union which has jurisdiction in the area.

ARTICLE 25 HEALTH AND PENSION

Health and Welfare Benefits

25.1 The Employers and Union confirm the establishment of the Atlantic Canada Regional Council of Carpenters, Millwrights and Allied Workers Health and Welfare Trust Fund (the “Trust”) in accordance with a Trust Agreement between the Union and Employers, and their designated Trustees. The purpose of the Trust Fund is to provide Union members with Health and Welfare benefits (the “Insured Benefits”), as determined by the Trustees in their sole discretion, and in accordance with the Trust Agreement, to the extent that funds are available in the Trust Funds. The Trust Fund is administered by an Administrator appointed by the Trustees.

Pension Benefits

25.2 The Employers and Union confirm the establishment of the Atlantic Canada Regional Council of Carpenters, Millwrights and Allied Workers Pension Plan (the “Pension Plan Fund”) in accordance with a Trust Agreement between the Union and Employers, and their designated Trustees. The purpose of the Pension Plan is to provide Union members with pension benefits upon retirement (the “Pension Benefits”), as determined by the Trustees in their sole discretion, and in accordance with the Trust Agreement, to the extent that funds are available in the Plan. The Trust Fund is administered by a Pension Administrator appointed by the Trustees.

25.3 Non-union employees who are employed under Article 14 are not entitled to participate in any of the Insured Benefits or Pension Benefits.

25.4 Employees do not have any interest in the Trust Fund or in the monies contributed by them or an Employer, other than a Union member’s interest in his or her pension benefits. Union members are only entitled to Insured Benefits for which they are eligible in accordance with the Insured Benefits plan or plans purchased by the Trustees, and are not entitled to a refund or payment of any amount from the Trust Fund at any time, or for any reason.

Trust Fund Contributions

25.5 The Employer shall remit the following amounts to Coughlin & Associates Ltd., Trust Fund Administrator, at P.O. Box 764, Winnipeg, MB R3C 2L4: health and welfare, and pension amounts set out in Article 24 and Appendix “B”, as amended in accordance with Article 25.10. The Trust Fund Administrator will send the pension contributions to the Pension Plan Administrator.

25.6 The Employer shall remit the following amounts to UBCJA Local 1386 at 82 Timothy Ave. South, Hanwell, NB E3C 2B8: training as set out in Article 24 and Appendix “B”, as amended in accordance with Article 25.10.

25.7 The Employer shall remit the following amounts to the Moncton and Northeast Construction Association Inc. at 297 Collishaw St, Moncton, NB E1C 9R2: thirteen cents (\$0.13) for its Industrial Fund.

25.8 If directed by the Union, the Trustees shall remit (net of reasonable administrative costs if considered appropriate by the Trustees) all contributions made for or on behalf of a member of an Affiliated Local who is performing work within the jurisdiction of the Union under the provisions of the Collective Agreement, to the trustees or administrator of a benefit or pension plan established by the Affiliated Local of which he or she is a member.

25.9 The Employer shall make all remittances for each month required under Articles 13 and 25, by cheque or other legal means of payment, on or before the fifteenth (15th) of the following month. The remittances shall be accompanied by a statement showing each employee's Social Insurance Number and their total hours of work during the month.

25.10 The Union reserves the right to change the amounts remitted to the above funds on implementation of the increases in the total package rate provided for during the life of this Collective Agreement.

ARTICLE 26 PRODUCTIVITY CLAUSE

26.1 It is agreed that one of the fundamental strengths of the unionized sector in the construction industry is the high level of productivity, competency and qualifications of the unionized tradesmen. In order to maintain and promote this productivity of the construction site, the following provisions shall apply:

(A) After hiring an Employee from the Hall, the Employer, without prejudice, shall be entitled terminate the Employee's employment and refer him back to the Union, if after a reasonable period on site (normally two (2) to five (5) working days), the Employer has determined that the Employee's productivity is unsatisfactory. Where an Employee is so referred back to the Union, the Employee and the Union shall be given written notification of the reason for termination of employment.

(B) If an Employee is referred back to the Union for unsatisfactory productivity by three (3) separate Employers, then the Union will ensure that the Employee is given the earliest opportunity to participate in appropriate retraining or upgrading.

