

GENERAL PRESIDENTS' MAINTENANCE COMMITTEE

FOR CANADA

PROJECT AGREEMENT

FOR

MAINTENANCE BY CONTRACT

IN CANADA

FOR

- **SYNCRUDE CANADA LIMITED, MILDRED LAKE,
ALBERTA**
- **ALBIAN SANDS ENERGY INC, MUSKEG RIVER,
ALBERTA**
- **OPTI NEXEN LONG LAKE COMPLEX,
FT. McMURRAY, ALBERTA**
- **CANADIAN NATURAL RESOURCES LIMITED,
FT. McMURRAY, ALBERTA**

08836 (09)

PROJECT AGREEMENT FOR MAINTENANCE BY CONTRACT IN CANADA

This Agreement is entered into this 1st of January 2008 by and between Jacobs Industrial Services Ltd., of Calgary, Alberta (hereinafter referred to as the "Company"), and those international unions listed hereunder (hereinafter referred to as the "Unions"), for the purpose of maintenance, repair and renovation work for the following projects:

Syncrude Canada Limited, located at Mildred Lake, Alberta;
Albian Sands Energy Inc., Muskeg River, Alberta
Opti Nexen Long Lake Complex, Ft. McMurray, Alberta
Canadian Natural Resources Ltd, Ft. McMurray, Alberta

The Unions are composed of the following International Unions.

International Association of Heat and Frost Insulators and Asbestos Workers

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

International Union of Bricklayers and Allied Craftworkers

United Brotherhood of Carpenters and Joiners of America

Operative Plasterers and Cement Masons International Association

International Brotherhood of Electrical Workers

International Association of Bridge, Structural and Ornamental Ironworkers

Laborers International Union of North America

International Union of Operating Engineers

International Union of Painters and Allied Trades

United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada

Sheet Metal Workers International Association

International Brotherhood of Teamsters.

INDEX

<u>SUBJECT</u>	<u>ARTICLE NUMBER</u>	<u>PAGE</u>
Administration Fund	29.000	35
Appendix 'A' Schedules A through V.		39
Appendix 'B'		44
Appendix 'C'		46
Appendix 'D'		47
Appendix 'E'		51
Application For Project Agreement	1.000	6
Authority Of Committee	2.000	6
Compressed Work Week Conditions	17.000	23
CWW Shift System	17.100	23
Hours of Work	17.200	24
Overtime	17.300	24
Statutory Holidays	17.400	24
CWW Wage Formula	17.500	25
Lunch Breaks	17.506	26
Shift Changes	17.510	26
	17.511	27
	17.512	28
Covenants		5
Day Work Conditions	13.000	17
Hours Of Work	13.100	17
Overtime Conditions	13.200	18
Overtime Meals	13.500	18
Definitions	6.000	8
Long-Term	6.101	8
Short-Term	6.103	8
Fire Restoration	6.700	9
Duration Of Agreement	31.000	36
Examples Section		38
Shift Changes		38
First Aid, Safety	25.000	34
First Aid	25.100	34
Safety	25.200	34
Protective Clothing	25.300	34
Grievance Procedure	7.000	9
Job Steward	10.000	11
Jurisdiction	8.000	11
Assignment Of Work	8.400	11
Long Shift Conditions	15.000	21
Long Shift Systems	15.100	21
Shift Schedule Changes	15.300	22
Shift Premiums	15.400	22
Regular Hours	15.500	22
Overtime	15.501	22
Statutory Holidays	15.600	22
Management Clause	30.000	35

INDEX

<u>SUBJECT</u>	<u>ARTICLE NUMBER</u>	<u>PAGE</u>
Minimum Pay/Reporting	20.000	29
Inclement Weather	20.100	29
Work Not Available	20.200	30
Call-Ins	20.300	30
Standby	20.600	32
Mixed Crews	22.000	33
Emergency Work	22.300	33
Periodic Conference	27.000	35
Project Rules	26.000	35
Recognition	3.000	7
Referral Of Tradesmen	11.000	12
Ordering & Dispatch	11.200	12
Right To Reject	11.204	13
Name Request	11.205	13
Designation Of Foremen	11.300	13
Scope Of Work	5.000	8
Short Shift Conditions	14.000	19
Short Shift Systems	14.100	19
Shift Premiums	14.200	20
Overtime	14.300	20
Shift Schedule Changes	14.400	20
Starting Time	16.000	23
Statutory Holidays	18.000	29
Supervision	23.000	34
Tool Rooms	24.000	34
Travel	21.000	32
Daily Travel	21.100	32
Initial Travel In	21.201	32
Initial Travel Out	21.202	32
Relocation	21.300	33
Union Representatives	9.000	11
Union Security	4.000	7
Vacation Allowance	19.000	29
Wages	12.000	14
Wage Schedules	12.100	14
Fringe Benefits	12.200	14
Wage Adjustments-		
Negotiations	12.400	14
Payroll Cutoff	12.500	15
Major Plant Shutdown	12.600	16
Unit Shutdown	12.700	17
Work Stoppages	28.000	35

COVENANTS

Whereas, the Company is engaged in the business of plant maintenance, repair and renovations (as defined in Article 6.000) with miscellaneous industries, and this work is of importance to the Unions herein listed, and it being recognized there is an essential difference in the conditions required to perform this type of work, the Unions herein listed with the Company wish to enter into an agreement for their mutual benefit covering work of this nature.

Whereas, the Unions have in their membership throughout the area members competent and qualified to perform the work of the Company.

Whereas, the Company has employed and now employs members of the Unions on maintenance, repair and renovation work recognized by the Unions as being within the jurisdiction of said Unions.

Whereas, in order to ensure relative equity and uniform interpretation and application, the Unions, through the duly appointed and constituted General Presidents' Committee for Maintenance in Canada, wish to negotiate and administer the said Collective Agreement in concert, each with the other, and all with the Company.

Whereas, the Company is engaged in the business of Plant Maintenance and as such has the authority to sell its services, within the scope of Article 6.000 "Definitions", under the terms and conditions of this Agreement without prior knowledge or approval of the Committee - Conversely - The Company has the responsibility of satisfying the conditions of application (continuous and increasing utilization of Contract Maintenance services for specific Owner) and compliance with terms and conditions of the Agreement.

Whereas, the Company and the Unions desire to mutually establish hours of work and working conditions for the employees on an area basis to the end that satisfactory conditions and harmonious relations will continue to exist for the benefit of both parties to this Agreement.

Whereas, the Company and the Unions agree that, due to the particular nature of the work covered by this Agreement, there shall be no lockouts or strikes during the life of the Agreement, and provisions must be made to achieve this end.

Whereas, it is recognized that all employees covered by this Agreement shall have the protection of all existing Federal, Provincial and Local laws applicable to employees in general, any provisions in this Agreement which are in contravention of any Federal, Provincial, or Municipal regulation or laws affecting all or part of the limits covered by this Agreement shall be suspended in operation within the limits to which such law or regulation is in effect. Such suspension shall not affect the operation of any such provisions covered by this Agreement, to which the law or regulation is not applicable. Nor shall it affect the operations of the remainder of the provisions of the Agreement within the limits to which law or regulation is applicable.

All references in this Agreement to the masculine gender shall also apply to the feminine gender.

It is, therefore, agreed by the undersigned Company and the undersigned Unions that in consideration of the mutual promises and covenants contained herein, the Project Agreement be made as follows:

ARTICLE 1.000 -APPLICATION FOR PROJECT AGREEMENT

- 1.100 Any company desiring to enter into a Project Agreement for Maintenance by Contract, must appear before the General Presidents' Committee (hereinafter the "Committee") for purposes of review and orientation and present to the committee written evidence of the owner's intent to engage that company in the performance of maintenance service for a minimum period of one full year, subject to the usual termination clauses in such contracts.
- 1.200 It is further understood that the Project Agreement shall not be applicable for "shutdown" or "turnaround" work except when such work is performed within the scope of full or year-round supplementary maintenance contracts. In order to implement this restriction, it is understood that on newly constructed plants or units a shutdown may occur at any time under the terms of the Project Agreement but existing plants employing this service must have been under contract for full or year around supplementary Maintenance service for at least four months prior to commencement of the shutdown/ turnaround or such work shall be performed under the terms of the local Construction Agreement.
- 1.300 Should the contract for full or year-round supplementary maintenance be terminated during the term of this collective agreement for any of the projects listed, this collective agreement shall be considered null and void as it applies to that project or projects.

ARTICLE 2.000 - AUTHORITY & RESPONSIBILITY OF THE COMMITTEE IN ADMINISTERING THE AGREEMENT

- 2.100 With the Company, to interpret and administer the terms and conditions set forth in the agreement.
- 2.200 To screen and police each company seeking use of the Agreement in order to assure proper application and interpretation.
- 2.300 To review and instruct member Unions and/or the Company in interpretation and application of terms and conditions (subject to Step V of Grievance Procedure) when the Company or employees of any given Union depart from Agreement Conditions.
- 2.400 With the Company, through a Subcommittee, visit the location of each maintenance job prior to commencement or as often as necessary to initiate and maintain the cooperation of the Local Unions.
- 2.500 To prepare and distribute duly negotiated collective agreements for signing.

ARTICLE 3.000 - RECOGNITION

- 3.100 The bargaining unit under this Agreement shall comprise all employees of the Company, coming under the jurisdiction of the Unions signatory to this Agreement, now employed and employed in the future for maintenance, repair and renovation work at the Owner's plant site.
- 3.200 The Company and the Unions:
- 3.201 Agree that the jurisdiction recognized herein for each Union shall be the jurisdiction recognized by the AFL-CIO, provided, however, that if they or the Unions are unable to agree upon the Union which is to have jurisdiction over any group of employees, the Company will recognize one as having jurisdiction until such time as the Claimant Unions agree upon another and provided further that work considered within the jurisdiction of any Union which is not represented by the Unions listed herein may be assigned by the Company to the jurisdiction of the most appropriate Union.
- 3.202 Recognize the Unions as herein duly constituted for the purpose of bargaining collectively and administering this Agreement for the members of their respective Unions. The responsibility for interpretation and administration of this Agreement rest in the Committee.
- 3.203 Agree to bargain collectively with the Unions and to be governed by the terms of this Agreement and by all lawful settlements of disputes and grievances made pursuant thereto. On maintenance work, the Project Agreement shall govern terms and conditions and take precedence over local construction agreements or area practices.

ARTICLE 4.000 - UNION SECURITY

- 4.100 All employees under this Agreement, as a condition of employment, shall be members of or secure membership in a Signatory Union and maintain such membership in good standing.
- 4.200 The Company will cooperate with the Signatory Unions in providing employment to their members and the Unions agree to assist the Company by all means in their power to secure necessary skilled and competent tradesmen.
- 4.300 The Company will contact the appropriate Union Local first to secure the necessary tradesmen. However, when the Union cannot supply tradesmen within 48 hours exclusive of Saturday, Sunday and holidays, the Company may secure them from any source and immediately put them to work with advice to the tradesmen that they are employed subject to Union Agreement of Membership and advice to the appropriate Business Agent that the tradesmen are on the job. The tradesmen employed under these conditions will make application to the appropriate local union within 30 calendar days of hire.
- 4.400 It will be the Unions' responsibility to provide a referral slip to the tradesmen at the Jobsite.

ARTICLE 4.000 - UNION SECURITY (Cont'd)

- 4.500 When the Union cannot supply qualified tradesmen within 48 hours of the date requested, then the Company may secure other qualified tradesmen who must apply for membership in the respective Unions.
- 4.600 In emergency situations, where the Company has two or more Maintenance Projects within the jurisdiction of the same Local Union, the Company shall have the right to transfer employees between projects after the Local Union has been given the opportunity to supply and has failed to do so within four hours.

ARTICLE 5.000 - SCOPE OF WORK

- 5.100 The scope of this Agreement covers all work of a maintenance, repair and renovation nature, assigned by the Owner to the Company and performed by the employees of the Company covered by this Agreement, within the limits of the Owner's plant site.
- 5.200 The scope of this Agreement does not cover work performed by the Company of a new construction nature which is work required to erect new facilities in which event the work shall be done in accordance with existing building construction agreements.
- 5.300 The Unions and the Company understand that the Owner may, at his discretion, choose to perform or directly subcontract work for any part or parts of the work necessary in his plant.

ARTICLE 6.000 - DEFINITIONS

- 6.100 Maintenance shall be work performed for the repair, renovation, revamp and upkeep of property, machinery and equipment within the limits of the plant property.
- 6.101 "Long-Term Maintenance" shall be the continuing work performed of a maintenance, repair renovation character within the limits of the plant property exclusive of "Short-Term Maintenance" defined below.
- 6.102 The Company will designate the anticipated number of Long-Term Maintenance force job openings at the pre-job meeting and from time to time as job conditions warrant.
- 6.103 "Short-Term Maintenance" work means work that is terminated within 30 available days of work.
- 6.200 All work performed by the Company on existing equipment and machinery, including all associated work in a given plant, shall be maintenance. This shall include replacement of existing individual items of machinery and equipment with new units, including all associated work. It is understood that this concept would not include replacement of an entire process system installation in a plant in order to increase production.

ARTICLE 6.000 - DEFINITIONS(Cont'd)

- 6.300 Addition of spare machinery or equipment may be done under the Maintenance Agreement provided it is for debottlenecking purposes. Example: There are two existing pumps. Both pumps are required to run at all times to maintain full production. A spare may be added for the purpose of having one pump down for maintenance.
- 6.400 Changes to existing units for reasons of feed stock changes or fuel changes shall be maintenance.
- 6.500 The word "repair" used within the terms of this Agreement and in connection with maintenance, is work requested to restore by replacement or by revamp of parts of existing facilities to efficient operating conditions.
- 6.600 The word "renovation" used within the terms of this Agreement and in connection with maintenance, is work required to change by replacement or by "revamp" of parts of existing facilities to efficient operating conditions.
- 6.700 Fire restoration work will be administered as follows:
- 6.701 The restoration of a plant completely destroyed by fire is considered construction work.
- 6.702 The restoration of a major part of a plant including several sections which have been destroyed or damaged by fire, shall be governed by the following criteria:
- (a) The removal of damaged equipment and the preparation of the damaged area to make it suitable for new equipment will be Maintenance.
 - (b) The installation and erection of new equipment will be Construction.
- 6.703 When the fire damage is localized to a given operating unit, such as a heater, distillation tower, compressor, pumphouse equipment and the like, then the restoration of same is to be considered Maintenance.
- 6.800 The administration and interpretation of this Article is the responsibility and prerogative of the General Presidents' Committee for Contract Maintenance in Canada.

