

PROVINCIAL SHEET METAL WORKERS' AGREEMENT

**(For Commercial Construction
in the Province of Saskatchewan)**

THIS AGREEMENT ENTERED INTO BETWEEN:

**EACH OF THE UNIONIZED EMPLOYERS IN THE SHEET METAL TRADE
DIVISION OF THE CONSTRUCTION INDUSTRY (HEREINAFTER REFERRED TO
AS THE "EMPLOYER") ON WHOSE BEHALF THE CLR CONSTRUCTION
LABOUR RELATIONS ASSOCIATION OF SASKATCHEWAN INC., AS THE
REPRESENTATIVE EMPLOYERS' ORGANIZATION, HAS ENTERED INTO THIS
AGREEMENT;**

(Hereinafter referred to as the "EMPLOYER")

- AND -

**THE SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION LOCAL
UNION 296, SASKATCHEWAN:**

(Hereinafter referred to as the "UNION")

**EFFECTIVE JANUARY 2, 2011
EXPIRES OCTOBER 31, 2013**

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SASKATCHEWAN STANDARDS OF UNION CONSTRUCTION

- **HARMONY**
- **QUALITY &
PRODUCTIVITY**
- **SKILLS**
- **MARKETABILITY**
- **INDIRECT COSTS
(FAIRNESS/REAL COSTS)**

Collective Bargaining Agreements and the operations of the participants, when assessed beside these standards, should not detract from any standard but should compliment and raise each standard.

Adopted December 17, 1993

Trade Unions Affiliated With:

Saskatchewan Provincial Building
and Construction Trades Council

Unionized Employers as Represented By:

CLR Construction Labour Relations
Association of Saskatchewan Inc.

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DEFINITIONS

- APPRENTICE - 4TH YEAR** - as defined in the Apprenticeship Standards.
- APPRENTICE - 3RD YEAR** - as defined in the Apprenticeship Standards.
- APPRENTICE - 2ND YEAR** - as defined in the Apprenticeship Standards.
- APPRENTICE - 1ST YEAR** - as defined in the Apprenticeship Standards.
- BUILDING TRADES COUNCIL
OR SPB & CTC** - means the Saskatchewan Provincial Building
and Construction Trades Council
- CLR** - means CLR Construction Labour Relations Association of
Saskatchewan Inc.
- COMMERCIAL WORK** - means all other construction work not specifically covered
by the definition of Industrial Work that is within the
jurisdiction of Local Union No. 296.
- COMMERCIAL A** - means a mechanical project valued at:

Over one million five hundred thousand dollars
(\$1,500,000.00) total base mechanical price -
Journeyman's rate as per Appendix "A".
- COMMERCIAL B** - includes all "Residential Construction" as defined in these
Definitions.

- means a mechanical project valued at:

From one hundred and fifty thousand dollars
(\$150,000.00) to one million five hundred thousand
dollars (\$1,500,000.00) total base mechanical price -
Journeyman's rate as per Appendix "A".
- COMMERCIAL C** - means a mechanical project valued at:

Under one hundred and fifty thousand dollars
(\$150,000.00) total base mechanical price - Journeyman's
rate as per Appendix "A".
-

- COMPANY** - means a Contractor referred to in this agreement, engaged in Sheet Metal Work as defined in the Apprenticeship and Tradesmen Qualification Regulations under the Apprenticeship Act, Province of Saskatchewan, and will further include any shareholder(s) holding a Major equity or control therein who shall perform or cause to be performed, any work covered by this agreement under its own name or under the name of another as a person, corporation, company, partnership, enterprise, associate, combination or joint venture. The term Company shall further apply to all such work performed under the name of the Employer, or the name of any other person, corporation, company, partnership, enterprise, associate combination or joint venture. And finally, the term company will include any "Parallel Business, Service Company, or Holding Company (s)" who are employing workers; and "New Acquisition Company (s)" who are employing workers engaged in the Mechanical Trades defined above.
- EMPLOYEE** - means Journeymen Sheet Metal Workers/Welders and Registered apprentices according to Provincial Government classification as the case may be and a member in good standing of the Sheet Metal Workers' International Local 296 Saskatchewan.
- EMPLOYER** - means the Company subject to this Agreement and shall include any Officer, Agent, Superintendent, or other representative acting in any way for or on behalf of an Employer.
- EQUIVALENT** - where the term equivalent is used throughout this agreement, the Parties shall, by mutual agreement, determine any question regarding equivalency.
- INDUSTRIAL CONSTRUCTION** - means all construction work that is within the work jurisdiction of Local Union No. 296 in respect to the following types of facilities:
- Breweries and distilleries
 - Electrical Power Generation
 - The development of Mining and Smelting Properties
 - Oil Refineries, Upgraders, and all form of hydro carbon production, extraction or processing
-

- The development of Chemical Plants from any and all forms of feed stocks or other processing
- Pulp, Paper or Timber/Wood processing mills or sawmills
- Toxic Waste Disposal Systems
- Production and Processing Plants for Natural Gas, LPC, Oxygen, Carbon Dioxide or any other manufactured gases
- Base/Precious/Other Metal Production Plants or Upgraders of any and all kinds
- Pumping Stations and Compressor Stations (excluding Municipal Sewage & Water Treatment Plants)
- Cement, Lime and Gypsum Plants
- Food Processing (over 50,000 Square feet)
- Grain Elevator
- Glass Manufacturing
- Heavy Manufacturing - (over \$1,000,000.00 - one million dollars-total mechanical)

**INDUSTRIAL & COMMERCIAL
WORK ON INDUSTRIAL SITES**

- (a) On industrial sites, all work within the confines of the plant shall be classified industrial.
- (b) All heating, ventilation comfort control systems and sheet metal work on camp and administration buildings/areas shall be classified commercial.

JOURNEYMAN

- means a Local Union 296 Journeyman as defined in the Apprenticeship Standards.

1ST YEAR JOURNEYMAN

- means a Journeyman who has completed less than 9000 hours and who has not completed at least one (1) certified course approved by the Educational Trust Committee (if available in his area).

KM

- means kilometre by road (not radius).

LOCAL RESIDENT

- a local resident is a person who has resided within one hundred (100) kilometres of a project, but outside the cities of Regina and Saskatoon, for at least six (6) months immediately preceding the date of hire.

**LOCAL UNION OR
UNION**

- means the Sheet Metal Workers' International Association Local 296 Saskatchewan.
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- QUALIFIED** - shall mean to also include certification in the CODC Interactive “Rights and Responsibilities” course and the Vicom Safe-T-Disc CSTS course or equivalent.
- RESIDENCE** - 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 photocopies) 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
 - Utilities Receipt
- RESIDENTIAL CONSTRUCTION** - any structure specifically designed as permanent residences or dwelling places, including apartment block buildings (which are independent from any attached commercial, retail, and/or service type small business), condominium type residential complex, senior citizen residential type complex, row housing type residential complex, fourplex and other similar type of housing complex.
- SERVICE WORK** - means the repair or maintenance of mechanical equipment only (examples but not limited to the following: furnaces, boilers, rooftop units, air conditioners and chillers). Service work does not include the manufacture or installation of duct work or duct systems.
- SHOP** - means the principal place of fabrication for a company. This excludes temporary or mobile facilities or facilities erected for a specific project or jobsite.
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ARTICLE 1:00 PURPOSE AND SCOPE

- 1:01 This agreement made and entered into by the parties specified above, establishes by mutual consent of both parties, specific rules and regulations to govern employment wage scales and working conditions within the geographical jurisdiction (herein defined) of Members of Local Union 296 Saskatchewan and in the employ of the Employers subject to this Agreement.
- 1:02 The parties of this Agreement agree to carry out in good faith the provisions contained herein.
- 1:03 The geographical jurisdiction of this Agreement shall be the Province of Saskatchewan.
- 1:04 This agreement includes provisions to pay reasonable expenses on behalf of the Employees. The payment of reasonable expenses is not intended to provide supplementary income. The Employer may require each Employee who receives an expense reimbursement or allowance to sign a Canada Customs and Revenue Agency TD4(2006) Declaration of Exemption form, or its equivalent, declaring that they qualify for and have incurred expenses in the amount of the reimbursement or allowance.

ARTICLE 2:00 SPECIAL PROJECTS

- 2:01 It shall be necessary for both Parties to mutually agree to amend provisions of this Collective Agreement by way of Appendices, where this action appears necessary or appropriate for certain projects because of the project location, type or size, or the Owner's specifications.