26.2 In assessing whether an Employee's productivity is satisfactory, the Employer acknowledges that work procedures may vary from company to company and from job site to job site, and that an Employee must be given a fair opportunity to adjust to the prevailing work procedures before any final determination can be made. If the Employee's deficiency relates to his work performance rather than attendance, punctuality, or personal behaviour, they shall be given a reasonable period to correct their work before the Employer decides whether to terminate.

26.3 The purpose of this clause is to reinforce to concept of a productive work force within the construction industry. This Article shall not be interpreted and applied so as to allow piecework in the construction industry.

ARTICLE 27 SAFETY TRAINING

27.1 Both the Union and Employer recognize safety as priority and place a high value on both safe working conditions and on employees working in a safe manner. It is recognized that improving safety must be as a result of proper training and a commitment to work safe at all times.

The Employee is responsible to ensure that when training/certification, or retraining/recertification, is required they make themselves available when the training is available. Failing to do so could mean a loss of their employment or dispatch status.

27.2 All employees hired pursuant to Article 4.1, will be in possession of valid safety certifications with respect to Safety Orientation (Generic), WHMIS, and Fall Arrest. It is also agreed that where deemed necessary, and as required by the Employer, employees so hired shall have valid safety certificates with respect to Confined Space (Level 1), Manlift Training and First Aid.

27.3 Employees who are hired pursuant to Article 4.2 shall be required to possess valid safety certifications with respect to Safety Orientation (Generic), WHMIS, and Fall Arrest but these qualifications shall be obtained at the cost of the Employer or the Employee and shall not be the responsibility of the Union to fund.

27.4 Notwithstanding Article 27.3, the Union may, on a case specific basis, agree to offer and fund, safety training to all Employees of a particular Employer where it is satisfied this is in the best interests of the membership and ensures that the Employer remains competitive against the non-Union sector.

27.5 Should legislated safety regulations change such that employees are required to certify, or re-certify, as the case may be, such re-training shall be the responsibility of the Union.

ARTICLE 28 TERM AND DURATION

28.1 If either of the contracting parties desire to alter or amend the terms of this Agreement at its termination, at least two (2) months' notice shall be given previous to its expiration, and every effort shall be made to reach settlement on or before the expiry date thereof. This Agreement to remain in effect with no changes in any part thereof until a new Agreement is signed.

This Agreement shall be in effect for a term beginning December 13, 2020 and shall continue in force until June 30, 2023, and shall automatically be renewed thereafter for successive periods of twelve months, unless either party requests the negotiation of a new Agreement by giving written notice to the other party not less than sixty (60) days prior to the expiration date of this Agreement or renewal thereof.

APPENDIX A DEFINITIONS

The work jurisdiction herein includes but not limited to the handling of all materials listed and/or equipment required to carry out the work necessary to complete the project.

Heavy engineering, highway and bridge work; industrial, commercial and institutional, home building and housing construction work, building work on pipeline construction. Sewers and water mains; the milling, fashioning, joining, assembling, erecting, fastening or dismantling of materials of wood, plastic, metal, fibre, cork and composition, and other substitute materials; the on-site production of components composed of wood and substitute materials either by the operation of machinery or hand tools; the on-site production of concrete components may be precasting, poststressing or by prestressing, the handling, erecting, installation and welding of precast concrete components.

The erection, on-site fabrication and assembly and installation of store fixtures: free standing and fixed cases, rooms and boxes; the laying of all canvas roofs and decks; the application of all insulation for thermal weather-proofing or soundproofing purposes applied by any means; the welding on of all work herein mentioned; the setting, plumbing and bracing of sash made of wood, steel, aluminum, or plastic, the installation of trim made of metal, wood or composite material; rubber bumpers at holding doors or any materials referred to as trim shall be installed by Carpenters.

The construction, erecting and dismantling of all temporary buildings, shacks, tool cribs; boarding and setting all batter and board and locating lines on same.

The building, erecting and setting supports, falsework, and forms to receive concrete whether of wood, metal (not including Q-deck or similar metal deck), plastic, fibreglass or any other material; the building and setting of all centres and bulkheads; the assembly and setting of all accessories and hardware required in any form and the burning or welding of same; the removal and dismantling of forms, falsework and accessories.