ARTICLE 7.000 - GRIEVANCE PROCEDURE

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

ARTICLE 7.000 - GRIEVANCE PROCEDURE (Cont'd)

- 7.101 Step I: Between the aggrieved employee and/or the Craft Steward and the Company supervisor.
- 7.102 Step II: Between the aggrieved employee, the Craft Steward and/or Local Union Business Representative and the Craft Foreman, the Supervisor and the Project Manager. If settlement is not achieved at this step, the grievance must be presented in writing to the Company and to the International Representative of the Union involved.
- 7.103 Step III: Between the International Union Representative and the Labour Relations Manager or the highest official of the Company.
- 7.104 Step IV: By negotiation between a committee of the Unions signatory to this Agreement and senior officials of the Company at a meeting to be held at the place of work or a mutually agreeable location.
- 7.105 Step V: If any dispute or grievance concerning the interpretation, application or violation of this Agreement cannot be settled through the procedure described above within ten (10) working days, the matter may be submitted by a Signatory Union to this Agreement or the Company, to a Board of Arbitration for adjudication. This Board shall consist of three (3) Arbitrators, one appointed by each party to this Agreement and the third, who shall act as Chairperson, to be selected by the two so appointed. The party desiring arbitration shall appoint its Arbitrator and shall give notice in writing to the other party together with a written statement of the question to be arbitrated. In the event that the other party does not appoint its Arbitrator within three days the appointment shall be made by the Minister of Labour for the Province in which the grievance occurs.

In the event the two Arbitrators appointed cannot within three days select a third Arbitrator who is willing to serve, the two Arbitrators shall jointly request the Minister of Labour of the Province in which the grievance occurs to designate the third Arbitrator who shall act as Chairperson. This Board when selected or appointed will proceed as soon as practicable to examine into the dispute or grievance and on the basis of the facts, render its judgment.

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

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

The Arbitration Board shall not be authorized to make any decisions inconsistent with the provisions of this Agreement, nor to alter, modify or amend any part of this Agreement.

ARTICLE 7.000 - GRIEVANCE PROCEDURE(Cont'd)

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

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

7.200 As an alternative to the provisions of Article 7.105, a single arbitrator may be appointed by mutual agreement of the parties.

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

ARTICLE 8.000 - JURISDICTION

8.100 Project maintenance conditions do not always justify adherence to craft lines which, in itself, does not establish precedent or change the appropriate jurisdiction of the crafts involved. Composite crews may be formed where conditions warrant, but this is not to be construed under regular operating conditions as the Company's prerogative to assign employees out of their usual skill classification.

8.200 The Company may, if it desires, maintain a variety of skills within its group of employees to be prepared to have skills and/or supervision for any type of work that may arise.

8.300 It is understood that all employees will work together harmoniously as a group and as directed by the Company.

8.400 In the event that any jurisdictional disputes shall arise between two or more Unions represented by this Agreement, an immediate assignment of the work in question shall be made by the Company representative, based upon decisions 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 project decision.

8.500 The Company and the Unions agree that such assignment of work involved in a jurisdictional dispute is imperative to the satisfactory operation of this Agreement and the continued operation of the Owner's plant.

ARTICLE 9.000 - UNION REPRESENTATIVES

9.100 Representatives of the Unions shall have access to the job during working hours on Union business. They shall, as regulations of the plant permit, obtain specific authorization from the Company for each visit.

ARTICLE 10.000 - STEWARD

10.100 Each Union signatory to this Agreement may appoint or select one (1) working Steward from among the Company employees to act as a representative of the Union in connection with Union business. Each Union may also appoint an acting Steward for afternoon or midnight shifts. These Stewards shall be allowed reasonable time to conduct Union business related to this project.

ARTICLE 10.000 - STEWARD (Cont'd)

The Business Manager of the applicable Local Union shall be consulted in advance of the termination of the Steward.

- 10.200 Steward designations must be confirmed in writing to each job superintendent in order to allow recognition of Steward's privileges.
- 10.300 The Steward shall not be discriminated against and shall receive his fair share of overtime work for which he is qualified. The company will use its best efforts to advise Job Stewards of unscheduled overtime.
- 10.400 At layoff the appointed Steward will be one of the last five employees on the job.
- 10.500 Notwithstanding the remainder of this Article, a Job Steward who is a short-term employee may be laid off when the assignment for which he was hired is completed.

ARTICLE 11.000 - REFERRAL OF TRADESMEN

- 11.100 Maintenance work that the Company performs involves maintaining operating units that in almost all cases must be kept running. This situation means that much of the work is of an emergency nature and, therefore, will require at times the acceptance of extreme fluctuations in the labour demands made by the Company on the Unions. The Unions, by this Agreement, completely understand the necessity of these extremes and agree to make every effort to fulfill the personnel requirements of the Company.
- 11.200 When employees are required, the Company shall request that the required number of applicants be referred for employment under the following minimum standards. Such requests to the Union Hall will be made and /or confirmed by facsimile.
- 11.201 The Local Union Business Representative will be contacted by the Company on all occasions when tradesmen are required and the Company shall state that the tradesmen are required for maintenance work, and also state:
- (1) whether they are to be day rated, short shift, long shift or Compressed Work Week employees;
 - (2) whether they are to be initially employed on Long-Term or Short-Term Maintenance as defined herein.
- 11.202 The Company will use its best judgment in advising the Local Business Agent of type of work (ie. day rate, shift, etc.) and if employee is to be assigned to Long-Term or Short-Term Maintenance work.

ARTICLE 11.000 - REFERRAL OF TRADESMEN (Cont'd)

11.203 The Union Representative shall, to the best of his ability, supply qualified tradesmen to perform the work described under this Agreement. The parties to this Agreement support the concept that employees will provide trade qualification certificates, where applicable, at hire.

Local union member residents, defined as those potential employees whose residence is located in Fort McMurray, Fort MacKay or Anzac, shall receive preference of employment.

A local resident is a person who has resided in Fort McMurray, Fort MacKay or Anzac for at least six (6) months immediately preceding the date of hire.

An employee's residence is the place where he permanently maintains a self-contained domestic establishment (a dwelling place, apartment, or similar place of residence where a person generally sleeps and eats) in which he resides.

Original Documents (not photo-copies) are required for proof of residence. These will be verified by the employer, copied and returned. Two (2) of the following are acceptable:

Income Tax Assessment
Property Tax Assessment
Employment Insurance Records
Utilities Receipt

The union will undertake to dispatch qualified persons for employment in the following sequence:

- (i) qualified union members who are local residents;
- (ii) qualified union members residing outside of the local area.

11.204 For just and sufficient cause, the Company shall retain the right to reject any applicant referred by the Union.

11.205 The Company may request employees by name who have special skills or have previous maintenance experience.

11.206 When personnel requests are cancelled by the employer after employees have been dispatched by their respective union, the union and the employer agree to make every attempt to contact the affected employees. Employees who cannot be contacted will receive 8 hours pay for reporting for work, and must be, at the Company's discretion, prepared to remain on the job. This provision does not apply to local hires.

11.300 The designation and determination of the number of foremen on maintenance work shall be the prerogative of the Company. Foremen may be requested to work with the tools when, in the Company's opinion, it is advisable.

ARTICLE 11.000 - REFERRAL OF TRADESMEN (Cont'd)

- 11.400 Tradesmen referred to the job by the Local Union Representative, shall report to the Employment Office established for the project.
- 11.500 The Company may transfer employees with special skills or qualifications to projects which are in the geographical jurisdiction of the Local Union and where forces are being increased. Transfers are not permitted to displace existing employees.
- 11.600 Persons referred for employment who are local residents of Fort McMurray, Fort MacKay and Anzac shall not be entitled to transportation as described in Article 21.000.
- 11.700 When employees are absent from work and do not inform the project supervisor of the reason for their absence such employees may be terminated.
- 11.800 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.
- 11.900 Employees who attend specific, technical training courses associated with their maintenance duties which are organized by the company beyond their normal hours of work or on Saturdays, Sundays or earned days off, shall be paid at straight time rates.

ARTICLE 12.000 - WAGES

- 12.100 Wages are to be paid as follows:
- 12.101 Employees on "Long-Term Maintenance" and "Short -Term Maintenance" work shall be paid according to the attached "Long-Term and Short-Term Maintenance Wage Schedule".
- 12.102 Employees on "Long-Term Maintenance, Compressed Work Week" shall be paid according to the attached "Long-Term Maintenance, Compressed Work Week Wage Schedule", for shift work only. Overtime worked shall be paid in accordance with the "Schedule of Rates on Long-Term Maintenance".
- 12.200 Fringe Benefits will be paid according to the attached Schedule of Wages and Benefits.
- 12.300 Management Association funds, discretionary funds and premium for high or low work, hazardous work, dirty work, acid work and other similar fringes are excluded from this Agreement. The contribution to the U.A. Canadian Training Trust Fund is required under this Agreement.
- 12.400 In the event that local agreements terminate and no agreement is reached regarding wages, the Company, in order that continuity of work shall be maintained, agrees as follows:

ARTICLE 12.000 -WAGES (Cont'd)

- 12.401 Should a work stoppage occur in negotiating the local Agreement, the employees of the affected Unions will be paid the appropriately adjusted wage rate negotiated in the new Agreement, on a retro-active basis to the date of the work stoppage or the effective date of the new wage rate whichever is the earlier. This is to ensure against any work stoppage on this project which would be caused by a breakdown of local negotiations.
- 12.402 Should no work stoppages occur in negotiating the local Agreement, the employees of the affected Unions will be paid the appropriately adjusted minimum wage rate negotiated in the new Agreement on the effective date of the new wage rate.
- 12.500 Wages will be paid weekly by cheque or electronic deposit. Should an employee, due to his inability to provide a bank account number or void cheque, this shall not be considered a condition of employment and an exception to direct deposit will be made if banking arrangements cannot be established, supported in writing, with a recognized financial institution. 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.
- 12.501 Employees who are laid off or terminated from the services of the Company shall normally receive their final wages, vacation pay due, employment insurance record of earnings, and apprenticeship books before they leave the jobsite. Employees who quit will have their final pay and employment record of earnings mailed or deposited no later than the date of the next regular pay day for the earnings involved.
- 12.502 It is recognized that there will be certain occasions when the above procedure is not possible for terminated or laid-off employees. In these cases final wages, vacation pay due and employment insurance record of earnings will be mailed to the employee's last recorded home address within three (3) working days exclusive of Saturdays, Sundays and Statutory Holidays.
- 12.503 Should wages, vacation pay and employment insurance record of earnings not be mailed within this time period, the Company will pay a penalty of \$100.00 per day, exclusive of Saturdays, Sundays and Statutory Holidays, until the mailing is made. Penalties will not be payable in the event that only employment insurance record of earnings are late mailed.
- 12.504 Complaints/grievances with respect to non-receipt of wages, vacation pay due and employment insurance record of earnings must be raised on a timely basis, in any event, not more than ten (10) working days, exclusive of Saturdays, Sundays and Holidays from date of termination.

ARTICLE 12.000 -WAGES (Cont'd)

- 12.505 Should employees be short paid ten (10) or more hours or equivalent value on their weekly pay cheque or electronic deposit, the company will provide a make up payment no later than the third business day after the shortage was brought to their attention. Should this payment not be made, the applicable provisions of Article 12.503 and Article 12.504 above will apply.
- 12.600 The intent of this section is to allow the Company to pay Short-Term rates during the actual period of a major shutdown.
- 12.601 Long-Term Maintenance employees who are assigned work on a major plant shutdown will be paid Short-Term Maintenance rates and overtime conditions during the period of the major shutdown.
- 12.602
- a) A major shutdown will be defined as any shutdown, in which the number of Short-Term employees hired for the shutdown will exceed the total number of Long-Term employees employed on the project prior to the start of the shutdown work by 100%.
 - b) The length of the shutdown will be defined as the period of time from the installation of "safing blanks" for the major shutdown, until their removal.
 - c) Both 12.602 (a) and 12.602 (b) must apply and if for example the Long-Term personnel are exceeded by 100% and there is no shutdown, or the blanks are not yet in, or have been taken out then this Clause 12.600 will not apply.
 - d) The Company has the option of applying the terms of 12.600 in cases where
 - i) The 100% figure is almost but not absolutely achieved, although the safing blanks have been installed or the shutdown has begun.
 - ii) The start and completion of a major shutdown cannot be accurately gauged by the installation or removal of safing blanks. The Company will make the initial determination of the start and finish of the major shutdown. In cases of disagreement, the term of the major shutdown will be referred to the Committee.
 - e) It is understood no Long-Term employee will receive the Short-Term rate where the Company has Short-Term employees doing preparatory work prior to the shutdown or cleanup work after the shutdown.

ARTICLE 12.000 - WAGES (Cont'd)

12.603 For The Syncrude Project Only:

- a) Long-Term maintenance employees except those as noted in Clause 12.604, will be paid Short-Term maintenance rates and overtime conditions during the period of the major shutdown.
- b) A major shutdown will be defined as a shutdown of fluid coker 8-1 or fluid coker 8-2 for the purposes of maintenance and repair by the Company; or any shutdown in which the number of Short-Term employees hired for the shutdown will exceed the total number of Long-Term employees employed on the project prior to the start of the shutdown work by 100%.
- c) The length of the major shutdown as defined by the shutdown of fluid coker 8-1 or fluid coker 8-2 will be defined as the period of time from the installation of at least any 5 of the major battery limit blinds prior to the start of the mechanical shutdown work until the removal of any 5 of the major battery limit blinds prior to the start-up of the unit.
- d) The length of the major shutdown defined by the 100% formula will be defined as the period of time from the installation of "safing blanks" for the major shutdown, until their removal.

12.604 A team or crew of employees working on a Compressed Work Week Shift Schedule when the shift is broken for a major shutdown, will be paid at the applicable rates and conditions for the duration of the major shutdown or until they are returned to the Compressed Work Week Schedule.

12.605 A team or crew of employees who remain working on a Compressed Work Week Shift Schedule during a major shutdown will continue to be paid the Compressed Work Week rates and conditions.

12.700 On a unit shutdown, which is not a major plant shutdown, Long-Term employees who are required to supervise a crew comprised of more than 50% Short-Term maintenance employees will be paid \$1.00 per hour above the Short-Term maintenance journeyman rate for the period of the shutdown.

12.701 The application of this formula, \$1.00 per hour above the Short-Term maintenance journeyman rate, is not intended to result in a reduction of the wage rate previously paid to that Long-Term employee.

12.702 The foreman will also receive Short-Term overtime conditions.

ARTICLE 13.000 - DAY WORK CONDITIONS
(Long-Term or Short-Term Maintenance)

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

ARTICLE 13.000 - DAY WORK CONDITIONS (Cont'd)
(Long-Term or Short-Term Maintenance)

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

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

13.101 An employee, who is requested to work through his scheduled noon lunch period and the lunch period provided falls beyond the staggered one hour allowance, will be paid an additional one half hour at the straight time rate.