**ARTICLE 3:00 UNION RECOGNITION,
SUBCONTRACTING**

- 3:01 **Union Recognition**
- The Sheet Metal Trade shall apply in the manner and conditions specified herein to the manufacture, fabrication, assembling, erection and/or installation, dismantling, all sheet metal work and all other work in connection thereto included in the jurisdictional claims of the Sheet Metal Workers' International Association and none but Journeymen Sheet Metal Workers/Welders, Registered Apprentices, Beginners, Material Handlers and Members of Local 296 or any Employee mutually agreed upon by both the Employer and the Union shall be employed on said work by the Employer.
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Subcontracting

When letting, subletting, contracting, or subcontracting, the Employer agrees that any and all of the acknowledged work herein contained in the clause covering Trade Jurisdiction in the respective appendix must be let, sublet, contracted or subcontracted to an Employer who is bound by this Provincial Agreement.

Without limiting the generality of the foregoing, when letting, subletting contracting, or subcontracting fabrication and/or purchasing of any and all the work covered by the terms and conditions of this Agreement, the Employers agree to let, sublet, contract or subcontract such work to or purchase such work from suppliers and/or shops bound by and performing the work under the terms and conditions of this Agreement.

All such work shall bear the "Yellow Label" of the Sheet Metal Workers' International association.

Items Exempt From Labelling

- (a) Residential - round take-offs, adjustable elbows, s-cleats, drive cleats, pipe, and boots
- (b) Material and/or equipment that the signatory shop is not capable of manufacturing, and is not available from a local signatory contractor but not limited to elbows, take-offs and tubular pipe.

**ARTICLE 4:00 UNION SECURITY, HIRING,
JOB ACCESS, STEWARDS**

4:01 **Union Security**

Every Employee who is now or hereafter becomes a member of the Union shall maintain his membership in the Union as a condition of his employment, and every new Employee whose employment commences thereafter, shall, within thirty (30) days after the commencement of his employment, apply for and maintain membership in the Union as a condition of his employment.

4:02 Upon the written request of any Employee within the scope of this Agreement or upon written request of the Union, the Employer agrees to deduct from the wages due to any such Employee, the Union dues, and submit all monies so deducted, along with a list of names and hours worked from each Employee who such deductions have been made, to the Union on or before the fifteenth (15th) day of each and every month.

4:03 **Hiring**

The Union agrees to supply the employers with sufficient Sheet Metal Workers to meet their needs and the Employers agree that when hiring, they will first request the Union to supply Sheet Metal Workers.

In the event that the Union, upon request by an Employer, cannot supply any or all of the requested number of Sheet Metal Workers within two (2) working days following the request, then the Employer shall have the right to procure Sheet Metal Journeyman and/or Apprentices from other available sources.

The Employers agree to clear all applicants for employment through the Union before starting work. All applicants are requested to have a referral slip in their possession.

On all projects the Employer shall be allowed to choose or name hire the first fifty per cent (50%) of the new Employees requested. The Sheet Metal Union Local 296 Saskatchewan, shall supply the additional fifty per cent (50%) from the top of the Union unemployed list.

The Employer is allowed to call back all his workers from the Union's unemployed list who have previously been in his employ for a period of one (1) year in the last two (2) years.

Employers may hire Employees and the Union shall issue referral slips and/or clearance to Employees in accordance with the following priority:

- Qualified Saskatchewan Union Members whose residences are located within one hundred (100) kilometres of the project.

Employee Sign-on Form

Prior to starting work, an Employee shall provide to the Employer a completed Employee Sign-on Form (or equivalent), included as Appendix "E" to this Agreement.

Employee Termination Record

In all cases of termination an Employee Termination Record, in the form of Appendix "F", which includes the hours worked by the Employee in the final pay period, and for the previous pay period providing the information is available on the job site, shall be completed and provided to the Employee to finalize his employment. The form shall be signed by both the Employee and the Employer's supervisory authority.

4:04 It is hereby agreed that the Employer will not hire any person or persons other than Journeyman Sheet Metal Workers, Registered Apprentices, Beginners, or Material Handlers. This clause will, however, permit those persons, who are engaged by the various Employers subject to this Agreement in classifications other than Journeyman Sheet Metal Workers, Registered Apprentices or Beginners, to complete their training to obtain journeyman status.

Moonlighting

Employees, when working for an Employer subject to this agreement, shall not engage in any Sheet Metal Work or other work for which he receives remuneration, except work done for themselves on their own premises. Any Employee covered by this Agreement, who, while in full employment of a signatory Employer engages in any other work in any occupation after hours shall be subject to disciplinary action by the Employer and the Union.

4:05 **Foremen**

- (a) It is the intent of both parties to this Agreement that the term "Foreman" shall mean any Journeyman Sheet Metal Worker of a signatory Employer who is designated by such Employer to supervise the activities of other Employees.
- (b) The Employer shall designate a Journeyman Sheet Metal Worker as a "B" Foreman when five (5) to ten (10) workmen (inclusive of the foreman) are employed on any jobsite. The employer shall designate a Journeyman Sheet Metal Worker as an "A" Foreman when over ten (10) workmen are employed on any jobsite.
- (c) An "A" Foreman shall be permitted to supervise multiple crews to a limit of twenty (20) workmen on any one (1) jobsite.

4:06 **Job Access**

The duly authorized Business Manager or Business Agent for Local Union 296 shall have access to jobs and/or shops only with the permission of the Employer and it is understood that the progress of the work in hand shall not be interfered with in any way.

4:07 **Stewards**

The Employers agree to recognize the Shop and Job Stewards and one shall be appointed for each shop and/or each job site. The Steward shall be a working Journeyman, with preference given to persons who have completed a Steward Training Course applicable to this trade. It shall be the responsibility of the Union to notify the individual Employer of the names of the Stewards in his establishment and the effective date of the said Steward's appointment or any changes that may be made from time to time in this connection.

- (a) It shall be the duty of Stewards to observe conditions of employment and the conduct of the members and to see that the conditions of the existing Agreement are complied with; to assist whenever possible in adjusting differences and misunderstandings which arise out of the interpretation of the application of the provisions of the existing Agreement in connection with the employment of members in the shop or on the job.
- (b) If willing to work, where all other qualifications are equal, the Job Steward will have preference to work on overtime. The Steward will not be dismissed without discussion with the Business Representative.

Shop Stewards shall be allowed working time off when acting on a grievance provided they request permission from their foreman or immediate supervisor before acting on such grievance and they report to their foreman or supervisor on resuming their normal duties and will give reasonable explanation if required. No allowance will be given for time taken during working hours for organizational work or other matters of Union nature not pertaining to a grievance.

The Employer subject to this Agreement shall grant leave of absence to the Shop Stewards or other members of the Union for a period not exceeding two (2) weeks in any year for the purpose of attending to such duties as may be delegated to the said Employee(s). Notice of seven (7) days in writing must be made by the Employee concerned. Such leave of absence as may be granted to the Employee shall be without pay. This clause shall not be used for walkout.

No Employee shall be discharged or discriminated against for his activity as a Union member. A Member who works on Committee or under the instructions of the Union shall not be discriminated against or lose his employment for such reasons.

ARTICLE 5:00 TERMINATION OF EMPLOYMENT

- 5:01 The Employer shall have the right to determine the competency of its Employees and to discharge or refuse to employ in its discretion any Employee for any just and sufficient cause. The Employer agrees, however, that no Employee shall be discriminated against by reason of his membership in the Union, or his participation in its lawful activities.

ARTICLE 6:00 MANAGEMENT RIGHTS

- 6:01 The Union agrees that it is in the exclusive jurisdiction of the Employer to exercise the usual functions of management, including, but not so as to restrict the generality of the foregoing, the right;
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- (a) To conduct its business in all respects in accordance with its commitments and responsibilities, including the right to manage the jobs, locate, extend, curtail or cease operations, to determine the kinds and locations of machines, tools, and equipment to be used and the schedules of jobs and work, to classify and judge the suitability of Employees for various types of work, and to maintain order, discipline and efficiency.
- (b) To select, hire, discharge, transfer, promote, lay off, or otherwise discipline Employees, provided that a claim by an Employee that he has been discharged without reasonable cause shall be subject to the provisions of the Grievance Procedure.
- (c) To make, alter from time to time, and enforce reasonable rules of conduct and procedure to be observed by the Employees, violations of which will be cause for discipline and may include discharge.

ARTICLE 7:00 JOINT LABOUR MANAGEMENT COMMITTEE

7:01 The signatories of this Agreement shall form a Labour Management Committee, to meet at least once per year, or more often, when mutually agreed to by the Business Manager of The Sheet Metal Workers' International Association Local Union 296 and the Chair of the CLR Sheet Metal Trade Division.