Where power rigging is used for the handling, setting or dismantling of forms or any other material erected by carpenters, handling and signaling will be done by the carpenters: The on-site fabrication, handling, setting of all templates and inserts, including anchor bolts necessary for structural members or machinery and the placing and leveling of same whether rigged by hand or power: the erection, operation and alignment of all slip forms, whether hydraulic or manually operated.

The building, erecting ready for use of scaffolding and the, dismantling of same, the fabrication of all ladders, saw horses, and work benches.

The fastening on of all wooden, plastic or composition cleats no iron work other materials: the on-site fabrication, installation and welding, of all imbedded metal including all sleeves and tie rods.

The setting of door frames and hanging of doors including man doors, overhead doors, metal clad doors, and installing hardware by any means: the setting of window frames and hanging of sash, inside and outside blinds, windows and other frames.

The on-site assembly and erection of all wood, metal, plastic and composition partitions including and welding of a plastic material, perimeter and curtain walls, whether built in place or prefabricated, the erection and installation or application of all shingles, siding, wallboard or sheets composed of wood,

pulp, plastic, plaster, asbestos or composition materials or any other material including combined or faced with metal or vinyl by whatever means of fastening.

The preparation of sub-surfaces, the preparation and laying of resilient surfaces, the laying of plywood as underlayment, the fitting of all devices – metal or otherwise – and the drilling of holes, to receive the complete installation of resilient floor covering or surfacing such as hot or cold mastic, hot or cold plastic, epoxies, polyesters, vinyls, natural or synthetic latex, magnesite in liquid compound – in molder molten form – on interior or exterior surfaces, floors, walls, roofs, ceilings, counters, stairs, base draperies and blinds—of metal, natural or synthetic turf or other materials.

The laying, sanding, finishing and sealing of hardwood floor including the laying of sleepers, sub floors, metal thresholds, metal or wooden base, parquet, iron bound, perma cushion and all operations necessary for the completion of installation of hardwood floors.

The installation of laboratory, institutional, fixtures and equipment, also cabinets and work-benches, bookcases and cabinets, either separately or in connection with heating or air conditioning units: the installation of blackboards, bulletin boards, billboards, meter boards and backboards of all types.

The installation of lead baffles or lead liners to walls, aluminum framing, plastic moldings and any other work incidental to same. The erection of porcelain metal panels and metal siding.

The assembling, laying-out, handling and setting of all seating in theatres, halls, churches, schools, banks, stadiums and open-air theatres and other buildings or structures.

When material is stock piled in the working area, it shall then be handled by carpenters.

The handling and installation of all mill, cabinet work and stores fixtures.

Rigging into place and setting and aligning of laminated beams, posts, trusses or arches and composition panels, both interior or exterior, and modular or. Prefabricated structures, the handling and erection of metal building and the installation of metal floors and elevated floors.

The erection of all safety barriers.

Pile driving work, including the handling, driving, bracing, plumbing, cutting off and capping of piling, sheet piling and tie backs whether of wood, metal or concrete, regardless of size or shape, the pulling, extracting or salvaging of such pilings and the cutting and placing of lagging.

The placing of all whaling, spring and fender lines and guard rails of wood or metal: the framing, boring, drilling or burning of holes.

The heading and splicing of wood piling and making of wood sheet piling, the welding, cutting or burning of metal, piling, the loading, unloading, framing, erecting, dismantling and handling of drivers, derricks, cranes and other pile driving equipment.

Underwater work on bulkheads, wharves, docks, caisson, bridges, viaducts and trestles, as well as salvage and reclamation work where divers are employed.

The installation and maintenance of soil stabilization systems.

Raised computer floors.

Steel jacks, wedges and clamps relating to formwork and flying formwork.

Drivers and diving tendering.

Core drilling related to underwater work

Laying out lines, measurements, grades and stades, driving and levelling stakes, building and setting all batter boards and locating lines on same as it pertains to the trade.

Lath work and related items, including gypsum lath, metal lath and metal corner beads.

Pipeliners for waterworks and power plants requiring diving,

Framing or erecting of wood buildings including prefabrication on site.

Handling of lumber and drywall.

Fabrication and setting of screens for concrete and mastic floors.

Installation of runways and stages

The erection and dismantling of all scaffolding, the erection and stripping of all formwork is the work of the Carpenters.

