

National Maintenance Council for Canada

Saskatchewan Province Wide NMA Renewal (2022)

TERMS OF SETTLEMENT

Following discussions with affected Local Unions and Signatory Employers, the National Maintenance Council for Canada has finalized the renewal of the Saskatchewan Province Wide National Maintenance Agreement 2022-2026. Below are the following changes to the agreement. All other provisions of the agreement remain “as is.”

1. ARTICLE 2.000 THE COMPANY AND THE UNIONS
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Existing Article

2.300 Agree that the jurisdiction recognized therein for each Union shall be the jurisdiction recognized by the AFL-CIO. Assignments will be made in accordance with the procedures established in the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry covering the U.S.A. and Canada. (The Green Book.)

Amended Article

2.300 Agree that the jurisdiction recognized therein for each participating Union shall be the jurisdiction recognized by the AFL-CIO. Assignments will be made in accordance with the procedures established in the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry covering the U.S.A. and Canada. (The Green Book.)

2. ARTICLE 6.000 GRIEVANCES

Existing Language

6.100 It is agreed that it is the spirit and intent of this Agreement to adjust grievances promptly. All grievances, including discharge for just cause, but not those pertaining to jurisdictional disputes that may arise on any work covered by this Agreement must be initiated within fifteen (15) working days of the incident by either the employee in Step 1 or the Local Union in Step 2 and shall be handled in the following manner:

6.101 Step 1: Between the aggrieved employee and/or their Steward and the Company supervisor.

6.102 Step 2: Between the aggrieved employee, their Steward and/or Local Union Business Representative and their Foreperson, the Supervisor and the Project Manager. If settlement is not achieved at this step, the grievance must be presented in writing to the Company and to the International Representative of the Union involved.

The Company shall respond in writing within fifteen (15) working days from the date which the grievance was presented in writing to the Employer. If settlement cannot be reached at this step or if the Employer fails to respond in writing within the time limit specified, the Union may then proceed to the next step of the grievance procedure.

The Union must respond to the Company's grievance response within fifteen (15) working days of receipt. Timelines may be extended by mutual agreement.

- 6.103 Step 3: Between the International Union Representative and the Labour Relations Manager or the highest official of the Company.
- 6.104 Step 4: A hearing shall be conducted by a National Maintenance Agreement Council Committee of the Unions signatory to this Agreement with senior officials of the Company at a meeting to be held at the place of work or a mutually agreeable location.
- 6.105 Step 5: If any dispute or grievance concerning the interpretation, application or violation of this Agreement cannot be settled through the procedure described above the matter may be submitted by a Signatory Union to this Agreement or the Company, to a Board of Arbitration for adjudication within ten (10) working days of the decision rendered by the National Maintenance Council Committee.

This Board shall consist of three (3) Arbitrators, one appointed by each party to this Agreement and the third, who shall act as Chairman, to be selected by the two so appointed. The party desiring arbitration shall appoint its Arbitrator and shall give notice in writing to the other party together with a written statement of the question to be arbitrated.

In the event that the other party does not appoint its Arbitrator within three (3) working days the appointment shall be made by the Minister of Labour for the Province of Saskatchewan.

In the event the two Arbitrators appointed cannot within three (3) working days select a third Arbitrator who is willing to serve, the two Arbitrators shall jointly request the Minister of Labour of the Province of Saskatchewan to designate the third Arbitrator who shall act as Chairman. This Board when selected or appointed will proceed as soon as practicable to examine into the dispute or grievance and on the basis of the facts, render its judgment. The majority or unanimous decision of the Board of Arbitration shall be final and binding and accepted by both parties for the duration of the Agreement.

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

The Arbitration Board shall not be authorized to make any decisions inconsistent with the provisions of this Agreement, not to alter, modify or amend any part of this Agreement.

In arbitration proceedings, each party shall pay the expenses of its Arbitrator and the expenses of the Chairman shall be shared equally by the parties.

The Company shall provide the necessary facilities for the grievance meetings.

6.200 As an alternative to the provisions of Article 6.105, a single Arbitrator may be appointed by mutual agreement of the parties.