To ensure its effectiveness, this Committee shall be separate and apart from the grievance procedure.

The purpose of this Committee is to discuss mutual problems and matters of interest which may include recommending the clarification of matters relating to the Collective Agreement. Any clarifications that may result shall be communicated by the Union to its members and by CLR to all the unionized employers in the Sheet Metal Trade Division.

Other duties of the Committee shall include, but are not limited to, investigating and recommending ways to promote unionized construction in the sheet metal industry; identifying future skill shortages in the industry and recommending training and development initiatives, and investigating and recommending methods to improve labour relations for the general betterment of the industry.

ARTICLE 8:00 NO STRIKE / NO LOCKOUT

8:01 The Employer agrees that it will not cause or direct any lock-out of Employees.

8:02 No Employee working under the terms and conditions of this Agreement shall strike during the term of this Agreement. No person, Employee or trade union shall declare, authorize or participate in a strike or other collective action which will stop or interfere with production or counsel a strike or collective action to be effective during its term. Violations of this Article may be cause for termination of the Employee.

ARTICLE 9:00 GRIEVANCE PROCEDURE AND ARBITRATION

9:01 Grievance by an Employee

It is the mutual desire of the parties hereto, that complaints of Employees shall be adjusted as quickly as possible. The Foreman or Supervisor shall be given the opportunity to adjust a complaint. When a complaint is reduced to writing it shall be termed a grievance.

It is agreed that it is the spirit and intent of this Agreement to address grievances promptly. All grievances must be initiated within ten (10) working days of the incident.

9:02 Grievance by the Employer or the Union

A grievance shall mean any difference or dispute concerning the interpretation, application, administration or alleged violation of the Agreement and shall be handled in the following manner:

Step I: The aggrieved party shall discuss his complaint with his Steward and the Foreman or immediate Supervisor, who shall endeavour to settle this complaint.

Step II: If the complaint is not settled within three (3) working days excluding Saturday, Sunday and recognized holidays, from the date there is evidence of a grievance having occurred, it shall be reduced to writing and referred to the Local Union's Business Representative and the Employer's Labour Relations Representative on site.

Step III: If the grievance is not settled within thirteen (13) working days, excluding Saturday, Sunday and recognized holidays, from the date of the occurrence giving rise to the grievance, either party may request that the grievance be referred to the Union's International Representative and the Head Office of the Employer. If the grievance is not settled within twenty three (23) working days excluding Saturday, Sunday and recognized holidays, from the date there is evidence of a grievance having occurred, the grievance shall proceed to Arbitration at the request of either party.

Optional Grievance Mediation

The parties may agree to refer one or more grievances to a grievance mediator for the purpose of resolving the grievances in an expeditious and informal manner.

- (1) The parties shall not refer a grievance to a grievance mediator unless they have agreed on the nature of any issues in dispute.
- (2) On a joint request by the parties, the Minister of Labour shall appoint a grievance mediator.
- (3) A grievance mediator appointed by the Minister shall begin proceedings within ten (10) days after being appointed or on any day that the parties jointly request.
- (4) Where the parties jointly request the appointment of a grievance mediator pursuant to this section, any provisions of the collective bargaining Agreement that impose a limitation of time with respect to the reference of a grievance to arbitration are deemed to be inoperative.
- (5) The grievance mediator shall endeavour to assist the parties to settle the grievance by mediation.
- (6) If the parties are unable to settle the grievance by mediation, the grievance mediator shall endeavour to assist the parties to agree on the material facts in dispute, and then the parties may determine the grievance in accordance with the arbitration provisions commencing with Step IV.

Step IV: If the option in Step Three is not exercised, the grievance shall proceed to Arbitration at the request of either party.

Step V: It is understood and agreed that any of the time limits herein may be extended by mutual agreement in writing.

Step VI: Any grievance between the Employer or the Union concerning the interpretation, application, administration or alleged violation of the Agreement shall be dealt with commencing with Step Two.

Arbitration

Step VII: When a Union or a Employer requests that a grievance be submitted to Arbitration, it shall make such a request in writing (Registered Mail or Fax) addressed to the other party.

Step VIII: A request to proceed to Arbitration shall be made within five (5) working days excluding Saturday, Sunday and recognized holidays immediately following the time limits set forth in Step Three.

- Step IX: A single Arbitrator shall be selected by mutual agreement or if the Parties fail to agree on an Arbitrator within three (3) working days, a single Arbitrator appointed by the Minister of Labour shall hear any grievance which has been referred to Arbitration pursuant to this Agreement.
- Step X: Both parties to the dispute shall share equally the expenses and fees of the Arbitrator.
- Step XI: The Arbitrator shall sit, hear the parties, settle the terms of the question to be arbitrated and make its award within ten (10) days from the date of appointment, provided the time may be extended by the agreement of the Parties.
- Step XII: The decision of the Arbitrator shall be final and binding upon both Parties.

ARTICLE 10:00 JURISDICTION DISPUTES RESOLUTION

- 10:01 Jurisdictional disputes involving workers employed under this Collective Agreement shall henceforth be resolved under the provisions of the Canadian Jurisdictional Disputes Plan in accordance with its rules and regulations and without work stoppage, slow down or other lack of production, and it is further agreed that a jurisdictional dispute shall in no way interfere with the progress or prosecution of work.

**ARTICLE 11:00 HOURS OF WORK, OVERTIME,
SHOW UP TIME, CALL OUTS,
SHIFTS, REST BREAKS**

- 11:01 **Hours of Work**

The regular working week shall consist of five (5) days, Monday to Friday inclusive.

Forty (40) hours shall constitute a regular working week. The Employer shall establish the initial regular work week schedule based on either the Five Day Work Week Schedule or the Four Day Work Week Schedule.

The established work week schedule may be changed by mutual agreement in writing between the Business Manager and the Employer.

(a) **Five Day Work Week Schedule**

The regular work day shall be between the hours of 7:00 a.m. and 5:00 p.m. with 1/2 hour unpaid lunch period between the hours of 12:00 p.m. and 1:00 p.m. and shall consist of eight (8) hours labour in the shop or on the job.

The starting and quitting times may be varied by mutual consent provided the work day does not exceed eight (8) hours.

(b) **Four Day Work Week Schedule**

In accordance with the following, a compressed work week consisting of four (4) ten (10) hour days may be worked at straight time, Monday to Thursday:

- i) Upon the request of either party, the decision to change the work week to a four day work week schedule may be considered.
- ii) Prior to implementation mutual agreement in writing between the Local Union and the Employer must be obtained setting out that the hours of work per week and per day is to be altered to ten (10) hours per day Monday to Thursday. After having obtained mutual agreement in writing, notice of change to the established work week shall be given to each Employee by the Employer no later than quitting time on the last regular work day of the preceding week and the change shall take place at starting time on Monday of the following week.

11:02

Overtime

All hours worked in excess of the regular work day Monday to Friday and all hours worked on Saturdays shall be paid at the rate of one and one-half (1.5x) times. In accordance with Article 2:01, both parties may mutually agree to a Tuesday to Saturday work week where all regular hours worked during this work week are paid at straight time and hours in excess of the regular work day Tuesday to Saturday shall be paid at the rate of one and one-half (1.5x) times.

Scheduled overtime shall be avoided whenever possible. Monday through Friday each Employee must have worked all the available scheduled straight time hours of a day before receiving overtime pay for hours worked thereafter on the same day.

All hours worked on Sundays and recognized holidays shall be paid at the rate of double (2x) time.

11:03 **Show Up Time**

Employees covered by this Agreement who report for work by direction of the Employer and not placed at work, shall be entitled to receive two (2) hours pay at their established rate.

11:04 **Call Outs**

- (a) Employees who have performed work during the day and who respond to a request to return to work additional time shall be compensated as follows:
 - (i) Employees shall receive a minimum of two (2) hours pay at the applicable overtime rate or for actual hours worked whichever is greater.

11:05 **Shifts**

A shift premium of two dollars and seventy-five cents (\$2.75) for each hour worked shall be paid for hours worked on a second or third shift.

On projects where circumstances make it necessary, the regular hours of work for a single shift shall be performed during any time of the day or night that may constitute a regular shift on that project and no shift premium shall apply.

No employee shall work more than one straight time shift in each consecutive twenty-four (24) hour period. An employee shall continue to receive the overtime rate after each shift until a break of eight (8) consecutive hours occurs.