APPENDIX B RATES

	December 13 th , 2020	January 1 st , 2021	July 1 st , 2021	July 1 st , 2022
JOURNEYPERSON CARPENTER (RED SEAL)				
Hourly Rate	\$30.16	\$30.84		
Vacation Pay (11%)	3.31	3.38		
Health & Welfare	2.38	2.38		
Pension	5.35	5.35		
Training	0.85	0.85		
Total	\$42.05	\$42.80	\$44.05	\$45.05
1st Year Apprentice (75%)				
Hourly Rate	\$22.62	\$23.13		
Vacation Pay (11%)	2.48	2.54		
Health & Welfare	2.38	2.38		
Pension	5.35	5.35		
Training	0.85	0.85		
Total	\$33.68	\$34.25		
2nd Year Apprentice (80%)				
Hourly Rate	\$24.13	\$24.67		
Vacation Pay (11%)	2.65	2.70		
Health & Welfare	2.38	2.38		
Pension	5.35	5.35		
Training	0.85	0.85		
Total	\$35.36	\$35.95		
3rd Year Apprentice (85%)				
Hourly Rate	\$25.64	\$26.21		
Vacation Pay (11%)	2.81	2.87		
Health & Welfare	2.38	2.38		
Pension	5.35	5.35		
Training	0.85	0.85		
Total	\$37.03	\$37.66		
4th Year Apprentice (90%)				
Hourly Rate	\$27.14	\$27.76		
Vacation Pay (11%)	2.98	3.04		
Health & Welfare	2.38	2.38		
Pension	5.35	5.35		
Training	0.85	0.85		
Total	\$38.70	\$39.38		

	December 13 th , 2020	January 1 st , 2021	July 1 st , 2021	July 1 st , 2022
SCAFFOLDER				
Hourly Rate	\$29.12	\$29.80		
Vacation Pay (11%)	3.20	3.27		
Health & Welfare	2.38	2.38		
Pension	5.35	5.35		
Training	0.85	0.85		
Total	\$40.90	\$41.65	\$42.90	\$43.90
Apprentice 1 (75%) (NO LONGER A CLASSIFICATION)				
Hourly Rate				
Vacation Pay (11%)				
Health & Welfare				
Pension				
Training				
Total				
Apprentice 2 (80%)				
Hourly Rate	\$23.30	\$23.84		
Vacation Pay (11%)	2.56	2.62		
Health & Welfare	2.38	2.38		
Pension	5.35	5.35		
Training	0.85	0.85		
Total	\$34.44	\$35.04		
Apprentice 3 (85%)				
Hourly Rate	\$24.75	\$25.33		
Vacation Pay (11%)	2.72	2.78		
Health & Welfare	2.38	2.38		
Pension	5.35	5.35		
Training	0.85	0.85		
Total	\$36.05	\$36.69		
Apprentice 4 (90%)				
Hourly Rate	\$26.21	\$26.82		
Vacation Pay (11%)	2.88	2.94		
Health & Welfare	2.38	2.38		
Pension	5.35	5.35		
Training	0.85	0.85		
Total	\$37.67	\$38.34		

	December 13 th , 2020	January 1 st , 2021	July 1 st , 2021	July 1 st , 2022
JOURNEYPERSON CARPENTER (NO RED SEAL)				
Hourly Rate	\$28.76	\$29.44		
Vacation Pay (11%)	3.16	3.23		
Health & Welfare	2.38	2.38		
Pension	5.35	5.35		
Training	0.85	0.85		
Total	\$40.50	\$41.25	\$42.50	\$43.50
1st Year Apprentice (75%)				
Hourly Rate	\$21.57	\$22.08		
Vacation Pay (11%)	2.37	2.42		
Health & Welfare	2.38	2.38		
Pension	5.35	5.35		
Training	0.85	0.85		
Total	\$32.52	\$33.08		
2nd Year Apprentice (80%)				
Hourly Rate	\$23.01	\$23.55		
Vacation Pay (11%)	2.53	2.58		
Health & Welfare	2.38	2.38		
Pension	5.35	5.35		
Training	0.85	0.85		
Total	\$34.12	\$34.71		
3rd Year Apprentice (85%)				
Hourly Rate	\$24.44	\$25.02		
Vacation Pay (11%)	2.69	2.75		
Health & Welfare	2.38	2.38		
Pension	5.35	5.35		
Training	0.85	0.85		
Total	\$35.71	\$36.35		
4th Year Apprentice (90%)				
Hourly Rate	\$25.88	\$26.50		
Vacation Pay (11%)	2.85	2.91		
Health & Welfare	2.38	2.38		
Pension	5.35	5.35		
Training	0.85	0.85		
Total	\$37.31	\$37.99		