6.300 Grievance forms will be provided by the Company at the jobsite.

New Language

6.100 It is agreed that it is the spirit and intent of this agreement to address grievances promptly. All grievances, but not those pertaining to jurisdictional disputes, covering the interpretation, application, operation, terminations, or alleged violation of this collective agreement that may arise on any work covered by this agreement must be initiated in writing within ten (10) calendar days of the incident and shall be handled in the following manner:

6.101 Step I Between the aggrieved Employee / Craft Steward and the Employer foreperson / supervisor.

A standard GPMC / NMC grievance form must be filled out by the Craft Steward/ Employer at this step. Grievance forms will be provided by the Company at the jobsite, or they may be downloaded from the General Presidents' Maintenance Committee website at www.gpmccanada.com. If the grievance is not settled within seven (7) calendar days, then the grievance may be advanced to Step II. Written notice must be provided when advancing to the next step.

6.102 Step II Between the aggrieved employee, the Craft Steward and/or local Union business representative and the foreperson, the supervisor, and the project manager.

If settlement is not achieved within seven (7) calendar days at Step II, the grievance may be advanced to Step III. Written notice must be provided to the International Union Representative and the Employer Representative when advancing to the next step.

Timelines may be extended upon written agreement by both parties.

6.103 Step III Between the International Union Representative and the Labour Relations Manager or the highest official of the Employer.

The carriage and control of any grievance at Step III and beyond, rests solely with the International Union Representative.

If settlement cannot be reached within seven (7) calendar days at Step III, either Party may request a Step IV Grievance Hearing upon written notification to the Labour Relations Representative (GPMC/NMC).

Timelines may be extended upon written agreement by both parties.

- 6.104 Step IV The Labour Relations Representative (GPMC/NMC) shall establish a Grievance Panel consisting of three (3) Committee Representatives within fourteen (14) calendar days of notification, either at a mutually agreed to location or via electronic platform to hear the grievance.

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

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

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

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

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

3. ARTICLE 9.000 WAGES

Existing Language

- 9.100 Wage rates for maintenance work shall be \$0.75 per hour less than base rates set forth in the Area Labour Agreement of the Member Union where such work is to be performed and shall be paid to all employees under the terms of this agreement.

Wages will be paid weekly by cheque or other legal tender by the end of the work day on Thursday.

If there is a second shift the weekly cheques will be distributed by the end of the work day Wednesday if available on site.

Amended Language

- 9.100 Wage rates for maintenance work shall be \$1.25 per hour above the base rates set forth in the Area Labour Agreement of the Member Union where such work is to be performed and shall be paid to all employees under the terms of this agreement.

Wages will be paid weekly by cheque or electronic deposit. At the discretion of the Employer, an exception to direct deposit will be made where an employee is able to provide a letter from a recognized Canadian Financial Institution verifying that the employee is ineligible to establish banking

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

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

4. ARTICLE 9.000 WAGES

New Language

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

5. ARTICLE 9.000 WAGES

Existing Language

9.200 Final wages and vacation pay due will be mailed to the employee's last recorded home address or deposited electronically within three (3) working days exclusive of Saturdays, Sundays and Statutory Holidays. EI records of employment (ROE) will be filed electronically within three (3) working days exclusive of Saturdays, Sundays and Statutory Holidays.

Amended Language

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

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

6. ARTICLE 9.000 WAGES (ALLOY WELDER PREMIUM)

Add New Language

9.300 Alloy welders with a valid alloy welding certificate will be paid an additional premium of two dollars and fifty cents (\$2.50) per hour worked if certification was a requirement for dispatch.

If a welder on site who was not dispatched as an alloy welder, but has the certification, or is requested to be certified by the Employer and is requested to perform alloy welding, the worker will be reclassified as an alloy welder and paid the alloy welder premium from the date of re-classification

This premium shall not pyramid on an overtime hour; however, it will attract applicable Vacation and Statutory Holiday Pay.

7. ARTICLE 9.000 WAGES

New Language

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

8. ARTICLE 10.000 BENEFITS AND OTHER MONETARY FUNDS

Existing Language

10.200 The Company and all Sub-Contractors to this Agreement shall pay ten cents (\$0.10) per hour earned into an Administration Fund as approved by the National Maintenance Council for Canada and at the request of the participating International Union one other Industry Administration Fund per trade, not to exceed the current contribution rate listed in the appropriate reference agreement. The given amount will be specified in the individual trade appendix. Such Industry Administration Fund will be submitted to the appropriate Association.