11:06 **Rest Breaks**

Each Employee shall receive a ten (10) minute rest break. One ten (10) minute rest break on the morning shift from 10:00 a.m. to 10:10 a.m. and one ten (10) minute rest break on the afternoon shift from 2:30 p.m. to 2:40 p.m.. Rest breaks may vary by mutual consent of the parties.

When overtime begins, the Employee(s) will be allowed a ten (10) minute rest break with pay between the end of the shift and the start of the overtime and every two (2) hours thereafter. Rest breaks may vary by mutual consent.

When unscheduled overtime begins immediately after the regular work day and continues for more than two (2) hours, the Employee shall be provided with a meal and beverage (hot where possible) after the first two (2) hours of overtime and a hot meal and beverage every four (4) hours thereafter. The meal(s) shall be consumed on Company time. In the event that a meal and meal break is not provided, the Employee shall receive a meal allowance of twenty-five dollars (\$25.00)

The rest break for a scheduled ten (10) hour work day will be extended to two (2) fifteen (15) minute rest breaks.

**ARTICLE 12:00 RECOGNIZED HOLIDAYS
AND VACATION**

12:01 (a) The recognized holidays shall be as follows:

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

(b) Under no circumstances shall any work be performed on Labour Day except in cases of emergency involving life or property. When a recognized holiday falls on a Saturday or Sunday, the next following work day shall be taken as an alternate day off. When two (2) recognized holidays fall on a succeeding Saturday or Sunday, the following Monday and Tuesday shall be taken off as alternate days.

Recognized holiday pay shall accrue at four and one half percent (4.5%) of straight time earnings, and shall be paid on each pay day.

12:02 **Vacation Pay**

Annual vacation pay shall accrue at the rate of six percent (6%) calculated on gross earnings and shall be paid on each pay day.

Each Employee shall be entitled to three (3) weeks annual vacation. Vacation shall be arranged between Employees and Employer to the most reasonable satisfaction of both.

After ten (10) years of employment, in accordance with the Labour Standards Act, each employee shall be entitled to four (4) weeks annual vacation. Annual vacation pay shall accrue at the rate of eight percent (8%) calculated on gross earnings and shall be paid on each pay day.

**ARTICLE 13:00 WAGE SCALES, PAYMENT OF WAGES,
FRINGE BENEFITS**

13:01 **Wage Scales**

All workers covered by this Agreement shall be classified and paid in accordance with the classification and wage scales as attached as Appendices A through C and forming part of this Agreement.

13:02

(a) **Pay Days and Pay Periods**

Wages shall be paid to each Employee at least every second Friday. The work week for payroll purposes shall generally end at Saturday midnight. However, in order to meet the Employer's payroll requirements the Employer may close the payroll earlier. This will be established as a job condition and those affected so notified. The Employer may withhold a reasonable amount of wages, not to exceed one (1) week's wages, in order that the payroll may be prepared.

(b) **Method**

Wages shall be paid by cash or cheque, or electronic direct deposit into the Employee's bank account of choice, at no cost to the Employee. The method of payment shall be as determined by the Employer. A printed confirmation of earnings and deductions shall be included with cash pay or cheque, or for electronic direct deposits delivered to the jobsite or mailed to the Employee's address on record.

(c) **Pay on Termination**

When an employee is laid off, voluntarily terminates or is discharged for just cause, payment by cheque (or electronic direct deposit) of all monies owing, including a printed confirmation of earnings and deductions and a Record of Employment ("ROE") shall be mailed to the Employee's last known address on the next week regular pay day.

Records of Employment for Employment Insurance purposes may, at the sole discretion of the Employer, be submitted electronically or by paper forms to Services Canada and in accordance with Service Canada requirements. For an electronically submitted ROE a paper copy of the ROE shall be provided on request of an Employee.

13:03

Fringe Benefits

The Employer shall contribute to all fringe benefits and trust funds in accordance with the attached Appendices A through C and forming part of this Agreement.

All contributions must be submitted by the fifteenth (15th) day of the month following the month for which such contributions are payable. Failing to do so the Employer agrees to pay a penalty of five per cent (5%) per month for all monies outstanding.

Where an Employee performs work that would require the Employer to contribute hourly contributions to each of the trust funds in the amounts specified in this Collective Agreement, then the Employer shall keep, and shall be deemed to have kept, such amounts separate and apart from his own monies and shall be deemed to hold the sums so deducted in trust on behalf of Employees until the Employer has paid such monies to the applicable trust fund. Further, in the event of any liquidation, assignment, or bankruptcy of such an Employer, an amount equal to the amount that is owed to the applicable trust fund by the Employer on whose behalf Employees have performed work entitling them to receive contributions to the applicable fund as is herein before provided for, is deemed to be held in trust for the Trustees of that trust fund and such funds shall be deemed to be separate from, and form no part of, the estate in liquidation, assignment, or bankruptcy, whether or not that amount has in fact been kept separate and apart from the Employer's own money or from the assets of the estate.

The Employer authorizes the Parties to such trust agreements to appoint trustees and successor trustees to administer the trust funds and hereby ratifies and accepts the trustees so appointed as if made by the Employer.

(a) **Health and Welfare Trust Fund**

The Employer shall contribute an amount per hour to the Sheet Metal Workers Local 296, Saskatchewan Health & Welfare Trust Fund in accordance with Part 2, Classification and Wage Scales, of Appendices A through C and forming part of this Agreement.

Both Parties to this Agreement agree to continue the Health & Welfare Trust Fund.

The Employers and the Union shall elect an equal number of Trustees who shall have the responsibility of administrating a Health & Welfare Plan.

(b) **Pension Plan Trust Fund**

The Employer shall contribute an amount per hour to the Sheet Metal Workers Local 296, Saskatchewan Pension Plan Trust Fund in accordance with Part 2, Classification and Wage Scales, of Appendices A through C and forming part of this Agreement.

Both parties to this Agreement agree to continue the Pension Plan Trust Fund.

The Trustees as set up under the Health and Welfare Fund shall also be the Trustees for the Pension Plan.

(c) **Educational Trust Fund**

The Employer shall contribute an amount per hour to the Sheet Metal Workers Local 296, Saskatchewan Educational Trust Fund in accordance with Part 2, Classification and Wage Scales, of Appendices A through C and forming part of this Agreement.

The Employer and Union agree to participate in an Educational Trust Fund for the development of skills of Journeymen and Apprentices in the Sheet Metal Industry.

The Employer and the Union shall form a joint and equal Educational Trust Fund Committee and be composed of four (4) members representing the Employers who are subject to this Agreement and four (4) members representing the Union selected by the groups they represent. Such Committee to be responsible for the joint administration of the said Trust Fund.

(d) **Welfare Fund II**

The Employer shall contribute an amount per hour to the Sheet Metal Workers Local 296, Saskatchewan Welfare Fund II in accordance with Part 2, Classification and Wage Scales, of Appendices A through C and forming part of this Agreement.

(e) **Employee and Family Assistance Plan**

The CODC PRO Care Plan is an industry-funded Employee and Family Assistance Plan for employees and their eligible family members according to the participation of sponsoring organizations and employers as well as Plan eligibility rules.

Employees must be enrolled in the Plan by their Employer to become eligible for Plan benefits, subject to the Plan eligibility rules. An individual Employee cannot self-enroll in the Plan.

Remittances and Reports

- i) Employers are required to remit the Contract Administration and Industry Development fees in Article 21:00 and the monthly **CODC Employer Report Form** to CODC by the 15th of the month following the month in which the hours were worked.
-

- ii) Employers must also submit the monthly **Employee Data Report** to the PRO Care Plan by the 15th of the month following to facilitate the confidential determination of eligibility by Human Solutions. There are three ways to submit this data:
- Entering the data directly on the CODC website www.codc.ca/procare
 - OR
 - Uploading an excel spreadsheet in the required format to the website (a sample spreadsheet can be downloaded from the website)
 - OR
 - Forwarding an Excel spreadsheet in the required format **electronically** to procare@sasktel.net. Hard copies of data will not be accepted.

ARTICLE 14:00 GENERAL WORKING CONDITIONS

- 14:01 It shall be the responsibility of the Employer to supply heated lunch rooms and clean rest rooms on the job sites subject to prevailing conditions and joint responsibility.

ARTICLE 15:00 TOOLS AND EQUIPMENT

Employee supplied tools are to be of standard quality appropriate for the Sheet Metal trade.