13.200 All time worked before or after the established work day of eight (8) hours, Monday through Friday, and all time worked on Saturdays, Sundays and recognized holidays, as listed in Article 18.000 of the Agreement shall be paid for at overtime rates as follows:

13.201 Long-Term Maintenance & Short-Term Maintenance

- Time and one-half (1-1/2) - first two (2) hours Monday through Friday.
- Double-time (2) after the first two (2) hours Monday through Friday, and all hours on Saturdays, Sundays and Statutory Holidays.

13.202 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).

13.300 In no case shall overtime rates exceed double the hourly rate shown on the attached schedule.

13.400 Payment for the Statutory Holidays, as listed in Article 18.000 of this Agreement, shall be in accordance with attached schedule.

13.500 Overtime meals on day work conditions are as follows:

13.501 When an employee is requested to work overtime, and the employee works more than ten (10) hours the Company agrees to provide a meal for his second meal break. Subsequent meals will also be provided by the Company as near regular four (4) hour intervals as possible.

ARTICLE 13.000 - DAY WORK CONDITIONS (Cont'd)
(Long-Term or Short-Term Maintenance)

- 13.502 When foremen are required to arrive at work up to 1/2 hour prior to the normal starting time of the shift to organize work and obtain permits, they shall not be entitled to a meal or meal break as per Clause 13.501 unless they work more than two (2) hours beyond the end of their normal shift.
- 13.503 The second meal break will normally be 6:30 p.m. and subsequent meal breaks each four (4) hours after the conclusion of each thirty (30) minute meal break. However, it will be the prerogative of the Company, in conjunction with the job stewards to arrange meal breaks for efficiency and convenience of the job.

ARTICLE 14.000 - SHORT SHIFT CONDITIONS
(Long-Term & Short-Term Maintenance)

- 13.504 The employee will be allowed a thirty (30) minute meal break at straight time pay in which to eat the meal, except that no payment will be made for the noon break on Saturdays, Sundays and holidays.
- 14.100 **A** "Short" shift system may be established when it is intended to operate the shift for less than sixty (60) calendar days. "Short" Shifts may be established on an 8 or 10 hour per day work week arrangement pursuant to Clause 13.100.
- 14.101 Shift employees may be scheduled on a one-shift basis: days, afternoons, midnights; two-shift basis: days-afternoons, afternoons-midnights, midnights-days, or on a three-shift basis.
- 14.102 The establishment of a one, two or three shift system under this Article does not affect the Company's ability to continue to operate regular "Day Work Conditions" as specified in Article 13.000 or "Long Shift Conditions" as specified in Article 15.000 for other employees so assigned.
- 14.103 Each shift employee must be scheduled for three (3) consecutive work days and may be scheduled for five (5) or seven (7) days per week, except that when Saturdays or Sundays are worked they shall be paid at applicable overtime rates.
- 14.104 Should the shift be cancelled prior to completion of the three (3) consecutive work days, affected employees will be paid at applicable overtime rates for all hours worked outside the regular work day, as specified in Clause 13.200.
- 14.105 Employees specifically hired to work one or two afternoon or midnight shifts, Monday to Friday will be paid eight (8) or ten (10) hours at the straight time rate plus the applicable shift premium and the applicable overtime rate for hours worked beyond eight (8) or ten (10) hours per shift. Long-Term and Short-Term employees transferred to a short shift of less than a 3 day duration will be paid in accordance with Article 13.000.

ARTICLE 14.000 - SHORT SHIFT CONDITIONS (Cont'd)
(Long-Term & Short-Term Maintenance)

- 14.200 Shift premiums on short shift conditions are as follows:
- 14.201 Employees working a day shift defined as a shift starting at 8:00 a.m. shall work eight (8) or ten (10) hours for eight (8) or ten (10) hours pay.
 - 14.202 Employees working an afternoon shift defined as a shift commencing at 8:00 a.m. and before 9:00 p.m. or a midnight shift defined as a shift commencing between 9:00 pm. and 2:00 a.m. will be paid a shift premium of three dollars (\$3.00) per hour worked.
 - 14.203 An unpaid one half (1/2) hour lunch period will be allowed during each eight (8) or ten (10) hour shift.
- 14.300 All time worked before or 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 18.000 of the Agreement shall be paid for at overtime rates as follows:
- 14.301 Short-Term Maintenance & Long-Term Maintenance.
 - Time and one-half (1-1/2) - first two (2) hours Monday through Friday.
 - Double-time (2) after the first two (2) hours Monday through Friday, and all hours on Saturdays, Sundays and holidays.
 - 14.302 Four (4) Ten (10) Hour Day Option.
 - When the four (4) ten (10) hour day option is being worked, all hours in excess of ten (10) hours on any of the four (4) days will be paid at 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).
- 14.400 Overtime meals on short shift conditions are as follows:
- 14.401 When an employee is requested to work overtime, and the employee works more than ten (10) hours the Company agrees to provide a meal for his second meal break. Subsequent meals will also be provided by the Company as near regular four (4) hour intervals as possible.
 - 14.402 When foremen are required to arrive at work up to 1/2 hour prior to the normal starting time of the shift to organize work and obtain permits, they shall not be entitled to a meal or meal break as per Clause 14.401 unless they work more than two (2) hours beyond the end of their normal shift.

ARTICLE 14.000 - SHORT SHIFT CONDITIONS (Cont'd)

(Long-Term & Short-Term Maintenance)

- 14.403 The second meal break will normally be 6:30 p.m. and subsequent meal breaks each four (4) hours after the conclusion of each thirty minute meal break. However, it will be the prerogative of the Company, in conjunction with the job stewards, to arrange meal breaks for efficiency and convenience of the job.
- 14.404 The employee will be allowed a thirty (30) minute meal break at straight time pay in which to eat the meal, except that no payment will be made for the noon break on Saturdays, Sundays and holidays.
- 14.500 When shift schedules are to be changed, except as noted in Clause 14.600 below, such employees will be given twenty-four hours advance notice and if less than twenty-four hours advance notice is given, the first shift worked on the new schedule will be paid at time and one-half the straight time hourly rate.
- 14.600 When shift schedules are being revised to return the employee to his normal work schedule, the twenty-four hours advance notice requirement of Clause 14.500 will not apply. In place, the employee must be notified at the start of his shift, that he is to return to his normal work schedule and he must have an eight (8) hour break, or rest period between the completion of his shift and the start of his normal work schedule.
- In the situation where the eight (8) hour break or rest period does not allow him to return to work at the normal starting time, the provisions of Clause 20.200 on minimum pay and reporting time apply.
- 14.700 Payment for the Statutory Holidays, as listed in Article 18.000 of this Agreement, shall be in accordance with the attached Schedule.

ARTICLE 15.000 - LONG SHIFT CONDITIONS

(Long-Term Maintenance Only)

- 15.100 A 'Long' shift system may be established when it is intended to operate the shift in excess of sixty (60) calendar days. "Long" Shifts may be established on an eight (8) or ten (10) hour per day work week arrangement pursuant to Clause 13.100.
- 15.101 Shift employees may be scheduled on a one-shift basis: days, afternoons, midnights: two-shift basis: days-afternoons, afternoons-midnights, midnights-days, or on a three shift basis. Each shift employee must be scheduled for three consecutive work days and may be scheduled for four, when working the four (4) ten (10) hour option, five or seven days per week.
- 15.102 The establishment of a one, two or three shift system under this Article shall not affect the Company's ability to continue to operate regular "Day Work Conditions" as specified in Article 13.000, or "Short Shift Conditions" as specified in Article 14.000, for those employees so assigned.

ARTICLE 15.000 - LONG SHIFT CONDITIONS (Cont'd)
(Long-Term Maintenance Only)

- 15.103 The above employees are those who are assigned to a scheduled shift unit which will run for a minimum period of sixty (60) days and will be scheduled to cover continuous plant operation for five days or seven days per week.
- 15.104 Employees engaged under the long shift conditions must complete sixty (60) days on shift except that when an employee is replaced within the shift for any reason (temporarily or permanently) both the replaced employee and the replacing employee shall be considered as the same for determining pay conditions under this Article.
- 15.105 In the event that the sixty (60) day conditions are not met, pay conditions will be adjusted to pay conditions for short shifts.
- 15.200 The above employees will have two (2) consecutive days off per week in lieu of Saturday and Sunday.
- 15.300 When shift schedules are to be changed such employees will be given twenty-four (24) hours advance notice and if less than twenty-four (24) hours advance notice is given the first shift worked on the new schedule will be paid at time and one-half (1-1/2) the straight time hourly rates.
- 15.400 Shift premium will be three dollars (\$3.00) per hour for afternoon and midnight shift.
- 15.500 The standard work day shall be eight (8) or ten (10) hours of employment. A one half (1/2) hour unpaid lunch period will be provided. No shift employee shall leave duty until relieved at this regular place of work without the permission of his supervisor.
- 15.501 Long Shift Overtime
- The first two (2) hours worked in excess of eight (8) hours in any given twenty-four (24) hour period will be paid at time and one-half (1-1/2) the basic hourly rate.
 - All time worked after the first two (2) overtime hours in any given twenty-four (24) hour period and all time worked on the first and second scheduled day off shall be paid at double (2) the basic hourly rate.
- 15.501.1 When working the four (4) ten (10) hour option see Clause 14.302 for payment provisions.
- 15.502 In no case shall overtime rates exceed double the hourly rate shown on the attached sheet.
- 15.600 Payment for Statutory Holidays, as listed in Article 18.000 of this Agreement, shall be subject to the following:

ARTICLE 15.000 - LONG SHIFT CONDITIONS (Cont'd)
(Long-Term Maintenance Only)

- 15.601 Payment for the Statutory Holidays, as listed in Article 18.000 of this Agreement, shall be in accordance with attached schedule.
- 15.602 All time worked on Statutory Holidays, as listed in Article 18.000 of the Agreement, shall be paid at the applicable overtime rate, but in no case shall overtime rates exceed double the hourly day rate shown on the attached schedule.
- 15.603 If a Statutory Holiday, as listed in Article 18.000 of this Agreement, falls on Sunday it will be celebrated on the day proclaimed. The day recognized as the holiday by such practice will, for the purpose of computing premium pay, be considered a holiday under this Agreement. When this occurs and Sunday is worked by Long-Term shift employees as part of their scheduled work week, they will not receive holiday premium pay for that day.

ARTICLE 16.000 - STARTING TIME AND QUITTING TIME CONDITIONS

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

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

ARTICLE 17.000 - COMPRESSED WORK WEEK CONDITIONS
(Long-Term Maintenance Only)

- 17.100 A "Compressed Work Week" system may be established when it is intended to operate the system in excess of fourteen (14) calendar days. The system may be arranged to cover continuous plant operation for seven days per week.

The fourteen (14) calendar day requirement does not apply to those compressed work week schedules that average forty (**40**) hours per week, Monday to Friday. In this case, the schedule must be established for a minimum of one week timeframe, Monday to Friday.

- 17.101 Employees engaged under the Compressed Work Week shift conditions must complete fourteen (14) days or four (4) days as noted above except that when an employee is replaced within the shift for any reason (temporarily or permanently) both the replaced employee and the replacing employee shall be considered as the same for determining pay conditions under this Article.

- 17.102 In the event that the fourteen (14) day conditions are not met, pay conditions will be adjusted to pay eight (8) hours per day Monday through Friday at the straight time hourly rate, plus applicable shift

ARTICLE 17.000 - COMPRESSED WORK WEEK CONDITIONS (Cont'd)
(Long-Term Maintenance Only)

premium per Clause 14.202, and all hours worked after the eight (8) hours per day, Monday through Friday and all hours worked on Saturday and Sunday at the applicable overtime rates.

17.102.1 When an employee is transferred from one Compressed Work Week schedule to another Compressed Work Week schedule and either schedule does not last fourteen (14) days, pay conditions will be adjusted in accordance with Clause 17.102 for that cycle.

17.103 It is understood that Compressed Work Week Schedules A through S have been established and such schedules may be reactivated without approval of the Unions (see attached Appendix "A").

17.104 When a compressed work week schedule has not been established as noted in Clause 17.103, such schedules must be mutually agreed to between the Unions and the Company.

The Company may request that any new shift, once established, be added to the schedules referred to in Clause 17.103.

17.200 The standard work day shall be up to twelve (12) hours of continuous employment including lunch breaks except those breaks provided for in Clause 17.506.

17.300 a) All overtime worked in excess of a regularly scheduled twelve (12), ten (10) or eight (8) hour shift and all hours worked on regularly scheduled days off shall be paid at applicable overtime rates in accordance with Clause 12.102.

Time and one-half (1-1/2) will be paid for the first ten (10) hours on the first scheduled day off.

All other overtime hours will be paid at double-time (2).

b) All hours worked on statutory holidays will be paid at doubletime (2) in accordance with compressed work week rates.

17.400 Payment for statutory holidays, as listed in Article 18.000 of this Agreement, shall be subject to the following:

17.401 Payment for the statutory holidays, as listed in Article 18.000 of this Agreement, shall be in accordance with attached schedule or by Federal or Provincial legislation.

17.402 All time worked on statutory holidays, as listed in Article 18.000 of this Agreement, shall be paid at the applicable overtime rate, but in no case shall overtime rates exceed double the hourly day rate

ARTICLE 17.000 - COMPRESSED WORK WEEK CONDITIONS (Cont'd)
(Long-Term Maintenance Only)

shown on the attached schedule except as noted in Clause 17.300 (b).

17.403 A Compressed Work Week shift schedule will not be cancelled and reinstated within a cycle if the intention is to avoid payment for statutory holidays. If this occurs all time worked on the first cycle after reinstatement up to a maximum of fourteen (14) days will be in accordance with Article 13.000 - Day Work Conditions.

17.404 Recognizing that Compressed Work Week employees receive statutory holiday pay based upon eight (8) hour days and on occasion Compressed Work Week employees may be required to take a statutory holiday off which involves more than the contemplated eight (8) hour shift. In such cases, the employee will receive compensation for those hours above the eight (8) hours contemplated under a statutory holiday when the employee does not work.

17.500 Rates for Compressed Work Week Schedules will be determined on the following basis:

17.501 The compressed work week rate is the rate calculated by adding the compressed work week overtime rate and the compressed work week shift premium where applicable.