Amended Language

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

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

9. ADMINISTRATION FUND TRANSITION REMITTANCES TO ELECTRONIC FUNDS TRANSFER (EFT)

New Language for Administration Fund Appendix

In accordance with Article 10.200, the Employer and all Sub-Contractors to this agreement shall pay ten cents (\$0.10) per hour earned into the Administration Fund of the General Presidents' Maintenance Committee for Canada.

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

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

NOTICE TO CONTRACTORS

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

National Maintenance Council for Canada
447 Frederick Street, Suite 100
Kitchener, Ontario
N2H 2P4

ATTENTION: Brett McKenzie, Executive Director

10. ARTICLE 12.000 STATUTORY HOLIDAYS

Existing

12.100 All time worked on the following holidays shall be paid at the rate of double time.

1. New Years Day	6. Canada Day	11. Boxing Day
2. Family Day	7. Labour Day	
3. Good Friday	8. Thanksgiving Day	
4. Victoria Day	9. Remembrance Day	
5. Saskatchewan Day	10. Christmas Day	

Amended

12.100 All time worked on the following holidays shall be paid at the rate of double time.

1. New Years Day	6. Canada Day	11. Boxing Day
2. Family Day	7. Labour Day	12. National Day for Truth & Reconciliation
3. Good Friday	8. Thanksgiving Day	
4. Victoria Day	9. Remembrance Day	
5. Saskatchewan Day	10. Christmas Day	

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

Should the Federal or Provincial government proclaim another Statutory Holiday, Parties to the agreement will meet to determine the new holiday’s application for observance

11.	ARTICLE 13.000	REPORTING TIME
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Existing Language

13.100 When an employee reports for work, unless previously advised there is no work available, they shall be entitled to two (2) hours pay at the appropriate day or shift rate. Should the employee start work or be required to wait at the jobsite, they shall be paid for hour’s worked or actual waiting time past the two (2) hours minimum.

Amended Language

13.100 When an employee reports for work, unless previously advised there is no work available, they shall be entitled to three (3) hours pay at the appropriate day or shift rate. Should the employee start work or be required to wait at the jobsite, they shall be paid for hour’s worked or actual waiting time past the three (3) hours minimum.

12.	ARTICLE 14.000	TRAVEL AND SUBSISTENCE
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Existing Language

14.100 Accommodation Allowance: Subsistence will be paid or camp provided on projects which are more than one hundred (100) radius kilometers from the City Hall(s) of Regina and Saskatoon.

Subsistence will be paid at a rate of one hundred and thirty dollars (\$130.00) per day worked or reported for.

These amounts will be reviewed by the National Maintenance Council should there be general increases or reductions in the reference agreements.

On sites which are four hundred and seventy-five (475) radius kilometers plus as noted above, subsistence will be paid on a seven (7) day per week basis. Forfeiture of subsistence allowance due to absenteeism may be waived if the reason for absence is acceptable to the Employer.

On a subsistence project, employees not residing in the area where the project is located will be eligible to receive one additional day of subsistence for either the day before commencing work or the day after completing the work assignment, where the project is greater than two hundred (200) road kilometers from the City Hall(s) of Regina and Saskatoon. This payment will be made for the preceding or succeeding day where substantiated by verifiable proof that accommodation was used (i.e. receipt or registration verification).

Initial and terminal travel will be paid as follows from the above:

120-200 Radius Kilometers \$86.00 each way,

200-300 Radius Kilometers \$122.00 each way,

300-375 Radius Kilometers \$147.00 each way,

375-475 Plus Radius Kilometers \$220.00 each way, or actual airfare if suitable proof of air transport is provided to the Employer.

No travel shall be payable under this Article if the Client provides transportation to the work site and return.

On jobs beyond the four hundred and seventy-five (475) radius kilometers initial and terminal travel amounts will be mutually agreed between the Union and the Employer to a maximum of \$330.00 each way or airfare if suitable proof of air transport is provided to the Employer.