- 15:01 Tools - each Journeyman must have in his possession on the job, the following tools in first class condition:

1 pair pliers	2 pair dividers(large & small)
1 25' pocket tape	1 hacksaw frame
2 cold chisels	1 scratch awl
1 centre punch	1 small square
1 drift punch	1 50 foot tape
1 small level	1 pop rivet tool
1 pair heavy hand sheers (bull snips)	1 tinnens hammer
1 pair regular hand sheers	1 set Allen wrenches
2 pair aviation snips (left & right)	2 vice grip "C" clamps
1 set screw drivers (various types & sizes)	1 tool box
1 8" crescent wrench	

15:02 Each first year Apprentice must have in his possession on the job, the following tools in first class condition:

- 1 tinners hammer
- 2 pair aviation snips (left & right)
- 1 pair regular hand sheers
- 2 screw drivers
- 1 scratch awl
- 1 pair pliers
- 1 25' pocket tape

Each Apprentice shall acquire tools as he fulfills his apprenticeship contract in order to have a full set of Journeyman tools prior to becoming a Journeyman.

Journeymen shall not be responsible to supply tools for Apprentices or Probationary Apprentices.

15:03 The Employer will replace all tools worn or damaged under normal use, excluding measuring tapes which shall only be replaced after first three months of employment.

The Employer agrees to provide suitable lockable storage for tools where feasible.

15:04 Employers shall provide, where required, in good condition, scaffolding or ladders or other like equipment. It shall be the responsibility of the Employee to inspect equipment and satisfy himself that it is safe and suitable for the purpose for which he intends to use it, and notify the Employer of any need of replacement or added equipment for his safety. Also, it will be the responsibility of the Employee to request assistance from the Employer when ladders are to be used over one storey or its equivalent. Such tools as are supplied by the shop shall be the reasonable responsibility of the Employee concerned.

An Employee found abusing Company tools shall be subject to immediate dismissal or voluntary replacement of the tools.

ARTICLE 16:00 SAFETY AND PRODUCTIVITY

16:01 **Safety**

It is agreed that Employers and Employees shall maintain and abide by all site safety regulations as established by the Employer and all applicable provincial and/or federal safety legislation.

16:02 The parties to this Agreement recognize the mutual value of improving, by all proper and reasonable means, the safety of the individual worker and shall participate in and promote safety programs. Documentation of any previous training shall be provided by the Employee upon request by the Employer.

16:03 It is understood and agreed that the Employers and Employees shall at all times comply with the Accident Prevention Regulations and pursuant to the current Occupational Health Act, and any refusal on the part of the worker to work or to continue to work in contravention of such regulation shall not be deemed to be breach of this Agreement.

The Employer, as a matter of policy, will conduct regular safety meetings.

16:04 An Employee who is injured while working for the Employer and who is sent home because of such injury shall receive pay up to the end of the shift in which he was injured. The Steward will be allowed time to gather the injured worker's personal belongings as soon as possible after the accident and if the case warrants it, the Employer shall designate someone to accompany the injured worker to the doctor or hospital without loss of pay for the regular shift.

16:05 **Safety Orientation**

All employees shall be certified in Safety Orientation. Safety Orientation shall consist of three parts: PART 1 - the CODC Interactive Rights and Responsibilities course; PART 2 - the Vicom Safe-T-Disc CSTS course or equivalent, and PART 3 - Employer or Owner Project Specific Training.

All workers being dispatched to the Employer must have obtained certification in Part 1 and Part 2.

It is the responsibility of each Employee to hold current certification and maintain certification in Part 1 and Part 2.

Employees shall not be on the payroll or paid while receiving PART 1 & 2 training. All other costs for registration, certification or any other costs related to the training and certification in the CODC Interactive Rights and Responsibilities course, the Vicom Safe-T-Disc CSTS course or equivalent shall be paid for by the Union or by the Educational Trust Fund.

The Employer or Owner shall provide to each Employee before commencing work with PART 3 - Employer or Owner Project Specific Training. Each Employee shall be on the payroll and paid while receiving PART 3 training.

The CODC Harassment Policy and Procedures, including the provisions regarding General Harassment, and as amended from time to time shall be the minimum standard of this Agreement.

16:06 **Productivity**

The Union shall place no limitations upon the amount of work which an Employee shall perform during the working day and there shall be no restrictions imposed against the use of any type of machinery, tools or labour saving devices.

16:07 It is agreed that productivity and quality of work is one of the objectives of the Parties to this Agreement.

**ARTICLE 17:00 TRANSPORTATION, TRAVELLING TIME,
ROOM AND BOARD,
(OUT OF TOWN WORK)**

17:01 Out of town work means work performed outside the city limits of Prince Albert, Saskatoon, Regina, and Moose Jaw.

17:02 Work performed within a radius of fifty (50) kilometres from the city limits listed in Article 17:01 is considered to be free zone (no travel time work). The Employer is responsible to provide transportation to the jobsite within the area of the free zone.

For work performed beyond the free zone area, the Employer shall supply the Employee with suitable room and board or a mutually agreed to allowance, with transportation, and reimburse him for the actual time of travel at the Employee's regular rate of pay, beyond the boundary of the free zone.

17:03 The signatories hereto agree that no transportation, travel time, and room and board shall apply to those hired from local area sources. The free zone applicable to a Member hired from local area sources shall be the same fifty (50) kilometres free zone from the city, town, village, or community where he maintains residence as would apply to residents of areas described in Article 17:01. The fifty (50) kilometre free zone referred to in Articles 17:02 and 17:03 shall not be combined to create a free zone greater than fifty (50) kilometres.

17:04 When employees are requested to provide their own transportation beyond the free zone area, they shall be reimbursed the sum of fifty-two cents (\$0.52) per kilometre. It is further agreed that the Employee's personal vehicle shall be used strictly as a mode of his conveyance.

Effective January 2, 2011, the transportation expense shall be the vehicle allowance rate published by Canada Revenue Agency ("CRA") for the maximum rate (generally for the first 5,000 km). The transportation expense shall be adjusted as the CRA rate changes and becomes effective on the same date as the next wage adjustments.

17:05 When the Statutory Holiday falls on a regular work day, and it is not worked, the Employee shall be provided with meals and accommodations for that day.

17:06 By Project Agreement, the Employer and the Union may provide for a jobsite free zone.

ARTICLE 18:00 BUILDING TRADES PER CAPITA DEDUCTION

18:01 The Employer agrees to deduct from each Employee covered by the terms of this Agreement, five cents (\$0.05) per hour for each hour worked by the Employee. Such deduction(s) to be remitted not later than the fifteenth (15th) day of the following month and made payable to the Sheet Metal Workers' International Association Local Union 296, Saskatchewan. By voluntary agreement the Local Union shall forward said monies to the Saskatchewan Provincial Building and Construction Trades Council (SPB & CTC) at 1111 Osler Street, Regina, Saskatchewan, S4R 8R4. The Local Union is to receive a list showing the amounts and a list of names from whom such deductions were made.

ARTICLE 19:00 CONTRACT ADMINISTRATION AND INDUSTRY DEVELOPMENT FEES

19:01 Contract Administration and Industry Development Fees have been committed to develop and maintain Collective Bargaining Agreements and to create, support and promote programs to continually enhance the unionized construction product.

The CODC Construction Opportunities Development Council Inc. ("CODC") has been incorporated to administer funds contributed on behalf of both the Saskatchewan Provincial Building and Construction Trades Council ("SPB & CTC") and CLR Construction Labour Relations Association of Saskatchewan Inc. ("CLR"). CODC will allocate the contributions to the respective organizations as provided for in this Article.

19:02 Each Employer subject to this Agreement shall contribute the following for all hours worked by each Employee:

(a)	SPB & CTC	\$0.05/hour	(GST N/A)
	CODC Fund	\$0.03/hour	(plus GST)
(b)	CLR	\$0.10/hour	(plus GST)
	CODC Fund	<u>\$0.03</u> /hour	(plus GST)
	TOTAL	<u>\$0.21</u>/hour	

The rate of fees contributed on behalf of CLR may be changed at any time during the term of this Agreement by written notice to the Employer by CLR.

19:03 Each Employer shall remit the total contributions in this Article no later than the fifteenth (15th) day of the month following, together with the Report Form provided for this purpose to CODC Construction Opportunities Development Council Inc., P.O. Box 4019, Regina, SK, S4P 3R9.

19:04 The Union shall provide a summary of the total hours worked by Employees for each Employer on a monthly basis and shall submit the list to CODC by the fifteenth (15th) of the month following.