17.502 Determination of premiums for compressed work week rates will be calculated as follows:

17.503 Compressed Work Week Shift Premiums

i) Number of hours on shift per cycle x number of cycles per year = NUMBER OF HOURS ON SHIFT PER YEAR.

ii) Number of hours on shift per year x shift premium = TOTAL SHIFT PREMIUM.

iii) Total shift premium divided by the number of hours in a standard year = SHIFT PREMIUM PER HOUR.

iv) The shift premium on all compressed work week night shifts will be three dollars (\$3.00) per hour for all straight time hours worked on shift.

17.504 Compressed Work Week Overtime Rate

i) Number of hours per cycle x number of cycles per year = NUMBER OF ACTUAL HOURS PER YEAR.

i) Number of actual hours per year minus number of hours in a standard year = NUMBER OF OVERTIME HOURS PER YEAR.

ARTICLE 17.000 - COMPRESSED WORK WEEK CONDITIONS (Cont'd)

(Long-Term Maintenance Only)

- iii) Number of overtime hours per year x overtime premium x long term rate = TOTAL OVERTIME DOLLARS.
 - iv) Standard hours per year x long term rate plus total overtime dollars (divided by the actual hours of work per year) = COMPRESSED WORK WEEK OVERTIME RATE.
- 17.505
- i) A year is defined as 364 days (52 x 7).
 - ii) A standard year is 2,080 hours (52 x 40).
 - iii) Total hours per cycle is defined as the sum of the hours worked on all days in cycle.
 - iv) Number of cycles = NUMBER OF DAYS IN A CYCLE DIVIDED INTO 364.
 - v) Number of hours on shift per cycle = SUM OF THE HOURS WORKED ON ALL AFTERNOON OR NIGHT SHIFTS DURING A CYCLE.
 - vi) A cycle is defined as the number of days, including scheduled days off, before the schedule repeats itself.
- 17.506
- The midday lunch period of 1/2 hour on workdays of ten hours or less between the hours of 7:30 a.m. and 7:30 p.m. will be unpaid.
- 17.507
- On twelve hour shifts when working in conjunction with the client's personnel the breaks provided will be the same as those scheduled for the client working the same compressed work week schedule in the area. In all other instances there shall be two (2) one-half hour meal breaks per twelve hour shift.
- 17.508
- The establishment of a shift system under this Agreement shall not affect the Company's ability to continue to operate regular "Day Work Conditions" as specified in Article 13.000, "Short Shift Conditions" as specified in Article 14.000, or "Long Shift Conditions" as specified in Article 15.000, for those employees so assigned.
- 17.509
- It is the Company's prerogative to transfer employees to other conditions of the Agreement subject to proper payment under the new conditions.
- 17.510
- Shift changes from Day Work Conditions to Compressed Work Week:

ARTICLE 17.000 - COMPRESSED WORK WEEK CONDITIONS (Cont'd)
(Long-Term Maintenance Only)

- 17.510.1
 - i) If an employee has started work during a normal work week Monday through Sunday, is then changed to a Compressed Work Week schedule and not given the required earned days off, he shall be paid straight time for the first 40 hours worked in the week at the applicable rate and overtime thereafter until the completion of the normal work week.
 - ii) If an employee has started work during a normal work week Monday through Sunday, is then changed to a Compressed Work Week schedule and given the required earned days off, he shall be paid straight time for all scheduled hours worked on the new Compressed Work Week shift.
- 17.510.2 An employee will be given 24 hours advance notice prior to the start of his new shift and if not then he shall be paid his first shift at time and one-half.
- 17.510.3 If an employee is given greater than the normal two (2) earned days off on his regular schedule due to having his shift changed to a Compressed Work Week schedule, he shall be paid straight time for those hours in excess of the earned days off he would have otherwise worked if the shift had not been changed.
- 17.511 Shift changes from one Compressed Work Week schedule to another Compressed Work Week schedule:
 - 17.511.1 An employee will be given 24 hours advance notice prior to the start of his new shift and if not then he shall be paid his first shift at time and one-half.
 - 17.511.2 If an employee loses time on his initial Compressed Work Week schedule due to having his Compressed Work Week schedule changed to a new Compressed Work Week schedule, he shall be paid for those hours he would have worked on his initial schedule up to the start of his new schedule.

ARTICLE 17.000 - COMPRESSED WORK WEEK CONDITIONS (Cont'd)
(Long-Term Maintenance Only)

In no case will missed hours be paid if the employee works forty or more straight time hours in the calendar week. If less than forty hours is worked in the calendar week, missed hours on the initial schedule will be paid but only to the extent that straight time hours on the new schedule in the calendar week plus hours worked on the old schedule in the calendar week plus missed hours on the initial schedule does not exceed forty.

17.511.3 The penalty of Clause 17.511.2 will not apply if the employee completes his regular work days on his initial schedule up to the scheduled days off, receives his scheduled days off or paid applicable overtime, if he works on his scheduled days off, and is given at least ten hours notice of shift change.

17.511.4 Earned days off on a Compressed Work Week are days which are scheduled as regular days off and are earned when regular scheduled consecutive work days immediately preceding have been worked.

If a fraction of the regular work days are worked the same fraction of the immediately following regular days off are earned. Any fraction of a day shall be considered one day when calculating earned days off.

When an employee is transferred to a different shift schedule all scheduled days off which have been earned must be given to the employee prior to the start of his new schedule. If earned days off are worked they shall be considered overtime and paid the applicable overtime rate as per Article 13.000 Day Work Conditions.

17.512 Shift changes from Compressed Work Week to Day Work Conditions:

17.512.1 An employee will be given 24 hours advance notice prior to the start of his new shift and if not then he shall be paid his first shift at time and one-half.

17.512.2 Clause 17.511.4 applies in its entirety when amending Compressed Work Week schedules to Day Work Conditions.

ARTICLE 18.000 - STATUTORY HOLIDAYS

18.100 The following days will constitute the recognized holidays within the terms of this Agreement:

- | | |
|-------------------|---------------------|
| 1. New Year's Day | 7. Labour Day |
| 2. Family Day | 8. Thanksgiving Day |
| 3. Good Friday | 9. Remembrance Day |
| 4. Victoria Day | 10. Christmas Day |
| 5. Canada Day | 11. Boxing Day |
| 6. Civic Holiday | |

18.200 When a recognized holiday falls on a Saturday or a Sunday, the holiday will normally be celebrated on the following Monday. However, should the Owner determine another day be recognized for his operating personnel this day will be recognized by the Company forces.

18.300 The four **(4)** days off in a ten (10) day on four **(4)** days off work pattern will be considered scheduled days off for purposes of statutory holiday observance. Should a recognized statutory holiday fall on one of the four **(4)** days off it will be moved into the work week for observance.

ARTICLE 19.000 - VACATION ALLOWANCE

19.100 Vacation Pay will be in accordance with vacation pay rates established in the attached Schedule.

19.101 For Long-Term maintenance employees only, the following vacation pay will apply:

- up to three (3) years service - six (6) percent;
- more than three (3) years and up to seven (7) years service - seven (7) percent;
- more than seven (7) years and up to ten (10) years service - eight (8) percent.
- more than ten (10) years service and up to twelve (12) years service – nine (9) percent.
- more than twelve (12) years service – ten (10) percent.

ARTICLE 20.000 - MINIMUM PAY AND REPORTING TIME

20.100 Inclément Weather - The Company retains the right to determine working requirements, number and kind of people required, when only a portion of the work may be performed under protection or may be of an emergency nature. The procedure for review and determination of work and tradesmen to remain on the job shall be as follows:

20.101 The Company Superintendent will immediately contact the Foreman and Job Steward(s) of the Craft Union(s) affected and survey:

- (a) Circumstances affecting safety and efficiency of the work;
- (b) Determine degree of urgency of job continuation;

ARTICLE 20.000 - MINIMUM PAY AND REPORTING TIME (Cont'd)

- (c) Determine number and skills of tradesmen required to perform the work commensurate with the urgency established;
 - (d) Determine and arrange protection for safe efficient performance of the work as required by urgency and inclement condition.
- 20.102 The Foreman and Shop Steward will then advise the tradesmen of the circumstance, provisions being made for their safety and protection and arrange for the necessary tradesmen to proceed with assignments.
- 20.103 If work which can be done under reasonable and safe conditions cannot be found for all the craftsmen, then those who cannot be gainfully employed will be allowed to leave the job. The Company at this point will endeavor to find work for all craftsmen by rescheduling and altering the planned work, if so required.
- 20.104 If at this stage the craftsmen still refuse to go to work, the Superintendent will instruct the Foreman and Steward of the craft that they are to contact the Business Agent or his immediate superior and report that the craftsmen have refused to go to work.
- 20.105 Subject to above, Clause 20.500 of the Agreement shall be applied.
- 20.106 When an employee reports to work and cannot work because of inclement weather he shall be paid two (2) hours reporting time and the employee must remain on the job for the two-hour period unless otherwise instructed by the Company Supervisor.
- 20.200 Work Not Available - The following conditions apply:
 - 20.201 When an employee reports to work and is not given the opportunity to work because none is available or was not advised before the completion of the previous day's work, he shall be paid two (2) hours reporting time and allowed to leave the job immediately.
 - 20.202 If an employee has started to work on his regular shift he shall be paid not less than four (4) hours pay. When the employee works more than four hours but less than eight hours on his regular shift he shall be paid a minimum of eight (8) hours pay.
- 20.300 Conditions for Call-Ins of employees will be as follows:
 - 20.301 When an employee is called in to work on his scheduled day off or a holiday, he shall be paid a minimum of two (2) hours pay at double (2) the basic hourly rate. A separate premium of one and one-half (1-1/2) hours at straight time rate, will be paid for Call-Ins over and above the minimum established in this Article. This separate premium will be one (1) hour at straight time for those employees accommodated in a camp adjacent to the site. The company will designate those adjacent camps and employees will be so notified.

ARTICLE 20.000 - MINIMUM PAY AND REPORTING TIME (Cont'd)

- 20.302 Employee will receive minimum of two (2) hours pay for all Call-Ins regardless of time or duration except that total call in pay within a given eight (8) hour period will not exceed normal overtime pay for that eight (8) hour period.
- 20.303 Call-Ins which immediately precede and become continuous with regular work day will be paid as follows:
- i) Minimum of two (2) hours at double the basic rate.
 - ii) Overtime rate for any hours worked in excess of two (2) hours up to starting time of employee's regular work day.
 - iii) **At** normal starting time of employee's regular work day pay shall revert to appropriate pay for that day.
- 20.304
- i) When a tradesman is advised prior to completion of a shift or work day or provided eight (8) hours notice after completion of a shift or work day, to report early for succeeding shift or work day, such work is not considered "Call-In" but will be paid at the applicable overtime rate without regard to minimum pay.
 - ii) When a tradesman is advised prior to completion of a shift or work day or provided eight (8) hours notice after completion of a shift or work day, to report back and does report for work, at a specific time between shifts or on a scheduled day off, such work is not considered "Call-In" but will be paid a minimum of two (2) hours at the applicable overtime rate.
- 20.305 It is not intended that an employee shall work more than 16 hours in any given twenty-four hour period, therefore, it should be established that the employee must have at least eight (8) continuous hours off between regular shifts or he will be paid overtime rates for all hours worked in excess of first eight (8), until such time as the employee does have eight (8) continuous hours off.
- This shall be established as a Project Rule and it shall be the Supervisor's responsibility to verify the returning time with any employee working in excess of 16 hours or returning between shifts on "Call-Ins" to ascertain that the employee does receive the eight (8) hours off or is paid correctly.
- 20.306 It is the intent of this clause that no employee shall lose pay on a normal shift due to taking the required eight (8) hour break.
- 20.400 Subject to the above, it shall be the Company's prerogative to decide whether work shall be stopped during a day of work.
- 20.500 If an employee stops work for reasons of his own, and without the approval of the Company, he shall be entitled to pay only for the hours actually worked in the day and minimum conditions shall not apply.

ARTICLE 20.000 - MINIMUM PAY AND REPORTING TIME (Cont'd)

- 20.600 Conditions for employees on Stand-By Duty on scheduled days off will be as follows:
- 20.601 Whenever an employee is scheduled for stand-by duty the employee will be reimbursed with two (2) hours pay at doubletime (2) for each period of duty. Each stand-by period will not exceed twenty-four (24) consecutive hours, and not more than three (3) consecutive stand-by periods will be permitted. Stand-by duty means that an employee agrees to be available on call during the period. The names of persons on stand-by duty will be posted.
- 20.700 On initial hire or transfer, employees who report for work and no work is available shall be paid two (2) hours show-up on the first day. If no work available persists, employees who report for work each subsequent day will be so notified and paid two (2) hours straight time per day until work commences. In any event, after three (3) consecutive days of no work available, the employee is entitled to a lay-off for lack of work.

ARTICLE 21.000 - TRAVEL

- 21.100 During the term of this Agreement, no subsistence, travel allowance, mileage or pay for travel time will be paid to any employee covered by the terms of this Agreement except as outlined in Clause 21.200.
- 21.200 Initial hire and layoff travel expenses will be paid as follows:
- 21.201 Employees will be reimbursed for return airfare between Edmonton and Ft. McMurray upon the provision of a cancelled air ticket and receipt as satisfactory proof that air transport has been used. If no receipt is presented travel cost reimbursement is \$198.00 each way to site. Effective May 1, 2009 this amount increases to \$216.00
- The travel cost reimbursement will be reviewed by the parties should it increase under the National Maintenance Agreement, prior to the expiry of this Agreement.
- Travel reimbursement as noted above between Edmonton and Ft. McMurray, plus approved ground transportation supplied or paid if airfare is paid, will be provided to individuals for initial hire travel expenses, provided such employees complete the job assignment or remain on the job a minimum of fifteen (15) calendar days or are allowed to leave the job for compassionate reasons.
- Initial travel cost "in" will be paid after fifteen (15) calendar days on the first pay period thereafter.
- 21.202 Employees who are laid-off for lack of work will be paid the travel reimbursement noted above as appropriate between Ft. McMurray and Edmonton.

ARTICLE 21.000 – TRAVEL (Cont'd)

21.300 Employee relocation may be as follows:

21.301 At such time as is mutually agreed in writing by the employer and the employee, a lump sum amount to a maximum of \$1,000.00 will be paid to the employee to offset the following cost to relocate the employee's family to Fort McMurray:

- (a) employee's transportation from jobsite to Edmonton;
- (b) car allowance from Edmonton to Fort McMurray;
- (c) 2 days lodging in hotel or motel;
- (d) 2 days meals for employee and dependents;
- (e) 2 days pay.

21.302 The employer will also reimburse cost for relocating the employee's furniture and personal belongings to a maximum of 5,000 lbs (approximately 2,270 kg) from Edmonton to Fort McMurray. (Any excess of 5,000 lbs or hauling from distances beyond Edmonton to Fort McMurray will be to the account of the employee).