APPENDIX C TRAVEL ZONES

JOB #1 (JOB WITHIN 80KM, BUT OUTSIDE 15 KM FREE ZONE)

Employees from Zone “A” are hired first and receive travel of 25 km – 15 km = 10 km. When manpower is exhausted from “A”, Employees from “B” would be sent, and because the job is beyond 80 km from “B”, Employees would receive “Adequate room and board”. When Employees from “C” or “D” are required, room and board would be paid.

JOB #2

Employees from Zone “A” are hired first and receive travel of 20 km – 15 km = 5 km. When manpower is exhausted from “A”, Employees from “B” would be sent, and because the job is within 80 km of “B”, Employees would receive travel of 60 km – 15 km = 45 km. When Employees from “C” are required, they would receive room and board. Employees from “D”, if required, receive room and board.

JOB #3 (JOB WITHIN 15 KM FREE ZONE)

Employees from “B” are hired first and receive no travel. When manpower is exhausted in “B”, Employees from “A” would be sent and because the job is within 80 km of “A”, Employees would receive travel of 70 km – 15 km = 55 km. When Employees from “C” or “D” are sent, they would receive room and board.

JOB #4 (JOB NOT WITHIN A 80 KM ZONE)

Employees from all zones would receive room and board.

The Union has agreed to supply the Association with a list of members registered in each location listed in Article 23.1.

APPENDIX D TOOL LIST

GENERAL CARPENTER TOOLS:

claw hammer	hand saw
2' level framing square	chisel set
combination square	chalk line
pry bar	dry line plumb bob
carpenter's apron	25' or 8 m. tape (as required)
pencil	block plane
utility knife	hatchet

TOOLS FOR FORM WORK:

claw hammer	hand saw
2' level framing square	chalk line
plumb bob (12 oz. or heavier)	carpenter's apron
25' or 8 M. tape (as required)	pencil
adjustable wrench 12" or larger	utility knife
lineman pliers or end cutters	hatchet

TOOLS FOR SCAFFOLDING:

claw hammer	magnetic torpedo level
side pouch	wedge/punch
25' or 8 m. tape	adjustable wrench 12" or larger

TOOLS FOR DRYWALL AND CEILINGS:

combination square	claw hammer or drywall hatchet
2' level	tool belt (side pouches)
utility knife	25' or 8m. tape (as required)
pencil	chalk line
dry lines	plumb bob
lineman's pliers	snips (left or right-handed)
T-square	key hole saw

APPENDIX E SCAFFOLDER POLICY

Scaffolder Upgrade Policy

Effective November 1, 2012

IN ORDER TO WORK ON ANY UBC SITE, MEMBERS MUST HAVE A SCAFFOLDING CERTIFICATE FROM A RECOGNIZED TRAINING PROGRAM.

SCAFFOLDING TRAINING

All Scaffolding training under the Atlantic Canada Regional Council will be an 11-week program which will consist of:

- Scaffolding (8 weeks)
- Rigging (1 week)
- Safety (1 week)
- Forklift/Aerial Lifts (1 week)

APPRENTICE UPGRADES

In order to receive an upgrade in wage scale, members must provide verification of Scaffolding hours worked since they completed their Scaffolding training. This documentation must be written on the company’s letterhead, signed by authorized personnel.

Journeyman status will not be granted based upon hours. Members must successfully complete the **Journeyman Certification**.*

SCAFFOLDER LEVEL	REQUIREMENT FOR UPGRADE	PROGRESS TO
Apprentice 2		Apprentice 3
Apprentice 3		Journeyman (Eligibility)
A total of 4000 Scaffolding hours with a UBC contractor is required to be eligible to challenge the Journeyman Certification .		