19:05 In the event of a failure on the part of any Employer to contribute the funds as required in this Article, the SPB & CTC, the Union or CLR may collect the dues as a debt payable by application to the Labour Relations Board and/or by other civil action, or may collect the dues by way of a grievance filed, notwithstanding any other provision in this Collective Agreement, by either the SPB & CTC, the Union or CLR in its own name against the subject Employer. Such a grievance may be referred by the SPB & CTC, the Union or CLR to arbitration without being processed through any intervening steps other than written notice of the grievance and the reference of the grievance to arbitration. The parties to the grievance for the purposes of appointment of the Arbitrator shall be the SPB & CTC, the Union or CLR and the subject Employer. The unsuccessful party shall pay the costs of the Arbitrator. The SPB & CTC, the Union or CLR may not, however, simultaneously pursue a violation of this Article through application to the Labour Relations Board and/or other civil action and through the grievance procedure.

ARTICLE 20:00 FAVOURED NATIONS

20:01 No agreement embodying any terms or conditions more favourable to any other Employer than the terms and conditions embodied in this Agreement shall be signed by the Union with any other Employer engaged in construction within the geographical jurisdiction of this Agreement. In the event that any more favourable terms or conditions are extended to any other Employer by the Union or included in any agreement signed by the Union with any other Employer and made operative during the life of this Agreement, then such more favourable terms and conditions shall immediately apply to this Agreement, and be in force and effect as an amendment to this Agreement as though included herein.

Employees covered by this Agreement who are sent by their Employer into jurisdiction of another Local Union affiliated with the Sheet Metal Workers' International Association whose established wage rates are higher than those provided for in this Agreement, shall receive the higher rate of the Local Union into whose jurisdiction the Employees have been sent.

ARTICLE 21:00 GENDER

21:01 Where the masculine gender is used in this Agreement, it shall be considered to include the feminine gender.

**ARTICLE 22:00 ENABLING AGREEMENT TERMS
AND PROCEDURES**

22:01 The Local Union may, in order to secure jobs for its members and contracts for Employers who are bound by this Agreement, but are bidding on contracts against contractors who are not parties to this Collective Agreement, amend or delete any of the terms and conditions in this Collective Agreement subject to the terms and conditions of Appendix "D".

ARTICLE 23:00 MARKET RECOVERY PROGRAM

23:01 The parties agree that increasing market share in the unionized sector of the Saskatchewan construction industry and enhancing the competitiveness of unionized contractors and their Employees in securing work are important objectives.

**ARTICLE 24:00 SKILLS ENHANCEMENT
TRAINING PROGRAM**

24:01 To maintain the skills of journeymen and apprentices at the highest level, the Employer and the Local Union may agree to jointly sponsor short term training courses.

Agreed upon courses will be held outside of regular working hours and Employees attending will do so on their own time.

ARTICLE 25:00 DURATION OF AGREEMENT

25:01 This Agreement shall be effective from January 2, 2011 and shall remain in full force and effect until midnight, October 31, 2013 and thereafter from year to year provided that at any time not more than sixty (60) days and not less than thirty (30) days before the expiry date or any extended term thereof, either Party may give to the other Party written notice to negotiate a revision of the Agreement and should such notice be given, the Parties shall, in accordance with the Saskatchewan Trade Union Act, bargain collectively with a view to renewal or revision of this Agreement or the conclusion of a new Agreement.


Note: The Union may elect at its own discretion and no later than April 15, 2011, to extend the agreement to a 4 year term expiring April 30, 2014.

**Saskatchewan Provincial Sheet Metal Workers' Agreement
Commercial 2010 - 2013**

EACH OF THE PARTIES HERETO HAVE ENTERED INTO THIS AGREEMENT AND CAUSED IT TO BE SIGNED BY ITS DULY AUTHORIZED REPRESENTATIVE(S) THIS 2nd DAY OF January, 2011.

SIGNED ON BEHALF OF:

**THE SHEET METAL WORKERS' INTERNATIONAL
ASSOCIATION LOCAL UNION 296, SASKATCHEWAN:**



Lorne Andersen
Business Manager




Trent Marshall
President

SIGNED ON BEHALF OF:

**CLR CONSTRUCTION LABOUR RELATIONS
ASSOCIATION OF SASKATCHEWAN INC.**



Doug Christie
Trade Division Chairperson



Sid Matthews
CLR President



APPENDIX "A"

Commercial

1. Union Recognition

The Employer recognizes the Union as the sole collective bargaining agent for all employees within the jurisdiction of the Sheet Metal Workers' International Association Local Union 296, Saskatchewan.

2. Classification and Wage Scales

(a) EFFECTIVE JANUARY 2, 2011

Classification	%	Basic Hourly Rate	Stat Hol Pay 4.5%	Vac Pay 6%	Health and Welfare	Pension Trust Fund	Welfare Fund II	Educ Fund	Total Package
<u>COMMERCIAL A</u>									
Foremen:									
"A" Foreman	110	36.22	1.63	2.27	1.40	3.90	0.25	0.40	\$46.07
"B" Foreman	105	34.58	1.56	2.17	1.40	3.90	0.25	0.40	\$44.26
Journeyman:									
Journeyman		32.93	1.48	2.07	1.40	3.90	0.25	0.40	\$42.43
1st Yr Journeyman	90	29.64	1.33	1.86	1.40	3.90	0.25	0.40	\$38.78
Apprentices:									
4th Year	80	26.34	1.19	1.65	1.40	3.90	0.25	0.40	\$35.13
3rd Year	70	23.05	1.04	1.45	1.40	3.90	0.25	0.40	\$31.49
2nd Year	60	19.76	0.89	1.24	1.40	3.90	0.25	0.40	\$27.84
1st Year									
2nd Six Months	50	16.47	0.74	1.03	1.40	0.00	0.25	0.40	\$20.29
1st Six Months (Beginner)	50	16.47	0.74	1.03	0.00	0.00	0.00	0.40	\$18.64

Saskatchewan Provincial Sheet Metal Workers' Agreement
Commercial 2010 - 2013
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Classification	%	Basic Hourly Rate	Stat Hol Pay 4.5%	Vac Pay 6%	Health and Welfare	Pension Trust Fund	Welfare Fund II	Educ Fund	Total Package
<u>COMMERCIAL B</u>									
Foremen:									
"A" Foreman	110	35.10	1.58	2.20	1.40	3.90	0.25	0.40	\$44.83
"B" Foreman	105	33.51	1.51	2.10	1.40	3.90	0.25	0.40	\$43.07
Journeyman:									
Journeyman		31.91	1.44	2.00	1.40	3.90	0.25	0.40	\$41.30
1st Yr Journeyman	90	28.72	1.29	1.80	1.40	3.90	0.25	0.40	\$37.76
Apprentices:									
4th Year	80	25.53	1.15	1.60	1.40	3.90	0.25	0.40	\$34.23
3rd Year	70	22.34	1.01	1.40	1.40	3.90	0.25	0.40	\$30.70
2nd Year	60	19.15	0.86	1.20	1.40	3.82	0.25	0.40	\$27.08
1st Year									
2nd Six Months	50	15.96	0.72	1.00	1.40	0.00	0.25	0.40	\$19.73
1st Six Months (Beginner)	50	15.96	0.72	1.00	0.00	0.00	0.00	0.40	\$18.08

Classification	%	Basic Hourly Rate	Stat Hol Pay 4.5%	Vac Pay 6%	Health and Welfare	Pension Trust Fund	Welfare Fund II	Educ Fund	Total Package
<u>COMMERCIAL C</u>									
Foremen:									
"A" Foreman	110	33.77	1.52	2.12	1.40	3.90	0.25	0.40	\$43.36
"B" Foreman	105	32.24	1.45	2.02	1.40	3.90	0.25	0.40	\$41.66
Journeyman:									
Journeyman		30.70	1.38	1.93	1.40	3.90	0.25	0.40	\$39.96
1st Yr Journeyman	90	27.63	1.24	1.73	1.40	3.90	0.25	0.40	\$36.55
Apprentices:									
4th Year	80	24.56	1.11	1.54	1.40	3.90	0.25	0.40	\$33.16
3rd Year	70	21.49	0.97	1.35	1.40	3.90	0.25	0.40	\$29.76
2nd Year	60	18.42	0.83	1.16	1.40	3.67	0.25	0.40	\$26.13
1st Year									
2nd Six Months	50	15.35	0.69	0.96	1.40	0.00	0.25	0.40	\$19.05
1st Six Months (Beginner)	50	15.35	0.69	0.96	0.00	0.00	0.00	0.40	\$17.40