Amended Language

14.100 Accommodation Allowance: Subsistence will be paid or camp provided on projects which are more than one hundred (100) radius kilometers from the City Hall(s) of Regina and Saskatoon.

Subsistence will be paid per day worked or reported for, at a rate as identified by quadrant as shown in the chart below:

North West Quadrant		North East Quadrant	
52°N to 56°N 110°W to 106°W	\$ 150/day	52°N to 56°N 106°W to Manitoba Border	\$ 150/day
South West Quadrant		South East Quadrant	
Border to 52°N 110°W to 106°W	\$ 145/day	Border to 52°N 106°W to Manitoba Border	\$ 145/day

These amounts will be reviewed by the National Maintenance Council should there be general increases or reductions in the reference agreements.

On sites which are four hundred and seventy-five (475) radius kilometers plus as noted above, subsistence will be paid on a seven (7) day per week basis. Forfeiture of subsistence allowance due to absenteeism may be waived if the reason for absence is acceptable to the Employer.

On a subsistence project, employees not residing in the area where the project is located will be eligible to receive one additional day of subsistence for either the day before commencing work or the day after completing the work assignment, where the project is greater than two hundred (200) road kilometers from the City Hall(s) of Regina and Saskatoon. This payment will be made for the preceding or succeeding day where substantiated by verifiable proof that accommodation was used (i.e. receipt or registration verification).

Initial and terminal travel will be paid as follows from the above:

120-200 Radius Kilometers \$98.00 each way,

200-300 Radius Kilometers \$139.00 each way,

300-375 Radius Kilometers \$168.00 each way,

375-475 Plus Radius Kilometers \$250.00 each way, or actual airfare if suitable proof of air transport is provided to the Employer.

No travel shall be payable under this Article if the Client provides transportation to the work site and return.

On jobs beyond the four hundred and seventy-five (475) radius kilometers initial and terminal travel amounts will be mutually agreed between the Union and the Employer to a maximum of \$344.00 each way or airfare if suitable proof of air transport is provided to the Employer.

13. ARTICLE 16.000 WORK HOURS PER DAY, OVERTIME & OVERTIME MEAL BREAKS

New Article

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

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

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

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

16. 100(ii) It is understood that in order to be compensated for either paid break an Employee must remain at the worksite at least two (2) hours past the end of the paid break unless the Employee has provided notification to the Employer at the beginning of the shift that they will leaving early.

14. ARTICLE 16.000 WORK HOURS PER DAY, OVERTIME & OVERTIME MEAL BREAKS

Existing

16.200 Employees working a day shift defined as a shift starting at 8:00 a.m. shall work eight (8) hours for eight (8) hours pay.

Employees working an afternoon shift defined as a shift starting after 9:00 a.m. and before 9:00 p.m. shall receive a shift premium of three dollars (\$3.00) per hour for all hours worked. This amount will be increased after April 31, 2014 should there be increases in the reference agreements.

Employees working a midnight shift defined as a shift starting between 9:00 p.m. and 2:00 a.m. shall receive a shift premium of three dollars (\$3.00) per hour for all hours worked. This amount will be increased after April 31, 2014 should there be increases in the reference agreements.

The mid-shift lunch break will be of one half (1/2) hour in duration and will be unpaid.

Amended

16.200 Employees working a day shift defined as a shift starting at 8:00 a.m. shall work eight (8) hours for eight (8) hours pay.

Employees working an afternoon shift defined as a shift starting after 9:00 a.m. and before 9:00 p.m. shall receive a shift premium as of August 1, 2022 at \$3.00, August 1, 2023 at \$3.25, August 1, 2024 at \$3.50, August 1, 2025 at \$3.75 per hour for all hours worked.

Employees working a midnight shift defined as a shift starting between 9:00 p.m. and 2:00 a.m. shall receive a shift premium as of August 1, 2022 at \$3.00, August 1, 2023 at \$3.25, August 1, 2024 at \$3.50, August 1, 2025 at \$3.75 per hour for all hours worked of three dollars (\$3.00) per hour for all hours worked.

The mid-shift lunch break will be of one half (1/2) hour in duration and will be unpaid.