JOURNEYPERSON CERTIFICATION

Upon approval of documented hours, the member will be eligible to challenge the Journeyperson Certification which consists of:
 Written examination (3 hours)
 Practical project (3 hours)

A 70% pass mark on both theory and practical is required before Journeyperson status is granted. Journeyperson tickets will be issued with a 3-year expiry. Upon expiry, members will be required to contact their Local for renewal, and provide an update on work hours since certification.

Rewrite Policy

If the member is unsuccessful in the practical project, they will be required to provide documentation of an additional 1000 scaffolding hours (with a UBC contractor) before the 2nd attempt is granted.

If the member is unsuccessful in the theory exam, a second attempt will be granted after 30 days.

Cost

Journeyperson Certification	Rewrite	Replacement Cards
\$600	\$75 (Theory) \$600 (Practical)	\$10

NOTES:

- Members who have completed a recognized scaffolding program and are currently classified in Personify as a Journeyperson Scaffolder will retain their status.
- This policy will not apply to apprentices who are currently classified as first year until they reach second year status according to their existing policy.
- Scaffold Apprentices meeting the new criteria for Journeyperson status are encouraged to contact their local training center to schedule an appointment to be assessed for certification.

Contact your local training centre to be scheduled for the Journeyperson Certification

Newfoundland	New Brunswick	Mainland Nova Scotia & PEI	
		Cape Breton	Halifax

<p>Carpenters</p> <p>Email: tienkins@cmcnl.ca</p>	<p>E2L 3V1</p> <p>Phone: (506) 632-8840 (888) 753-7474</p> <p>Email: millwrights@ctcnb.com</p>	<p>24 Cossitt Heights Drive Sydney, NS</p> <p>Email: hgrant@acrc.ca</p>	<p>Carpenter Millwright Trades College</p> <p>Lower Sackville, NS</p> <p>Phone: (902) 454-5100</p> <p>Email: admissions@cmtc-trad escollege.ca</p>
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APPENDIX F AN AGREEMENT WITH RESPECT TO DISPATCHING FOR SCAFFOLDING

The following will clarify the application of the Journeyperson Carpenter rate, Red Seal and non-Red Seal, as it pertains to Carpenters working as Scaffolders.

As per Appendix E of the Carpenters Industrial Agreement, to be certified as a Journeyperson Scaffer a person must have documented a minimum of 4000 scaffolding hours plus they must challenge and successfully complete, with a mark of at least 70% both a written examination and a practical project.

A Journeyperson Carpenter (Red Seal) who is dispatched as a Scaffer will be paid the Red Seal Carpenters rate.

A Journeyperson Carpenter (non-Red Seal) who is dispatched as a Scaffer, if they are certified as above, will be paid the Journeyperson Carpenter (non-Red Seal) rate.

If a Carpenter is dispatched as a Scaffer and is not certified as above, they will be paid based upon documented scaffolding hours at the rate of 80% or 85% of the Journeyperson Carpenter (non-Red Seal) rate, as the case may be. Those who were a 4th level (90%) prior to July 7th, 2014 will continue to be paid at that level until such time as they become certified, but no others will classify into this 4th level.

APPENDIX G COMMITMENT TO EXCELLENCE

Protecting our jobs requires a competitive edge for our contractors so they can send a clear message to companies: the job is going to be done on time, on budget, with high quality, safe work and no disruptions. Our Union can only deliver if each and every member is committed to excellence every day on the job.

What is our commitment to excellence?

Our commitment to excellence means:

- No absenteeism
- Timeliness: arriving at work on time, fit for duty with the proper tools and clothing, working a full day and keeping breaks to the prescribed limit
- Superior productivity, safety and cooperation
- Strict adherence to established drug and alcohol policy
- No personal business conducted on company time
- Respecting company property, our employer's tools and tools of co-workers
- Following employer site rules, work procedures policies and directives

How do we honour our Commitment to Excellence?

We fulfill our Commitment by:

- Teamwork – every member working together with foremen and job stewards, on every task, to deliver a superior product in every respect
- Compliance – our job stewards and union representatives, working with the entire management team, will monitor and enforce the standard of excellence

What happens if a member fails to honour our Commitment to Excellence?