**Saskatchewan Provincial Sheet Metal Workers' Agreement
Commercial 2010 - 2013
Appendix "A" - Commercial**

(b) EFFECTIVE October 30, 2011

Classification	%	Basic Hourly Rate	Stat Hol Pay 4.5%	Vac Pay 6%	Health and Welfare	Pension Trust Fund	Welfare Fund II	Educ Fund	Total Package
<u>COMMERCIAL A</u>									
Foremen:									
"A" Foreman	110	37.57	1.69	2.36	1.45	4.15	0.25	0.45	\$47.92
"B" Foreman	105	35.86	1.61	2.25	1.45	4.15	0.25	0.45	\$46.02
Journeyman:									
Journeyman		34.15	1.54	2.14	1.45	4.15	0.25	0.45	\$44.13
1st Yr Journeyman	90	30.74	1.38	1.93	1.45	4.15	0.25	0.45	\$40.35
Apprentices:									
4th Year	80	27.32	1.23	1.71	1.45	4.15	0.25	0.45	\$36.56
3rd Year	70	23.91	1.08	1.50	1.45	4.15	0.25	0.45	\$32.79
2nd Year	60	20.49	0.92	1.28	1.45	4.08	0.25	0.45	\$28.92
1st Year									
2nd Six Months	50	17.08	0.77	1.07	1.45	0.00	0.25	0.45	\$21.07
1st Six Months (Beginner)	50	17.08	0.77	1.07	0.00	0.00	0.00	0.45	\$19.37

Classification	%	Basic Hourly Rate	Stat Hol Pay 4.5%	Vac Pay 6%	Health and Welfare	Pension Trust Fund	Welfare Fund II	Educ Fund	Total Package
<u>COMMERCIAL B</u>									
Foremen:									
"A" Foreman	110	36.40	1.64	2.28	1.45	4.15	0.25	0.45	\$46.62
"B" Foreman	105	34.74	1.56	2.18	1.45	4.15	0.25	0.45	\$44.78
Journeyman:									
Journeyman		33.09	1.49	2.07	1.45	4.15	0.25	0.45	\$42.95
1st Yr Journeyman	90	29.78	1.34	1.87	1.45	4.15	0.25	0.45	\$39.29
Apprentices:									
4th Year	80	26.47	1.19	1.66	1.45	4.15	0.25	0.45	\$35.62
3rd Year	70	23.16	1.04	1.45	1.45	4.15	0.25	0.45	\$31.95
2nd Year	60	19.85	0.89	1.24	1.45	3.96	0.25	0.45	\$28.09
1st Year									
2nd Six Months	50	16.55	0.74	1.04	1.45	0.00	0.25	0.45	\$20.48
1st Six Months (Beginner)	50	16.55	0.74	1.04	0.00	0.00	0.00	0.45	\$18.78

**Saskatchewan Provincial Sheet Metal Workers' Agreement
Commercial 2010 - 2013
Appendix "A" - Commercial**

Classification	%	Basic Hourly Rate	Stat Hol Pay 4.5%	Vac Pay 6%	Health and Welfare	Pension Trust Fund	Welfare Fund II	Educ Fund	Total Package
COMMERCIAL C									
Foremen:									
"A" Foreman	110	35.01	1.58	2.20	1.45	4.15	0.25	0.45	\$45.09
"B" Foreman	105	33.42	1.50	2.10	1.45	4.15	0.25	0.45	\$43.32
Journeyman:									
Journeyman		31.83	1.43	2.00	1.45	4.15	0.25	0.45	\$41.56
1st Yr Journeyman	90	28.65	1.29	1.80	1.45	4.15	0.25	0.45	\$38.04
Apprentices:									
4th Year	80	25.46	1.15	1.60	1.45	4.15	0.25	0.45	\$34.51
3rd Year	70	22.28	1.00	1.40	1.45	4.15	0.25	0.45	\$30.98
2nd Year	60	19.10	0.86	1.20	1.45	3.81	0.25	0.45	\$27.12
1st Year									
2nd Six Months	50	15.92	0.72	1.00	1.45	0.00	0.25	0.45	\$19.79
1st Six Months (Beginner)	50	15.92	0.72	1.00	0.00	0.00	0.00	0.45	\$18.09

(c) EFFECTIVE OCTOBER 28, 2012

Classification	%	Basic Hourly Rate	Stat Hol Pay 4.5%	Vac Pay 6%	Health and Welfare	Pension Trust Fund	Welfare Fund II	Educ Fund	Total Package
COMMERCIAL A									
Foremen:									
"A" Foreman	110	38.58	1.74	2.42	1.50	4.35	0.25	0.50	\$49.34
"B" Foreman	105	36.82	1.66	2.31	1.50	4.35	0.25	0.50	\$47.39
Journeyman:									
Journeyman		35.07	1.58	2.20	1.50	4.35	0.25	0.50	\$45.45
1st Yr Journeyman	90	31.56	1.42	1.98	1.50	4.35	0.25	0.50	\$41.56
Apprentices:									
4th Year	80	28.06	1.26	1.76	1.50	4.35	0.25	0.50	\$37.68
3rd Year	70	24.55	1.10	1.54	1.50	4.35	0.25	0.50	\$33.79
2nd Year	60	21.04	0.95	1.32	1.50	4.20	0.25	0.50	\$29.76
1st Year									
2nd Six Months	50	17.54	0.79	1.10	1.50	0.00	0.25	0.50	\$21.68
1st Six Months (Beginner)	50	17.54	0.79	1.10	0.00	0.00	0.00	0.50	\$19.93

Saskatchewan Provincial Sheet Metal Workers' Agreement
Commercial 2010 - 2013
Appendix "A" - Commercial

Classification	%	Basic Hourly Rate	Stat Hol Pay 4.5%	Vac Pay 6%	Health and Welfare	Pension Trust Fund	Welfare Fund II	Educ Fund	Total Package
COMMERCIAL B									
Foremen:									
"A" Foreman	110	37.38	1.68	2.34	1.50	4.35	0.25	0.50	\$48.00
"B" Foreman	105	35.68	1.61	2.24	1.50	4.35	0.25	0.50	\$46.13
Journeyman:									
Journeyman		33.98	1.53	2.13	1.50	4.35	0.25	0.50	\$44.24
1st Yr Journeyman	90	30.58	1.38	1.92	1.50	4.35	0.25	0.50	\$40.48
Apprentices:									
4th Year	80	27.18	1.22	1.70	1.50	4.35	0.25	0.50	\$36.70
3rd Year	70	23.79	1.07	1.49	1.50	4.35	0.25	0.50	\$32.95
2nd Year	60	20.39	0.92	1.28	1.50	4.07	0.25	0.50	\$28.91
1st Year									
2nd Six Months	50	16.99	0.76	1.07	1.50	0.00	0.25	0.50	\$21.07
1st Six Months (Beginner)	50	16.99	0.76	1.07	0.00	0.00	0.00	0.50	\$19.32
COMMERCIAL C									
Foremen:									
"A" Foreman	110	35.96	1.62	2.25	1.50	4.35	0.25	0.50	\$46.43
"B" Foreman	105	34.32	1.54	2.15	1.50	4.35	0.25	0.50	\$44.61
Journeyman:									
Journeyman		32.69	1.47	2.05	1.50	4.35	0.25	0.50	\$42.81
1st Yr Journeyman	90	29.42	1.32	1.84	1.50	4.35	0.25	0.50	\$39.18
Apprentices:									
4th Year	80	26.15	1.18	1.64	1.50	4.35	0.25	0.50	\$35.57
3rd Year	70	22.88	1.03	1.43	1.50	4.35	0.25	0.50	\$31.94
2nd Year	60	19.61	0.88	1.23	1.50	3.91	0.25	0.50	\$27.88
1st Year									
2nd Six Months	50	16.35	0.74	1.03	1.50	0.00	0.25	0.50	\$20.37
1st Six Months (Beginner)	50	16.35	0.74	1.03	0.00	0.00	0.00	0.50	\$18.62

NOTE: A Beginner is a probationary Employee for a period not to exceed 900 hours.

3. Foremen

Foreman's rate of Pay:

- "A" Foreman - 10% above Journeyman's rate of pay
- "B" Foreman - 5% above Journeyman's rate of pay

4. Apprentices

In all cases the ratio of apprentices to Journeymen shall not exceed the ratio established by the Saskatchewan Apprenticeship and Trade Certification Commission. Final Level Apprentices shall be excluded from the calculation of Journeyman to Apprentice ratio.