21.303 In the event the employee owns and desires to relocate his trailer to Fort McMurray and secure his trailersite and installation approval, satisfying town zoning laws and/or Lands and Forests Regulations, the employer will pay contract towing costs from Edmonton to Fort McMurray to a maximum of \$650.00. Installation utility connection cost, etc. will be to the account of the employee.

ARTICLE 22.000 - MIXED CREWS

22.100 It is recognized by the parties to this Agreement that the work covered at times requires the use of mixed crews. Where this becomes necessary, the Unions agree to cooperate with the Company in every respect in order that the work be conducted in a most expedient manner.

22.200 In the event that an emergency arises which would not warrant the "Call-In" of other tradesmen or others could not be reached, the Company shall have the right to assign those on the project to such emergency work as is necessary. The Company agrees that in such cases, it will have due regard where practicable to Union jurisdiction.

22.300 Conditions for emergency work are as follows:

22.301 A mixed crew under the terms of this Agreement shall be any group of employees up to and including the entire maintenance force signatory to this Agreement necessary to meet the emergency situation without regard to classification or craft for that period only.

22.302 An emergency under the terms of this Agreement is defined as any situation of an unexpected nature endangering life, property or normal plant production.

ARTICLE 22.000 - MIXED CREWS (Cont'd)

22.303 In the event such emergency continues, a return to craft line operation will be made as soon as contact between the Contractor and Local Business Agent is feasible. In any event the Contractor shall notify any or all Local Business Agents whose craft rights have been affected during the course of such emergency not later than the next regular business day.

ARTICLE 23.000 - SUPERVISION

23.100 The Company reserves the right to send into the area of work as many Supervisors and Professional Engineers, as it deems necessary to supervise the work covered by this Agreement.

ARTICLE 24.000 - TOOL ROOMS

24.100 The Company and the Unions agree that it shall be the Owner's prerogative to maintain and operate a general centrally located tool room and warehouse. The Unions agree that the personnel required for the operation of the centrally located tool room and warehouse may at the Owner's option be employed directly by them.

24.200 If it is the intention of the Company to establish area tool rooms and warehouses as required for efficient service in the plant, these area tool rooms and warehouses will be manned under the terms of this Agreement.

ARTICLE 25.000 - FIRST AID, SAFETY AND PROTECTIVE CLOTHING

25.100 First Aid - the Company or the Owner will provide first aid services in accordance with applicable Provincial or Federal Legislation and Regulations.

25.200 Safety - the employees covered by the terms of this Agreement shall at all times while in the employ of the Company be bound by the Safety Rules and Regulations as established by the Company and the Owner. These rules and regulations are to be published at conspicuous places throughout the plant. The Company will provide to the employees, such items of safety equipment and apparel as required by these Safety Rules and Regulations.

25.300 Protective clothing for employees will be as follows:

25.301 The Company, on request, shall issue up to 2 pairs of coveralls to Long-Term employees each twelve months. Cleaning of these coveralls will be the responsibility of the Company. All such clothing, when issued by the Company, will be worn during on-the-job activity and will remain Company property and must be returned before leaving the jobsite. Rules and regulations governing the issue and return of such clothing will be published at a conspicuous location on the job.

25.302 The Company accepts the responsibility to provide coveralls and all necessary protective clothing required for working conditions which are exceptional or would lead to speedier deterioration of personal clothing, than under normal or usually accepted working conditions.

ARTICLE 25.000 - FIRST AID. SAFETY AND PROTECTIVE CLOTHING (Cont'd)

25.303 The company will provide a separate area for employees to remove and store coveralls, work clothing etc., prior to entering lunch rooms.

ARTICLE 26.000 - PROJECT RULES

26.100 Local Union Business Representatives should encourage all members to give employers a permanent mailing address and the name and address of "next of kin" for notice purposes.

26.200 It is recognized that in an operation of this kind, the Company and the Unions have interests in the rules governing the performance of the work under this contract. It is agreed that such project rules and regulations will be prepared and distributed among the tradesmen on the job by the Company, provided such rules do not conflict with or contravene terms of this Agreement.

26.300 It is agreed by the Unions that all of the employees covered by this Agreement shall be made aware of these project rules and regulations by the Company at the time of their hire and that they shall be bound by them throughout the duration of their employment.

26.400 It is further agreed that violation of these project rules and regulations is direct and just cause for disciplinary action, including discharge subject to Article 7.000, Grievance Procedure.

ARTICLE 27.000 - PERIODIC CONFERENCE

27.100 Periodic conferences shall be held by the parties from time to time for the purpose of discussing matters of mutual interest.

ARTICLE 28.000 -WORK STOPPAGES

28.100 During the term of this Agreement there shall be no lock-out by the Company and no slowdown or work stoppage by any of the Unions.

ARTICLE 29.000 - ADMINISTRATION FUND

29.100 The employer shall contribute an amount of ten cents (\$.10) per hour earned to the General Presidents' Maintenance Industry Administration Fund.

ARTICLE 30.000 - MANAGEMENT CLAUSE

30.100 The Company shall have full right to direct the progress of the work and to exercise all function and control, including, but not limited to, the selection of the kind of materials, supplies, or equipment used in the prosecution of the work and the right to discharge or lay-off any employee for just and sufficient cause, provided, however, that no Employee shall be discriminated against. These provisions do not prohibit the Union's right to the peaceful exercise of grievance procedure if in its judgement the spirit and intent of this Agreement has been violated.

ARTICLE 31.000 - DURATION OF AGREEMENT

31.100 It is understood that this Agreement shall be in full force and effective from January 1, 2008 to December 31, 2011 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.

Agreed this 1st day of January 2008.

FOR AND ON BEHALF OF JACOBS INDUSTRIAL SERVICES LTD.,
8500 MACLEOD TRAIL SOUTH, CALGARY, ALBERTA.

Corporate Manager of Labour Relations

General Manager, Western Canada

FOR AND ON BEHALF OF THE UNIONS

Vice President
International Association of Heat
& Frost Insulators & Asbestos
Workers

General President
Laborers International Union
of North America

International Vice President
International Brotherhood of
Boilermakers, Iron Ship
Builders, Blacksmiths, Forgers
& Helpers

General President
International Union of
Operating Engineers

Director of Canadian Affairs
International Union of Bricklayers
and Allied Craftworkers

General President
International Union of Painters
and Allied Trades

General President
United Brotherhood of Carpenters
& Joiners of America

Director of Canadian Affairs
United Association of
Journeymen & Apprentices of
the Plumbing & Pipefitting
Industry of the United States
and Canada

Vice President & Cdn Consultant
Operative Plasterers & Cement
Masons International Association

General President
International Brotherhood of
Teamsters

International President
International Brotherhood of
Electrical Workers

General Vice President
International Association of
Bridge, Structural &
Ornamental Iron Workers

Director of Canadian Affairs
Sheet Metal Workers
International Association

EXAMPLES SECTION

CASE I - An employee who works from 8:00 a.m. to 4:30 p.m., and is called in at 1:00 a.m. and works until 3:30 a.m., then resumes his regular shift at 8:00 a.m., would be paid overtime for the hours worked from 1:00 a.m. to 3:30 a.m., but would be on straight time for 8:00 a.m.

The employee had a continuous 8 hour break between the end of one regular shift (4:30 p.m. to 1:00 a.m.) and the beginning of the next.

CASE II - An employee who works from 8:00 a.m. to 4:30 p.m., and is called in at 11:00 p.m. and works until 2:00 a.m., then resumes his regular shift at 8:00 a.m., thus has not had a continuous 8 hour break between the end of one shift and the beginning of the next. He is entitled to overtime from 8:00 a.m. onwards until an 8 hour break occurs, or alternately and preferably the employee may be instructed not to report until 10:00 a.m., ie., so that he has an 8 hour break. In this event the "2, 4, 8 hour" pay clause would apply and the employee would receive 8 hours pay for that day even though he reported back to work at 10:00 a.m. For call-ins on Sunday, which precede and may become continuous with regular work day Monday morning, the following rules will apply:

- (1) The employee must have 8 continuous hours off in the 24 hour period immediately preceding 8:00 a.m. Monday morning.
- (2) The employee should not work more than 16 hours without an 8 hour break.

CASE I - Therefore, if an employee is called in at 4:00 p.m. Sunday and works until 1:15 a.m., he should report for work at 8:00 a.m. and be paid straight time, as he had an 8 hour break in the 24 hour period preceding 8:00 a.m. Monday.

CASE II - An employee should not work more than 16 hours and must take an 8 hour break before continuing work. Therefore, an employee called in at 7:00 p.m. Sunday could work until 11:00 a.m. Monday, 16 hours. The employee would be paid doubletime from 7:00 p.m. until 8:00 a.m. The employee would revert to straight time at 8:00 a.m., until 11:00 a.m. The employee would then be sent home at 11:00 a.m. and paid 8 hours for Monday (8:00 a.m. to 4:30 p.m.). Employees working long call-ins that approach regular starting time on Monday, should be given the option of remaining at work and taking advantage of the 16 hour rule. In other words, it is unfair to send the employee home at 7:00 a.m. after working 10 hours, and expect the employee to be back at 8:00 a.m. to be paid straight time.

Case III - In another case an employee is called in at 2:00 p.m. on Sunday and works until 2:00 a.m. The employee would be instructed to take an 8 hour break and report at 10:00 a.m. Monday and be paid for the day at straight time, as the employee did not have a continuous 8 hour break in the 24 hour period from 8:00 a.m. Sunday to 8:00 a.m. Monday.

APPENDIX "A"
COMPRESSED WORK WEEK
SCHEDULES "A" THROUGH "V"

I. SCHEDULE "A"

- (a) Straight days
- (b) Forty (40) hours
- (c) Number of hours on shift 40
- (d) Number of cycles per year 52
- (e) Number of Hours per cycle 40
- (f) Number of hours on shift per year 2080
- (g) Number of overtime hours per year 0

II. SCHEDULE "B"

- (a) Straight days
- (b) Fourteen (14) twelve (12) hour shifts in a twenty-eight (28) day cycle
- (c) Number of hours on shift 0
- (d) Number of cycles per year 13
- (e) Number of hours per cycle 168
- (9) Number of hours on shift per year 0
- (g) Number of overtime hours per year 104

III. SCHEDULE "C"

- (a) Alternating days and nights
- (b) Seven (7) twelve (12) hour day shifts and seven (7) twelve (12) hour night shifts in a twenty-eight (28) day cycle
- (c) Number of hours on shift 84
- (d) Number of cycles per year 13
- (e) Number of hours per cycle 168
- (9) Number of hours on shift per year 1092
- (g) Number of overtime hours per year 104

IV. SCHEDULE "E"

- (a) Straight nights
- (b) Combination of eight (8) hour and twelve (12) hour shifts averaging forty (40) per week
- (c) Number of hours on shift 80
- (d) Number of cycles per year 26
- (e) Number of hours per cycle 80
- (f) Number of hours on shift per year 2080
- (g) Number of overtime hours per year 0

V. SCHEDULE "F"

- (a) Alternating days and nights
- (b) Four (4) twelve (12) hour day shifts and four (4) twelve (12) hour night shifts in a sixteen (16) day cycle
- (c) Number of hours on shift 48
- (d) Number of cycles per year 22.75
- (e) Number of hours per cycle 96
- (9) Number of hours on shift per year 1092
- (g) Number of overtime hours per year 104

VI. SCHEDULE "G"

- (a) Straight days
- (b) Four (4) twelve (12) hour day shifts in an eight (8) day cycle
- (c) Number of hours on shift 0
- (d) Number of cycles per year 45.50
- (e) Number of hours per cycle 48
- (f) Number of hours on night shift per year 0
- (g) Number of overtime hours per year 104

VII. SCHEDULE "H"

- (a) Straight nights
- (b) Four (4) twelve (12) hour night shifts in an eight (8) day cycle
- (c) Number of hours on shift 48
- (d) Number of cycles per year 45.50
- (e) Number of hours per cycle 48
- (9) Number of hours on shift per year 2184
- (g) Number of overtime hours per year 104

VIII. SCHEDULE "I"

- (a) Straight nights
- (b) Fourteen (14) twelve (12) hour night shifts in a twenty-eight (28) day cycle
- (c) Number of hours on shift 168
- (d) Number of cycles per year 13
- (e) Number of hours per cycle 168
- (9) Number of hours on shift per year 2184
- (g) Number of overtime hours per year 104

IX. SCHEDULE "J"

- (a) Alternating days and nights
- (b) Four (4) twelve (12) hour day shifts and three (3) twelve (12) hour night shifts in a fourteen (14) day cycle
- (c) Number of hours on shift 36
- (d) Number of cycles per year 26
- (e) Number of hours per cycle 84
- (9) Number of hours on shift per year 936
- (g) Number of overtime hours per year 104

X. SCHEDULE "M"

- (a) Straight days
- (b) Seven (7) twelve (12) hour shifts in a fourteen (14) day cycle
- (c) Number of hours on shift 0
- (d) Number of cycles per year 26
- (e) Number of hours per cycle 84
- (f) Number of hours on shift per year 0
- (g) Number of overtime hours per year 104

XI. SCHEDULE "N"

- (a) Alternating days and nights
- (b) Two (2) eight (8) and six (6) twelve (12) hour shifts in a fourteen (14) day cycle
- (c) Number of hours on shift 44
- (d) Number of cycles per year 26
- (e) Number of hours per cycle 88
- (f) Number of hours on shift per year 1144
- (g) Number of overtime hours per year 208

XII. SCHEDULE "O"

- (a) Straight days
- (b) One (1) eight (8) hour shift and three (3) twelve (12) hour shifts in a seven (7) day cycle
- (c) Number of hours on shift 0
- (d) Number of cycles per year 52
- (e) Number of hours per cycle 44
- (f) Number of hours on shift per year 0
- (g) Number of overtime hours per year 208

XIII. SCHEDULE "P"

- (a) Alternating days and nights
- (b) Combination of eight (8) and twelve (12) hour shifts in a fourteen (14) day cycle
- (c) Number of hours on shift 40
- (d) Number of cycles per year 26
- (e) Number of hours per cycle 80
- (9)** Number of hours on shift per year 1040
- (g) Number of overtime hours per year 0

XIV. SCHEDULE "Q"

- (a) Straight days
- (b) Twenty (20) Ten (10) hour shifts in a thirty-five (35) day cycle
(4 on, 3 off, 4 on, 2 off, 4 on, 3 off 8 on, 8 off)
- (c) Number of hours on shift = 0
- (d) Number of cycles per year = 10.4
- (e) Number of hours per cycle = 200
- (9)** Number of hours on shift/year = 2080
- (g) Number of overtime hours/year = 0

XV. SCHEDULE "R"

- (a) Alternating days and nights
- (b) Four **(4)** twelve (12) hour night shifts; Five (5) days off
- (c) Number of hours on shift per cycle = 84
- (d) Number of cycles per year = 12.55
- (e) Number of hours per cycle = 168
- (9)** Number of hours on shift per year = 1054
- (g) Number of overtime hours per year = 28

XVI. SCHEDULE "S"

- (a) Straight Days
- (b) Combination of eight (8) hour and twelve (12) hour shifts averaging forty (40) per week.
- (c) Number of cycles per year - 26
- (d) Number of hours per cycle - 80
- (e) Number of hours on shift per year - 0
- (9)** Number of overtime hours per year - 0

XVII SCHEDULE "T"

- (a) Alternating Days & Nights
- (b) Three (3) twelve (12) hour day shifts and three (3) twelve (12) hour night shifts in a twelve (12) day cycle.
- (c) Number of cycles per year - 30.33
- (d) Number of hours per cycle - 72
- (e) Number of hours on shift per year - 1092
- (f) Number of overtime hours per year - 104

XVIII SCHEDULE "U"

- (a) Alternating Days & Nights
- (b) Two (12) hour day shifts and three (12) hour night shifts and four (4) days off, three (12) hour days shifts and two (12) hour night shifts and (5) days off.
- (c) Number of cycles per year - 19.15
- (d) Number of hours per cycle - 120
- (e) Number of hours on shift per year - 1149
- (9) Number of overtime hours per year - 218

XIX SCHEDULE "V"

- (a) Alternating Days and Nights or Straight Days (No Shift Premium)
- (b) Eighteen (18) twelve (12) hour shifts in a thirty-six (36) day cycle in a five (5) days on, 4 days off, 4 days on, 5 days off pattern.
- (c) Number of cycles per year - 10.11
- (d) Number of hours on shift per year - 1,091.88
- (e) Number of overtime hours per year - 104

APPENDIX "B"

GENERAL UNDERSTANDINGS ARISING FROM 2002, 2004 AND 2007 RENEWAL DISCUSSIONS.