- If members are unwilling to comply with their responsibilities under our Commitment to Excellence, they will be brought before the Regional Council Disciplinary Committee. The Disciplinary Committee will take appropriate action which may include imposition of internal disciplinary procedures, up to and including, charges under the Carpenters' Constitution.

This Commitment to Excellence has been adopted by Local Unions 1386, 2262 and your Regional Council to protect and to expand your job opportunities.

PRODUCTIVITY, PERFORMANCE, DEDICATION AND QUALITY – THE UNION ADVANTAGE

SIGNING PAGE

HEREBY SIGNED ON BEHALF OF:

THE MONCTON NORTHEAST CONSTRUCTION
ASSOCIATION INC.

THE UNITED BROTHERHOOD OF
CARPENTERS AND JOINERS OF AMERICA

WITNESS: _____

WITNESS: _____

Signed this _____ day of _____ for an effective date of the 13th day of December 2020.

**Moncton Industrial Scaffolding Rates
Effective January 1st, 2021**

Journeyman

Base Rate	\$29.80
Vacation Pay (11%)	3.27
Health & Welfare	2.38

Pension	5.35
Training	0.85

TOTAL \$41.65

Working Dues Deductions (3.5%)

Journeyman \$1.04

2nd yr Apprentice \$0.83

3rd yr Apprentice \$0.89

4th yr Apprentice \$0.94

Red Seal \$1.08

2nd Year Apprentice (80%)

Base Rate	\$23.84
Vacation Pay (11%)	2.62
Health & Welfare	2.38

Pension	5.35
Training	0.85

TOTAL \$35.04

Local 1386 Fund Deduction:

Journeymen .12/hr

Apprentice .20/hr

3rd Year Apprentice (85%)

Base Rate	\$25.33
Vacation Pay (11%)	2.78
Health & Welfare	2.38

Pension	5.35
Training	0.85

TOTAL \$36.69

NMA is 95% of Base Rate

4th Year Apprentice (90%)

(For members already 4th, no upgrades)

Base Rate \$26.82

Vacation Pay (11%) 2.94

Health & Welfare 2.38

Pension 5.35

Training 0.85

TOTAL \$38.34

The Moncton Area includes work

done in the following counties:

Restigouche

Gloucester

Northumberland

Kent

Westmorland

Albert

RED SEAL JOURNEYMAN SCAFFOLDER

Base rate \$30.84

Vacation pay (11%) 3.39

Health and Welfare 2.38

Pension 5.35

Training 0.85

Total \$42.81

**Moncton Industrial Carpentry Rates
Effective January 1st, 2021**

Journeyman

Base Rate	\$29.44
Vacation Pay (11%)	3.23
Health & Welfare	2.38
Pension	5.35
Training	0.85
TOTAL	\$41.25

The Moncton Area includes work done in the following counties:

Restigouche
Gloucester
Northumberland
Kent
Wesmorland
Albert

1st Year Apprentice (75%)

Base Rate	\$22.08
Vacation Pay (11%)	2.42
Health & Welfare	2.38
Pension	5.35
Training	0.85
TOTAL	\$33.08

Working Dues Deductions (3.5%)

Journeyman	\$1.03
1 st yr Apprentice	\$0.77
2 nd yr Apprentice	\$0.82
3 rd yr Apprentice	\$0.88
4 th yr Apprentice	\$0.93
Red Seal	\$1.08

2nd Year Apprentice (80%)

Base Rate	\$23.55
Vacation Pay (11%)	2.58
Health & Welfare	2.38
Pension	5.35
Training	0.85
TOTAL	\$34.71

3rd Year Apprentice (85%)

Base Rate	\$25.02
Vacation Pay (11%)	2.75
Health & Welfare	2.38
Pension	5.35
Training	0.85
TOTAL	\$36.35

Local 1386 Fund Deduction:

Journeymen	.12/hr
Apprentice	.20/hr

4th Year Apprentice (90%)

Base Rate	\$26.50
Vacation pay (11%)	2.91
Health & Welfare	2.38
Pension	5.35
Training	0.85
TOTAL	\$37.99

RED SEAL Journeyman Carpenter

Base Rate	\$30.84
Vacation pay (11%)	3.38
Health & Welfare	2.38

Pension	5.35
Training	0.85
TOTAL	\$42.80