15. ARTICLE 16.000 WORK HOURS PER DAY, OVERTIME & OVERTIME MEAL BREAKS

Existing Language

16.300 All time worked before and after the established work day of eight (8) or ten (10) hours, Monday through Friday and all time worked on Saturdays, Sundays and recognized holidays, as listed in Article 12.000 of the Agreement shall be paid for at overtime rates as follows:

16.301 Time and one-half (1-1/2) - first 2 hours

Monday through Friday.

Double-time (2) after the first 2 hours

Monday through Friday, and all hours on

Saturdays, Sundays and Statutory Holidays.

16.302 Four Ten Hour Day Option:

When the four (4) ten (10) hour day option is being worked, all hours in excess of ten (10) hours on any of the four (4) days will be paid at double-time (2). When the Monday or Friday is worked, the first ten (10) hours will be at time and one-half (1-1/2) and all hours in excess of ten (10) hours will be at double-time (2).

Amended Language

16.300 All time worked before and after the established work day of eight (8) or ten (10) hours, Monday through Friday and all time worked on Saturdays, Sundays and recognized holidays, as listed in Article 12.000 of the Agreement shall be paid for at overtime rates as follows:

16.301 Overtime Conditions:

a) Five Eight Hour Days (5x8)

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

b) Four Ten Hour Day Option (4x10)

Monday to Thursday:

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

Tuesday to Friday:

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

16. ARTICLE 16.000	OVERTIME MEAL ALLOWANCE
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Existing Language

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

- (i) a payment of twenty-five dollars (\$25.00) as a meal allowance.
- (ii) a payment of thirty (30) minutes at straight time rates in lieu of the meal break: and
- (iii) a fifteen (15) minute rest break at the applicable rate of pay.

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

Amended Language

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

- (i) a payment of thirty dollars (\$30.00) as a meal allowance.
- (ii) a payment of thirty (30) minutes at straight time rates in lieu of the meal break.
- (iii) a fifteen (15) minute rest break at the applicable rate of pay.

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

17. ARTICLE 17.000 SAFETY

New Article

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

18. ARTICLE 18.000 APPRENTICES

New Article

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

19. ARTICLE 19.000 PAYMENT FOR CLIENT & CONTRACTOR ONLINE ORIENTATION
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Add New Language

19.400 Employer Online Orientation & Onboarding

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

Client Online Orientation & Onboarding

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

The Employer will identify the prescribed amount of time required for each course and include this information on the manpower request sent to the Local Union. The prescribed amount of time for each course shall also be forwarded to the administrative office of the GPMC and the Maintenance Contractors Association. These Parties will review the documentation to ensure the time allocated is uniform for all Employers.

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

20. ARTICLE 24.000 DURATION AND TERMINATION OF AGREEMENT

Existing Language

24.100 This Agreement shall become effective January 1, 2015 and will remain in full force and effect until December 31, 2016 and from year to year thereafter unless written notice to terminate or modify the Agreement is filed by either party at least ninety (90) days prior to the expiry date.

Amended Language

24.100 The duration of the Agreement will be August 1, 2022 to July 31, 2026 and shall continue from year to year thereafter unless notice of desire to negotiate changes or termination is given by either party at least sixty days (60) prior to such anniversary date. Changes by mutual consent of the parties are not excluded during the lifetime of this agreement.

21. ARTICLE 24.000 PRE-JOB INFORMATION MEETINGS

Add New Language

24.400 The Employer is required to conduct a pre-job information meeting prior to commencement of any work executed under this collective agreement. To help assist the Local Unions in securing the required craft persons, information including craft work assignments, manpower requirements, hours of work, camp and travel protocols, and any other relevant information will be provided to the committee.

Pre-job information meetings may be performed via teleconference/ video conference. It is the responsibility of the Employer to notify all International Unions, of the time and place of the pre-job conference.

Failure to comply with this Section is a violation of this agreement.

22. HOUSEKEEPING ITEMS

1.) Review and Revise Collective Agreement for Gender Neutrality

2.) Remove Boilermakers International from Appendix A

3.) Review Trade Appendix for accuracy

4.) Production of Wage Schedules:

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

23. UPDATED & POSTED COLLECTIVE AGREEMENTS

It is understood that the Administrative Office of the NMC will update and post the revised collective agreement to the website shortly.

Regards,



Brett McKenzie
Executive Director
GPMC/NMC