- 1) It is understood by the contractors signatory to the Agreement that if an employee is requested and required to work in areas where abnormal wear to approved footwear is incurred, as a result of normal duties, such footwear will be replaced by the Company. A ceiling of one hundred and fifty dollars (\$150.00) inclusive of G.S.T. is payable supported by receipts.
- 2) It is clarified that tonnage premiums as established in the Operating Engineers reference agreement will be paid on maintenance.
- 3) United Association specialty welders, with greater than three (3) continuous years of service will receive a one hundred and twenty-five dollar (\$125.00) payment, over and above his weld test time, for each specialty ticket which the employer requires him to successfully test for/re-qualify.

Such payment does not apply to the renewal/re-qualifying for a basic "B" pressure ticket (F3F4).

- 4) The following Policy on Alcohol and Drug Guidelines and Work Rule was agreed to:

ALCOHOL AND DRUG GUIDELINES AND WORK RULE –

WHEREAS certain Owners may dictate the necessity of an "Alcohol and Drug" policy; and

WHEREAS it is of mutual benefit for both parties to the "Collective Agreement", to endorse such a program of guidelines dealing with "Alcohol and Drug" policies in the workplace, both parties agree to endorse the following documents as the standard of our industry.

"CANADIAN MODEL FOR PROVIDING A SAFE WORKPLACE"

*A best practice of the Construction Owners Association of Alberta
including the March 23, 2001 Letter of Clarification
over the signature of Building and Construction Trades Department AFL-CIO
Director of Canadian Affairs, Mr. Robert Blakely*

- 5) The parties agree to establish a joint sub-committee to investigate and make recommendations with respect to the establishment of an appropriate bereavement benefit for maintenance employees. The sub-committee will be composed of members of the General Presidents' Maintenance Committee and signatory employers. The sub-committee will do its work and report back to the parties prior to June 30, 2008.
- 6) The General Presidents' Maintenance Committee undertakes to establish and distribute a Communications and Action Plan to deal with potential and actual work stoppages on maintenance sites. This plan will be submitted to the International leadership of the participating unions for support and endorsement.

- 7) The parties agree to establish a joint process with Ft. McMurray maintenance customers to deal with the attraction, retention and relocation of maintenance workers into the Ft. McMurray area. Key items to be dealt with are special cost subsidy for Ft. McMurray residents, relocation subsidy for employees moving to Ft. McMurray, Article 21.300 and rotational payments for employees living lengthy periods of time in camps. This process will commence early in 2008.

- 8) Understanding on Wage Formula Outside Ft. McMurray:
Maintenance Journeyman base rates will be set at \$0.75 under Journeyman base rates in the reference construction agreements. Should the Journeyman base rate change in the National Maintenance Agreement, the parties to this agreement agree to review the rate structure under this Agreement.

APPENDIX "C"

LIST OF SIGNATORY EMPLOYERS

As at the date of publication the following employers are signatory to the General Presidents' Maintenance Agreement at the following sites:

- Syncrude Canada Ltd.
- Jacobs Industrial Services Ltd.
- Reppsco Services Inc.
- Clearwater Welding & Fabricating Ltd.
- Guthrie Mechanical Services Ltd.
- MML-2000 Plus Limited Partnership.

- PTI Crown Camp.
- CBS Construction Inc.

- Albian Sands Energy Inc.
- **Jacobs** Industrial Services Ltd..
- MML

- Opti Nexen Long Lake Complex
- Jacobs Catalytic Ltd.
- Reppsco Services Ltd.

- Canadian Natural Resources Ltd.
- Jacobs Industrial Services Ltd.

This list may be updated from time to time as additional employers become signatory to the Collective Agreement.

APPENDIX "D"

POLICY LETTERS

INCONVENIENCE ALLOWANCE SYNCRUDE CANADA LTD

SEPTEMBER 17, 2001

Effective January 1, 2008 the amount described in the attached letter increases by 10% and a further 10% effective May 1, 2009.

INCONVENIENCE ALLOWANCE ALBIAN SANDS ENERGY INC.

APRIL 15, 2002

Effective January 1, 2008, the amount described in the attached letter increases by 10% and a further 10% effective May 1, 2009.

INCONVENIENCE ALLOWANCE CANADIAN NATURAL RESOURCES LTD.

JANUARY 1, 2008

Effective May 1, 2009 the amount described in the attached letter increases by 10%.



Delta Catalytic

a McDermott company

2001-09-17

Mr. Steve Smille
General Presidents' Committee
Suite 420, 890 Dorval Drive
Oakville, Ontario
L6K 3W7

Dear Sir:

Re: Inconvenience Allowance

During recent discussions with Syncrude Canada Limited officials, X I S was advised that DCIS GPA local Fort McMurray resident employees who commute directly to Syncrude's Aurora site(s) would be entitled to the above allowance.

Specifics regarding the allowance are as follows:

- The allowance will be effective Monday, October 1, 2001 :
- Will only apply to local Fort McMurray residents who commute directly to Syncrude's Aurora site(s);
- Camp and Fort McKay residents are not entitled to the Inconvenience allowance;
- The amount of the allowance is set at twenty-two dollars (\$22.00) per day worked. Syncrude reserves the right to adjust the allowance as Syncrude deems appropriate;
- An employee who is late or leaves early without prior management approval, or is absent from work, quits or is dismissed will forfeit the inconvenience allowance for the day in question.

We would ask that you advise each applicable local union of this allowance initiative by Syncrude.

Yours truly,

DELTA CATALYTIC
INDUSTRIAL SERVICES LTD.

Terry Burton
Corporate Manager of Labour Relations

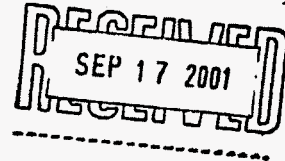
TB:sg

cc: B. Bickley - Syncrude Canada Limited
R. Hillier
B. Fraser/D. Kettle
J. Schel - NMA Contractors

LL01063

Delta Catalytic
Industrial Services Ltd.

4005, 8500 Macleod Trail South
P.O. Box 5276, Station A
Calgary, Alberta, Canada T2H 2N2
(403) 258-6899
Fax: (403) 258-6875





Jacob. Catalytic Ltd.
400S, 8500 Macleod Trail S
P.O. Box 5276, Station A
Calgary, Alberta, CANADA T2H 2N1
403.258.6899 Fax 403.258.6875

RECEIVED
APR 18 2002

2002-04-15

Mr. Stephen Smillie
Executive Director,
General Presidents' Maintenance Committee
690 Dorval Drive, Suite 420
Oakville, Ontario
L6K 3W7

Dear Sir:

Re: Inconvenience Allowance

It was determined that the distance to the Albian site is 91.62% of the distance to the Aurora site (74.4 km vs 81.2 km – from the downtown Fort McMurray Post Office). As such, the following calculation was utilized to arrive at the inconvenience allowance for Albian:

- \$22.00 (Aurora inconvenience allowance) * 91.62% = \$20.15 rounded to \$20.00

The following specifics apply to the Albian allowance:

- The allowance is effective immediately;
- Will only apply to local Fort McMurray residents who commute directly to the Albian site;
- Camp and Fort McKay residents are not entitled to the inconvenience allowance;
- The amount of the allowance is set at twenty dollars (\$20.00) per day worked. Albian reserves the right to adjust the allowance as Albian deems appropriate;
- An employee who is late or leaves early without prior management approval, or is absent from work, quits or is dismissed will forfeit the inconvenience allowance for the day in question.

We would ask that you advise each applicable local union of this allowance initiative by Albian.

Yours truly,

JACOBS CATALYTIC LTD

Terry Burton
Corporate Manager of Labour Relations

cc: C. Strand – Albian
R. Hillier; B. Fraser/D. Kettle/P. Zeglen
5.16.1.2.12 / Agreement Manual

A Subsidiary of Jacobs Engineering Group Inc.

LL02052 DOC

March 15, 2007

Mr. Stephen Smilie
Executive Director
General Presidents' Maintenance Committee
700 Dorval Drive, Suite 502
Oakville, Ontario
L6K 3V3

Dear Sir:

Re: CNRL Inconvenience Allowance

In line with the rules established for Syncrude and Albian Sands, employees who commute directly to CNRL's Horizon Project from their Fort McMurray residence would be entitled to the Inconvenience Allowance.

Eligibility for the Inconvenience Allowance shall have the following restrictions:

- ❖ Applicable only to local Fort McMurray residents who commute directly to the CNRL site
- ❖ Camp and Fort McKay residents are not entitled to the inconvenience allowance.
- ❖ The amount of the allowance is set at twenty-five dollars (\$25.00) per day worked
 - CNRL reserves the right to adjust the allowance as CNRL deems appropriate
- ❖ An employee who is late or leaves early without prior management approval, is absent from work, quits or is dismissed for cause, will forfeit the inconvenience allowance for the day in question.

We would ask that you advise each applicable local unions of this allowance initiative by CNRL.

Yours truly,

JACOBS INDUSTRIAL SERVICES LTD.


Brett Horan
Manager of Labour Relations

cc: A. Jackson - CNRL
T. Brown Jr., D. Kettie, N. Frederiksen
5.15.1.2.18 / Agreement Manual

APPENDIX "E"

CANADIAN NATURAL RESOURCES LIMITED PROJECT ONLY.

This Appendix amends Article 17.504 iii) and Article 17.300 a) for employees working at the Canadian Natural Resources site under Article 17.000 Compressed Work Week.

1) Article 17.504 iii) the overtime premium for the purposes of this Article is time and one-half (1 ½).

2) Article 17.300 a) is amended to read:

All overtime in excess of regularly scheduled twelve (12), ten (10) or eight (8) hour shifts and all hours worked on regularly scheduled days off shall be paid at applicable overtime rates in accordance with clause 12.102:

Time and one-half (1 ½) will be paid for the first six (6) hours on the first scheduled day off.

All other overtime hours will be paid at double-time (2).

**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE
WAGE & BENEFIT SCHEDULE
ARTICLE 12.000**

ALL PROJECTS ALBERTA

- 1) The following formula will be used for the determination of Long and Short Term Maintenance Base Rates and Benefits for the duration of the Agreement— January 1, 2008 – December 31, 2011.
 - I) Long & Short Term Maintenance Base Rates will be set at \$.75 under construction base rates plus 100% of appropriate benefits.
 - II) For Ft. McMurray Projects only, Long & Short Term Maintenance Base Rates will be set at 100% of Construction Base Rates plus 100% of appropriate benefits
- 2) Apprentice rates are calculated at the percentages provided in the Local Construction Agreement applied to Maintenance Journeyman Rate. Appropriate skill premiums to be paid in accordance with past maintenance jobsite practice. Compressed Work Week Rates will be calculated pursuant to Article 17.000 of the Agreement.
- 3) Benefit Code Calculation:
 - B Calculated on straight time and overtime hours worked.
 - C Calculated on total hours paid.
 - D Calculated on total wages.
- 4) These Wage Schedules are designed as a basic Labour Relations document to demonstrate the formula and approach taken to wage and benefit calculation in the National Maintenance Agreement. EMPLOYERS ARE RESPONSIBLE FOR OPERATING THEIR OWN PAYROLL IN AN ACCURATE AND TIMELY FASHION PURSUANT TO THE COLLECTIVE AGREEMENT WAGE AND BENEFIT FORMULA. APPROPRIATE UNION DUES DEDUCTIONS ARE TO BE MADE PURSUANT TO THE LOCAL AGREEMENTS.
- 5) Deductions payable to the Alberta Building Trades Council are made under this Agreement.
- 6) Contributions to CEFAP are payable under this agreement for participating trades.
- 7) Contributions to Audio Metric Testing fund are payable on maintenance as appropriate, if no plan is provided by the client.

**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE
WAGE & BENEFIT SCHEDULE
ARTICLE 12.000**

**AREA: PROVINCE OF ALBERTA
TRADE: BOILERMAKERS- LOCAL 146.**

MAINTENANCE RATES AND BENEFITS

BASE RATES					BENEFITS										
DATE	JOUR	PUSH	FORE	GEN FORE	VAC STAT	HLTH WLFR	PENS C	APPR C	EDUC C	UN PRO	NAT TRNG	AUD TEST	CEFAP B	GPC C	
(Excluding Ft. McMurray)					Code	D	C	C	C	C	C	B	B	C	
02/01/07	33.07	36.22	37.57	39.64		6%4%	2.25	5.00	.10	.50	.15	.14	.025	.10	
08/12/07	35.72	38.87	41.22	43.22		6%4%	2.25	5.00	.10	.50	.15	.46	.03	.025	
05/04/08	36.91	40.06	42.41	44.41		6%4%	2.25	6.00	.10	.50	.15	.46	.03	.02	
05/03/09	39.90	43.05	45.40	47.40		6%4%	2.25	6.00	.10	.50	.15	.46	.03	.02	
05/02/10	42.19	45.34	47.69	49.69		6%4%	2.25	6.00	.10	.50	.15	.46	.03	.02	
(Ft. McMurray Only)															
02/01/07	33.82	36.97	38.32	40.35		6%4%	2.25	5.00	.10	.50	.15	.14	.025	.10	
08/12/07	36.47	39.62	41.97	43.97		6%4%	2.25	5.00	.10	.50	.15	.46	.03	.025	
05/04/08	37.66	40.81	43.16	45.16		6%4%	2.25	6.00	.10	.50	.15	.46	.03	.02	
05/03/09	40.65	43.80	46.15	48.15		6%4%	2.25	6.00	.10	.50	.15	.46	.03	.02	
05/02/10	42.94	46.09	48.44	50.44		6%4%	2.25	6.00	.10	.50	.15	.46	.03	.02	

- Notes:**
- 1) Effective December 1, 2007 CEFAP reduces to \$.02
 - 2) Effective July 1, 2008 CEFAP reduces to \$.015

DURATION OF MAINTENANCE AGREEMENT: January 1, 2008 – December 31, 2011

**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE
WAGE & BENEFIT SCHEDULE
ARTICLE 12.000**

**AREA: PROVINCE OF ALBERTA
TRADE: CARPENTERS – LOCALS 1325.**

MAINTENANCE RATES AND BENEFITS

BASE RATES					BENEFITS							
DATE	JOUR	PUSH	FORE	GEN FORE	VAC STAT	HLTH WLFR	PENS C	APPR	TRNG B	OTHER	CEFAP B	GPC C
(Excluding Ft.McMurray)												
02/01/07	30.29		33.79	35.79	6%4% D	1.10 B	5.47 C		.30 B		.025 B	.10 C
11/04/07	32.71		36.21	38.21	6%4%	1.10	5.47		.30		.025	.10
05/04/08	33.92		37.42	40.42	6%4%	1.25	5.88		.50		.02	.10
05/03/09	36.17		40.67	42.67	6%4%	1.36	6.28		.50		.02	.10
05/02/10	37.88		42.38	44.38	6%4%	1.40	6.60		.55		.02	.10
(Ft.McMurray Only)												
02/01/07	31.04		34.54	36.54	6%4%	1.10	5.47		.30		.025	.10
11/04/07	33.46		36.96	38.96	6%4%	1.10	5.47		.30		.025	.10
05/04/08	34.67		38.17	40.17	6%4%	1.25	5.88		.50		.02	.10
05/03/09	36.92		41.42	43.42	6%4%	1.36	6.28		.50		.02	.10
05/02/10	38.63		43.13	45.13	6%4%	1.40	6.60		.55		.02	.10

- Notes: 1) Effective December 1, 2007 CEFAP reduces to \$.02
2) Effective July 1, 2008 CEFAP reduces to \$.015**

DURATION OF MAINTENANCE AGREEMENT: January 1, 2008 – December 31, 2011

JACOBS-FTM.2008-2011
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Revised: October 22, 2008

**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE
WAGE & BENEFIT SCHEDULE
ARTICLE 12.000**

**AREA: PROVINCIAL, ALBERTA
TRADE: CEMENT MASONS – LOCAL 222.**

MAINTENANCE RATES AND BENEFITS

BASE RATES				BENEFITS								
DATE	JOUR	PUSH	FORE	GEN FORE	VAC STAT	HLTH WLFR	PENS C	APPR	TRNG B	OTHER	CEFAP B	GPC C
(Excluding Ft.McMurray)				Code	D	B	C		B		B	C
02/01/07	31.33		34.58		6%4%	.90	4.00		.06		.025	.10
05/20/07	32.26		36.76		6%4%	.90	4.50		.15		.025	.10
07/01/07	33.13		37.63		6%4%	.90	4.50		.20		.025	.10
05/04/08	34.50		39.00		6%4%	.90	5.00		.25		.02	.10
05/03/09	37.01		41.76		6%4%	1.00	5.00		.30		.02	.10
05/02/10	39.01		43.76		6%4%	1.00	5.00		.35		.02	.10
(Ft.McMurray Only)												
02/01/07	32.08		35.33		6%4%	.90	4.00		.06		.025	.10
05/20/07	33.01		37.51		6%4%	.90	4.50		.15		.025	.10
07/01/07	33.88		38.38		6%4%	.90	5.00		.25		.025	.10
05/04/08	35.25		39.75		6%4%	.90	5.00		.25		.02	.10
05/03/09	37.76		42.26		6%4%	1.00	5.00		.30		.02	.10
05/02/10	39.76		44.26		6%4%	1.00	5.00		.35		.02	.10

Notes: 1) Effective December 1, 2007 CEFAP reduces to \$.02
2) Effective July 1, 2008 CEFAP reduces to \$.015

DURATION OF MAINTENANCE AGREEMENT: January 1, 2008 – December 31, 2011

**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE
WAGE & BENEFIT SCHEDULE
ARTICLE 12.000**

**AREA: PROVINCIAL, ALBERTA
TRADE: PLASTERERS – LOCAL 222.**

MAINTENANCE RATES AND BENEFITS

BASE RATES				BENEFITS									
(Excluding Ft. McMurray)				GEN	VAC	HLTH	PENS	TRNG	EDUC	TOOLS	MRKT	CEFAP	GPC
DATE	JOUR	PUSH	FORE	FORE	STAT	WLFR	C	B	B	B	REC.F.	B	C
				Code	D	B					C	B	
08/19/07	33.14		36.45		6%4%	.90	4.75	.50					.10
05/04/08	34.68		38.15		6%4%	.90	5.00	.60					.10
05/03/09	36.33		39.97		6%4%	.90	5.00	.60					.10
11/01/09	37.28		41.01		6%4%	1.00	5.00	.60					.10
05/01/10	38.52		42.37		6%4%	1.00	5.00	.60					.10
10/31/10	39.35		43.29		6%4%	1.00	5.00	.60					.10
(Ft. Mc.Murray Only)													
08/19/07	33.89		37.28		6%4%	.90	4.75	.50					.10
05/04/08	35.43		38.97		6%4%	.90	5.00	.60					.10
05/03/09	37.08		40.79		6%4%	.90	5.00	.60					.10
11/01/09	38.03		41.83		6%4%	1.00	5.00	.60					.10
05/01/10	39.27		43.20		6%4%	1.00	5.00	.60					.10
10/31/10	40.10		44.11		6%4%	1.00	5.00	.60					.10

DURATION OF MAINTENANCE AGREEMENT: January 1, 2008 – December 31, 2011

**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE
WAGE & BENEFIT SCHEDULE
ARTICLE 12.000**

**AREA: PROVINCIAL, ALBERTA
TRADE: ELECTRICIANS— LOCAL 424**

MAINTENANCE RATES AND BENEFITS

BASE RATES					BENEFITS									
DATE	JOUR	PUSH	FORE	GEN FORE	VAC STAT	HLTH WLFR	PENS	APPR	EDUC	TOOLS	MRF	CEFAP	GPC	
(Excluding Ft. McMurray)					Code	D	B	B	B	B	C	B	C	
08/12/07	36.27	38.08	41.34	44.25		6%4%	1.77	4.61	.40		.93		.10	
05/04/08	38.08	41.19	44.68	47.79		6%4%	1.82	4.89	.40		.93		.10	
05/03/09	40.73	44.05	47.78	51.10		6%4%	1.87	5.22	.40		.93		.10	
05/02/10	42.74	46.22	50.13	53.61		6%4%	1.92	5.50	.40		.93		.10	
(Ft. McMurray Only)														
08/12/07	37.02	38.87	42.20	45.16		6%4%	1.77	4.61	.40		.93		.10	
05/04/08	38.83	41.94	45.43	48.54		6%4%	1.82	4.89	.40		.93		.10	
05/03/09	41.48	44.80	48.53	51.85		6%4%	1.87	5.22	.40		.93		.10	
05/02/10	43.49	46.97	50.88	54.36		6%4%	1.92	5.50	.40		.93		.10	

- **Market Recovery Fund based upon rate: Please see reference agreement for applicable amounts other than J rate.**

DURATION OF MAINTENANCE AGREEMENT: January 1, 2008 – December 31, 2011

**GENERAL PRESIDENTS, MAINTENANCE COMMITTEE
WAGE & BENEFIT SCHEDULE
ARTICLE 12.000**

**AREA: PROVINCIAL, ALBERTA
TRADE: INSULATORS- LOCAL 110**

MAINTENANCE RATES AND BENEFITS

BASE RATES				BENEFITS									
DATE	JOUR	PUSH	FORE	GEN FORE	VAC STAT	HLTH WLFR	PENS C	APPR	TRNG B	MRF B	CEFAP B	GPC C	
(Excluding Ft. McMurray)				Code	D	B	C		B	B	B	C	
02/01/07	32.00		36.09		6%4%	1.50	4.00		.25	.25	.025	.10	
07/15/07	34.02		39.11		6%4%	1.50	4.50		.25	.25	.025	.10	
05/04/08	35.74		40.83		6%4%	1.50	4.50		.25	.50	.02	.10	
05/03/09	38.05		43.14		6%4%	1.50	5.00		.25	.50	.02	.10	
05/02/10	40.19		45.28		6%4%	1.50	5.00		.25	.50	.02	.10	
(Ft. McMurray Only)													
02/01/07	32.75		36.84		6%4%	1.50	4.00		.25	.25	.025	.10	
07/15/07	34.77		39.86		6%4%	1.50	4.50		.25	.25	.025	.10	
05/04/08	36.49		41.58		6%4%	1.50	4.50		.25	.50	.02	.10	
05/03/09	38.80		43.89		6%4%	1.50	5.00		.25	.50	.02	.10	
05/02/10	40.94		46.03		6%4%	1.50	5.00		.25	.50	.02	.10	

- Notes:**
- 1) Effective December 1, 2007 CEFAP reduces to \$.02
 - 2) RSAP is to be paid at \$.10 per hour worked effective September 1, 2007.
 - 3) Effective July 1, 2008 CEFAP reduces to \$.015

DURATION OF MAINTENANCE AGREEMENT: January 1, 2008 – December 31, 2011

**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE
WAGE & BENEFIT SCHEDULE
ARTICLE 12.000**

**AREA: PROVINCIAL, ALBERTA
TRADE: IRON WORKERS (STRUCTURAL) – LOCALS 720 & 725.**

MAINTENANCE RATES AND BENEFITS

BASE RATES				BENEFITS								
DATE	JOUR	PUSH	FORE	GEN FORE	VAC STAT	HLTH WLFR	PENS C	APPR B	EDUC	OTHER	CEFAP B	GPC C
(Excluding Ft. McMurray)				Code	D	C	C	B			B	C
02/01/07	31.85		36.35		6%4%	1.50	4.96	.40			.025	.10
07/08/07	34.38		39.88		6%4%	1.50	4.96	.40			.025	.10
05/04/08	35.74		41.24		6%4%	1.75	5.39	.40			.02	.10
05/03/09	37.84		43.34		6%4%	1.75	5.82	.50			.02	.10
05/02/10	39.53		45.03		6%4%	2.00	6.25	.60			.02	.10
(Ft. McMurray Only)												
02/01/07	32.60		37.10		6%4%	1.50	4.96	.40			.025	.10
07/08/07	35.13		40.63		6%4%	1.50	4.96	.40			.025	.10
05/04/08	36.49		41.99		6%4%	1.75	5.39	.40			.02	.10
05/03/09	38.59		44.09		6%4%	1.75	5.82	.50			.02	.10
05/02/10	40.28		45.78		6%4%	2.00	6.25	.60			.02	.10

- Notes: 1) Effective December 1, 2007 CEFAP reduces to \$.02
2) Effective July 1, 2008 CEFAP reduces to \$.015**

DURATION OF MAINTENANCE AGREEMENT: January 1, 2008 – December 31, 2011

**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE
WAGE & BENEFIT SCHEDULE
ARTICLE 12.000**

**AREA: PROVINCIAL, ALBERTA
TRADE: IRON WORKERS (REBAR) – LOCALS 720 & 725.**

MAINTENANCE RATES AND BENEFITS

BASE RATES				BENEFITS									
DATE	JOUR	PUSH	FORE	GEN FORE	VAC STAT	HLTH WLFR	PENS B	APPR	TRNG B	OTHER	CEFAP B	GL	GPC C
(Excluding Ft. McMurray)				Code	D	B	B						
02/01/07	29.47		32.42		6%3.6%	1.30	3.50		.30		.025	.15	.10
08/07/07	31.12	32.71	34.31		6%3.6%	1.45	4.25		.35		.025	.15	.10
05/04/08	32.45	34.11	35.77		6%3.6%	1.45	4.75		.35		.02	.15	.10
05/03/09	34.37	36.13	37.89		6%3.6%	1.60	5.25		.40		.02	.15	.10
05/02/10	35.16	38.00	39.85		6%3.6%	1.80	5.25		.40		.02	.15	.10
(Ft. McMurray Only)													
02/01/07	30.22		33.25		6%3.6%	1.30	3.50		.30		.025	.15	.10
08/07/07	31.87	33.46	35.06		6%3.6%	1.45	4.25		.35		.025	.15	.10
05/04/08	33.20	34.86	36.52		6%3.6%	1.45	4.75		.35		.02	.15	.10
05/03/09	35.12	36.88	38.64		6%3.6%	1.60	5.25		.40		.02	.15	.10
05/02/10	36.91	38.75	40.60		6%3.6%	1.80	5.25		.40		.02	.15	.10

- Notes: 1) Effective December 1, 2007 CEFAP reduces to \$.02
2) Effective July 1, 2008 CEFAP reduces to \$.015**

DURATION OF MAINTENANCE AGREEMENT: January 1, 2008 – December 31, 2011

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**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE
WAGE & BENEFIT SCHEDULE
ARTICLE 12.000**

**AREA: PROVINCIAL, ALBERTA
TRADE: LABOURERS – LOCALS 92, 1111**

MAINTENANCE RATES AND BENEFITS

BASE RATES					BENEFITS							
DATE	JOUR	PUSH	FORE	GEN FORE	VAC STAT	HLTH WLFR	PENS	APPR	TRNG	OTHER	CEFAP	GPC
(Excluding Ft. McMurray)					Code	D	B	C	B	B	B	C
02/01/07	25.21		27.73		6%4%	1.60	4.25		.45		.025	.10
08/19/07	27.28		30.01		6%4%	1.60	4.25		.45		.025	.10
05/04/08	28.89		31.85		6%4%	1.60	4.25		.45		.02	.10
05/03/09	31.19		34.38		6%4%	1.60	4.25		.45		.02	.10
05/02/10	32.95		36.32		6%4%	1.60	4.25		.45		.02	.10
(Ft. McMurray Only)												
02/01/07	25.96		28.57		6%4%	1.60	4.25		.45		.025	.10
08/19/07	28.03		30.83		6%4%	1.60	4.25		.45		.025	.10
05/04/08	29.64		32.60		6%4%	1.60	4.25		.45		.02	.10
05/03/09	31.94		35.13		6%4%	1.60	4.25		.45		.02	.10
05/02/10	33.70		37.07		6%4%	1.60	4.25		.45		.02	.10

- Notes:**
1. Certified Labour Rate described above.
 2. See Local Agreement for Other Classifications and Uncertified Rate.
 3. Effective December 1, 2007 CEFAP reduces to \$.02
 4. Effective July 1, 2008 CEFAP reduces to \$.015

DURATION OF MAINTENANCE AGREEMENT. January 1, 2008 – December 31, 2011

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**GENERAL PRESIDENTS, MAINTENANCE COMMITTEE
WAGE & BENEFIT SCHEDULE
ARTICLE 12.000**

**AREA: PROVINCIAL, ALBERTA
TRADE: MILLWRIGHTS – LOCAL 1460**

MAINTENANCE RATES AND BENEFITS

BASE RATES					BENEFITS							
DATE	JOUR	PUSH	FORE	GEN FORE	VAC STAT	HLTH WLFR	PENS C	APPR	TRNG B	OTHER	CEFAP B	GPC C
(Excluding Ft. McMurray)					Code	D	B	C	B	B	B	C
02/01/07	33.44		37.94	39.94	6%4%	2.26	5.05		.18		.025	.10
08/02/07	35.26		40.76	42.76	6%4%	2.26	5.75		.41		.025	.10
05/04/08	37.35		42.85	44.85	6%4%	2.26	5.75		.41		.02	.10
05/03/09	39.35		44.85	46.85	6%4%	2.50	6.50		.49		.02	.10
05/02/10	41.63		47.13	49.13	6%4%	2.50	6.50		.50		.02	.10
(Ft. McMurray Only)												
02/01/07	34.19		38.69	40.69	6%4%	2.26	5.05		.18		.025	.10
08/12/07	36.01		41.51	43.51	6%4%	2.26	5.75		.41		.025	.10
05/04/08	38.10		43.60	45.60	6%4%	2.26	5.75		.41		.02	.10
05/03/09	40.10		45.60	47.60	6%4%	2.50	6.50		.49		.02	.10
05/02/10	42.38		47.88	49.88	6%4%	2.50	6.50		.50		.02	.10

- Notes: 1) Effective December 1, 2007 CEFAP reduces to \$.02
2) Effective July 1, 2008 CEFAP reduces to \$.015**

DURATION OF MAINTENANCE RATES: January 1, 2008 – December 31, 2011

**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE
WAGE & BENEFIT SCHEDULE
ARTICLE 12.000**

**AREA: PROVINCIAL, ALBERTA
TRADE: OPERATING ENGINEERS – LOCAL 955**

MAINTENANCE RATES AND BENEFITS

BASE RATES					BENEFITS								
DATE	JOUR	PUSH	FORE	GEN FORE	STAT	HLTH WLFR	PENS	APPR	TRNG	OTHER	CEFAP	GPC	
(Excluding Ft. McMurray)					Code	D	B	C	B	B	B	C	
05/27/07	33.06	37.06	37.56	39.81	6%4%	2.00	4.50		.40		.025	.10	
07/01/07	34.02	38.02	38.47	40.77	6%4%	2.00	4.50		.40		.025	.10	
05/04/08	35.95	39.45	40.70	42.45	6%4%	2.00	4.50		.40		.02	.10	
06/01/08	35.99	39.49	40.74	42.49									
05/03/09	38.79	42.54	43.79	45.54	6%4%	2.00	4.50		.40		.02	.10	
05/02/10	40.03	44.78	45.28	47.53	6%4%	2.00	4.50		.40		.02	.10	
(Ft. McMurray Only)													
05/27/07	33.81	37.81	38.31	40.56	6%4%	2.00	4.50		.40		.025	.10	
07/01/07	34.77	38.77	39.22	41.52	6%4%	2.00	4.50		.40		.02	.10	
05/04/08	36.70	40.20	41.45	43.20	6%4%	2.00	4.50		.40		.02	.10	
06/01/08	36.74	40.24	41.49	43.24									
05/03/09	39.54	43.29	44.54	46.29	6%4%	2.00	4.50		.40		.02	.10	
05/02/10	41.69	45.69	46.94	48.69	6%4%	2.00	4.50		.40		.02	.10	

Notes: 1. Rate displayed is Group 1 Rate. For other classifications the maintenance rate calculation is to be applied to the Journeyman Base Rate in the Local Construction Agreement. See the Local Construction Agreement for appropriate tonnage premiums to be applied to base rates.

- 2. Effective December 1, 2007 CEFAP reduces to \$.02
- 3. Effective July 1, 2008 CEFAP reduces to \$.015

DURATION OF MAINTENANCE AGREEMENT: January 1, 2008 – December 31, 2011

**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE
WAGE & BENEFIT SCHEDULE
ARTICLE 12.000**

**AREA: PROVINCIAL, ALBERTA
TRADE: PAINTERS – LOCAL 177**

MAINTENANCE RATES AND BENEFITS

BASE RATES					BENEFITS						
DATE	JOUR	PUSH	FORE	GEN FORE	VAC STAT	HLTH WLFR	PENS	EDUC	JTB	CEFAP	GPC
(Excluding Ft. McMurray)					Code	D	B	B	B	B	C
05/20/07	33.50		36.85	40.20		6%4%	1.25	4.00	.50	.025	.10
05/01/08	35.24		38.76	42.29		6%4%	1.25	4.00	.55	.02	.10
05/01/09	37.78		41.56	45.34		6%4%	1.25	4.00	.60	.02	.10
05/01/10	39.72		43.69	47.66		6%4%	1.25	4.00	.65	.02	.10
(Ft. McMurray Only)											
05/20/07	34.25		37.68	41.09		6%4%	1.25	4.00	.50	.025	.10
05/01/08	35.99		39.59	43.19		6%4%	1.25	4.00	.55	.02	.10
05/01/09	38.53		42.38	46.24		6%4%	1.25	4.00	.60	.02	.10
05/01/10	40.47		44.52	48.56		6%4%	1.25	4.00	.65	.02	.10

- Notes:**
- 1) **Spray and Sandblast Rate Shown – see local agreement for Brush and Roll Rates.**
 - 2) **Effective December 1, 2007 CEFAP reduces to \$.02**
 - 3) **Effective July 1, 2008 CEFAP reduces to \$.015**

DURATION OF MAINTENANCE AGREEMENT: January 1, 2008 – December 31, 2011

**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE
WAGE & BENEFIT SCHEDULE
ARTICLE 12.000**

**AREA: EDMONTON, ALBERTA
TRADE: PIPEFITTERS – LOCAL 488**

MAINTENANCE RATES AND BENEFITS

BASE RATES				BENEFITS										
DATE	JOUR	PUSH	FORE	GEN FORE	VAC STAT	HLTH WLFR	PENS C	EDUC C	UA CTTF	SUP BNFTS	MERF C	CEFAP B	GPC C	
(Excluding Ft. McMurray)				Code	D	C	C	C	C	C	C	B	C	
02/01/07	32.88		37.38	39.38	6%4%	1.71	5.41	.50	.10	.10	.20	.025	.10	
10/01/07	35.17		40.67	42.67	6%4%	1.71	5.71	.60	.10	.10	.20	.025	.10	
05/04/08	36.93		42.44	44.43	6%4%	1.76	6.01	.60	.10	.10	.20	.02	.10	
05/03/09	39.58		45.08	47.08	6%4%	1.81	6.31	.60	.10	.10	.20	.02	.10	
05/02/10	41.54		47.04	49.04	6%4%	1.86	6.61	.60	.10	.10	.20	.02	.10	
(Ft. McMurray Only)														
02/01/07	33.63		38.13	40.13	6%4%	1.71	5.41	.50	.10	.10	.20	.025	.10	
10/01/07	35.92		41.42	43.42	6%4%	1.71	5.71	.60	.10	.10	.20	.025	.10	
05/04/08	37.68		43.18	45.18	6%4%	1.76	6.01	.60	.10	.10	.20	.02	.10	
05/03/09	40.33		45.83	47.83	6%4%	1.81	6.31	.60	.10	.10	.20	.02	.10	
05/02/10	42.29		47.79	49.79	6%4%	1.86	6.61	.60	.10	.10	.20	.02	.10	

- * Effective January 1, 2002, contributions to the U.A. C.T.T.F. increased to ten cents (\$0.10) per hour earned.
- * See Local Agreements for other classifications, Instrument Mechanic, Refrigeration etc.,
- Effective December 1, 2007 CEFAP reduces to \$.02
- * Effective July 1, 2008 CEFAP reduces to \$.015

DURATION OF MAINTENANCE AGREEMENT: January 1, 2008 – December 31, 2011

GENERAL PRESIDENTS' MAINTENANCE COMMITTEE
WAGE & BENEFIT SCHEDULE
ARTICLE **12.000**

AREA: CALGARY, ALBERTA
TRADE: PIPEFITTERS - LOCAL 496

MAINTENANCE RATES AND BENEFITS

BASE RATES					BENEFITS									
DATE	JOUR	PUSH	FORE	GEN FORE	VAC STAT D	HLTH WLFR C	PENS C	EDUC C	UA CTTF C	SUP BNFTS C	MERF C	CEFAP B	GPC C	
02/01/07	34.12		38.62	40.62	6%4%	1.75	4.65	.45	.10	.03	.50	.025	.10	
10/01/07	36.02		41.52	43.52	6%4%	1.75	4.65	.45	.10	.03	.50	.025	.10	
05/04/08	38.10		43.60	45.60	6%4%	1.75	4.65	.45	.10	.03	.50	.02	.10	
05/03/09	41.07		46.57	48.57	6%4%	1.75	4.65	.45	.10	.03	.50	.02	.10	
05/02/10	43.35		48.85	50.85	6%4%	1.75	4.65	.45	.10	.03	.50	.02	.10	

- * Effective January **1, 2002**, contributions to the U.A. C.T.T.F. increased to ten cents (**\$0.10**) per hour earned.
- See Local Agreements for other classifications, Instrument Mechanic, Refrigeration etc.,
- * Effective December **1, 2007** CEFAP reduces to **\$.02**
- * Effective July **1, 2008** CEFAP reduces to **\$.015**

DURATION OF MAINTENANCE AGREEMENT: January 1, 2008 – December 31, 2011

**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE
WAGE & BENEFIT SCHEDULE
ARTICLE 12.000**

**AREA: PROVINCIAL, ALBERTA
TRADE: SHEET METAL WORKERS – LOCAL 8**

MAINTENANCE RATES AND BENEFITS

BASE RATES				BENEFITS									
DATE	JOUR	PUSH	FORE	GEN FORE	VAC STAT	HLTH WLFR	PENS B	BENEV B	TRNG	SUPP B	CEFAP B	GPC C	
(Excluding Ft. McMurray)				Code	D	B	B	B		B	B	C	
02/01/07	33.82	36.32	37.32		6%4%	1.10	4.00	.16		.09	.025	.10	
07/02/07	35.94	39.44	40.44		6%4%	1.20	4.25	.20		.09	.025	.10	
05/04/08	37.58	41.08	42.08		6%4%	1.30	4.50	.25		.09	.02	.10	
05/04/09	40.12	43.62	44.62		6%4%	1.40	4.75	.25		.09	.02	.10	
05/02/10	41.96	45.46	46.46		6%4%	1.50	5.00	.30		.09	.02	.10	
(Ft. McMurray Only)													
02/01/07	34.57	37.07	38.07		6%4%	1.10	4.00	.16		.09	.025	.10	
07/02/07	36.69	40.19	41.19		6%4%	1.20	4.25	.20		.09	.025	.10	
05/04/08	38.33	41.83	42.83		6%4%	1.30	4.50	.25		.09	.02	.10	
05/04/09	40.87	44.37	45.37		6%4%	1.40	4.75	.25		.09	.02	.10	
05/02/10	42.71	46.21	47.21		6%4%	1.50	5.00	.30		.09	.02	.10	

- Notes: 1) Effective December 1, 2007 CEFAP reduces to \$.02
2) Effective July 1, 2008 CEFAP reduces to \$.015**

DURATION OF MAINTENANCE AGREEMENT: January 1, 2008 – December 31, 2011

GENERAL PRESIDENTS' MAINTENANCE COMMITTEE
WAGE & BENEFIT SCHEDULE
ARTICLE 12.000

AREA: PROVINCIAL, ALBERTA
TRADE: TEAMSTERS – LOCAL 362

MAINTENANCE RATES AND BENEFITS

BASE RATES				BENEFITS									
DATE	JOUR	PUSH	FORE	GEN FORE	VAC STAT	HLTH WLFR	PENS	APPRN	ADV & TRNG	OTHER	CEFAP	GPC	
(Excluding Ft. McMurray)				Code	D	B	C		B	B	C		
02/01/07	29.20	32.95	33.20		6%4%	1.85	5.00		.35		.025	.10	
07/22/07	31.24	35.49	35.99		6%4%	1.90	5.30		.45		.025	.10	
05/04/08	32.74	36.99	37.49		6%4%	1.95	5.60		.45		.02	.10	
05/03/09	35.11	39.86	40.36		6%4%	2.00	5.85		.45		.02	.10	
05/03/10	36.83	41.58	42.08		6%4%	2.10	6.10		.45		.02	.10	
(Ft. McMurray Only)													
02/01/07	29.95	33.70	33.95		6%4%	1.85	5.00		.35		.025	.10	
07/22/07	31.99	36.24	36.74		6%4%	1.90	5.30		.45		.025	.10	
05/04/08	33.49	37.74	38.24		6%4%	1.95	5.60		.45		.02	.10	
05/03/09	35.86	40.61	41.11		6%4%	2.00	5.85		.45		.02	.10	
05/03/10	37.58	42.33	42.83		6%4%	2.10	6.10		.45		.02	.10	

- Notes: (1) Pick up truck rate noted above– Group 5.
(2) See Local Agreement for other classifications as required. The maintenance rate calculation is to be applied to the Journeyman Base Rate in the Local Construction Agreement
(3) Effective December 1, 2007 CEFAP reduces to \$.02
(4) Effective July 1, 2008 CEFAP reduces to \$.015

DURATION OF MAINTENANCE AGREEMENT: January 1, 2008 – December 31, 2011

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