(a) Apprentices - Sheet Metal Worker

All percentages shall be of the Journeyman's hourly wage rate:

- First Year Apprentice - 50% of Journeyman's rate
- Second Year Apprentice - 60% of Journeyman's rate
- Third Year Apprentice - 70% of Journeyman's rate
- Fourth Year Apprentice - 80% of Journeyman's rate
- First Year Journeyman - 90% of Journeyman's rate

Apprentices are governed by the Saskatchewan Apprenticeship Act and both Parties hereto agree that no Apprentice shall be permitted to do any work outside of the Shop during the first four (4) years of his Apprenticeship period unless working with a Journeyman Sheet Metal Worker or a 4th year Sheet Metal Worker member of Local 296.

It is further agreed between the Parties hereto that no 3rd year Sheet Metal Worker, 2nd year Sheet Metal Worker or beginner shall be permitted to do any work on any jobsite outside of the Shop unless working with a Journeyman Sheet Metal Worker member of Local Union 296.

An Apprentice, under a provincial apprenticeship agreement, shall receive three (3) months bench training per year with a minimum of one (1) month per year.

(b) Apprentices - Welder

Apprentices to be paid according to classification as below:

1st 12 months	- 50% of Journeyman's rate
2nd 12 months	- 60% of Journeyman's rate
3rd 12 months	- 70% of Journeyman's rate
4th 12 months	- 80% of Journeyman's rate
5th 12 months	- 90% of Journeyman's rate

All Journeyman welders shall be paid Journeyman Sheet Metal rate. Apprentice welders will be paid their percentage of Journeyman Sheet Metal rate.

Journeyman Welders must hold a Saskatchewan Welders' Certificate. Other Provinces' Certificates will be valid until the first opportunity to obtain the Saskatchewan Provincial Certificate. All Apprentices must be indentured in the Saskatchewan Apprenticeship School. Apprentices are governed by the Saskatchewan Apprenticeship Act. Apprentices shall work under direct supervision of a Journeyman.

5. Health and Welfare Trust Fund

The Beginner (1st six months) will not pay into the Health & Welfare Fund.

Employer Contribution

Effective January 2, 2011, the Employer shall contribute one dollar and forty cents (\$1.40) per hour, effective October 30, 2011, one dollar and forty-five cents (\$1.45) per hour, and effective October 28, 2012, one dollar and fifty cents (\$1.50) per hour for each hour worked by his Employees covered by the terms of this Agreement and shall submit such contributions to a trust Account as designated by the Trustees. Contributions will be made on the basis of full and half hours.

Employee Contribution

The Employees agree to contribute to the Trust Fund thirty-five cents (\$0.35) per hour worked, which amount shall be deducted from the Employee's wages by the Employer and paid to the Health & Welfare Trust Account. The Union agrees they will never ask the Employer to match any contributions made by the Employee under this clause.

6. Pension Plan Trust Fund

Employer Contribution

The Employer shall not contribute his portion into the Sheet Metal Workers Local 296 Pension Trust Fund on behalf of first year Apprentices.

Effective January 2, 2011, the Employer shall contribute three dollars and ninety cents (\$3.90) per hour, effective October 30, 2011, four dollars and fifteen cents (\$4.15) per hour, and effective October 28, 2012, four dollars and thirty-five cents (\$4.35) per hour for each hour worked by his Employees covered by the terms of this Agreement and shall submit such contributions to a trust Account as designated by the Trustees. Contributions will be made on the basis of full and half hours, and all contributions shall be remitted monthly on forms to be provided by the Fund. All contributions are to be remitted so as to be received on or before the fifteenth (15th) of the month following that for which such contributions are payable. These contributions shall be in addition to any compulsory Government pension plan.

The Employer contribution to the Pension Trust Fund on behalf of second through fourth year Apprentices and 1st Year Journeymen shall be calculated on the basis of a maximum of 18% of the Apprentice's or 1st Year Journeyman's gross wage rate (basic wage rate + 4.5% statutory holiday pay + 6% vacation pay) but in any case shall not exceed the Employer contribution rate to the Pension Trust Fund on behalf of Journeymen.

Employee Contribution

Apprentices shall not pay into the Sheet Metal Workers Local 296 Pension Trust Fund.

The Employees agree to contribute one dollar and eighty cents (\$1.80) per hour worked to the Trust Fund, which amount shall be deducted from the Employees' wages by the Employer and paid to the Trust Fund. The Union agrees that they will never ask the Employer to match any contribution under this clause.

7. Educational Trust Fund

Effective January 2, 2011 the Employer shall contribute forty cents (\$0.40) per hour, effective October 30, 2011, forty-five cents (\$0.45) per hour, and effective October 28, 2012, fifty cents (\$0.50) per hour for each hour worked by his Employees covered by the terms of this Agreement, and shall submit such contributions to the deposit account designated by the Joint Training Committee as a Trust Fund Deposit Account.

8. Welfare Fund II

The Beginner (1st six months) will not pay into the Welfare Fund II.

The Employer shall contribute the amount of twenty-five cents (\$0.25) per hour for each hour worked by his employees covered by the terms of this Agreement and shall submit such contributions to the Welfare Fund II.

9. Trade Promotion Fund

Employee Contribution

The Employees agree to contribute ten cents (\$0.10) per hour for each hour worked to the Promotion Fund, which amount shall be deducted from the Employee's wages by the Employer and submitted to the Sheet Metal Workers' Local 296 Trade Promotion Fund. The Union agrees they will never ask the Employer to match any contributions made under this clause.

10. Employee and Family Assistance Plan

Each Employer subject hereto shall submit the monthly Employee Data Report to the CODC PRO Care Plan by the 15th of the month following to facilitate the confidential determination of eligibility by Human Solutions.

11. Service Men - Maintenance and Repair

The rate of pay by service men shall be that of the Sheet Metal Worker according to the Commercial "C" classification.

The work week for service work shall be forty (40) hours. All time worked in excess of forty (40) hours per week shall be paid for at the rate of one and one-half (1 1/2) times the regular rate.

APPENDIX "B"
Shops - Commercial

1. Union Recognition

The Employer recognizes the Union as the sole collective bargaining agent for all employees within the jurisdiction of the Sheet Metal Workers' International Association Local Union 296, Saskatchewan.

2. Classification and Wage Scales

(a) EFFECTIVE JANUARY 2, 2011

Classification	%	Basic Hourly Rate	Stat Hol Pay 4.5%	Vac Pay 6%	Health and Welfare	Pension Trust Fund	Welfare Fund II	Educ Fund	Total Package
<u>COMMERCIAL</u>									
Foremen:									
"A" Foremen	110	34.17	1.54	2.14	1.40	3.90	0.25	0.40	\$43.80
"B" Foremen	105	32.61	1.47	2.04	1.40	3.90	0.25	0.40	\$42.07
Journeyman:									
Journeyman		31.06	1.40	1.95	1.40	3.90	0.25	---	\$39.96
1st Yr Journeyman	90	27.95	1.26	1.75	1.40	3.90	0.25	0.40	\$36.91
Apprentices:									
4th Year	80	24.85	1.12	1.56	1.40	3.90	0.25	0.40	\$33.48
3rd Year	70	21.74	0.98	1.36	1.40	3.90	0.25	0.40	\$30.03
2nd Year	60	18.64	0.84	1.17	1.40	3.72	0.25	0.40	\$26.42
1st Year									
2nd Six Months	50	15.53	0.70	0.97	1.40	0.00	0.25	0.40	\$19.25
1st Six Months (Beginner)	50	15.53	0.70	0.97	0.00	0.00	0.00	0.40	\$17.60

**Saskatchewan Provincial Sheet Metal Workers' Agreement
Commercial 2010 - 2013
Appendix "B" - Shops**

Classification	%	Basic Hourly Rate	Stat Hol Pay 4.5%	Vac Pay 6%	Health and Welfare	Pension Trust Fund	Welfare Fund II	Educ Fund	Total Package
<u>MATERIAL HANDLER</u>									
After 1st Year		15.69	0.71	0.98	1.40	3.13	0.25	0.40	\$22.56
1st Year									
2nd Six Months		13.05	0.59	0.82	1.40	0.00	0.25	0.40	\$16.51
1st Six Months		13.05	0.59	0.82	0.00	0.00	0.00	0.40	\$14.86

(b) EFFECTIVE OCTOBER 30, 2011

Classification	%	Basic Hourly Rate	Stat Hol Pay 4.5%	Vac Pay 6%	Health and Welfare	Pension Trust Fund	Welfare Fund II	Educ Fund	Total Package
<u>COMMERCIAL</u>									
Foremen:									
"A" Foremen	110	35.46	1.60	2.22	1.45	4.15	0.25	0.45	\$45.58
"B" Foremen	105	33.85	1.52	2.12	1.45	4.15	0.25	0.45	\$43.79
Journeyman:									
Journeyman		32.24	1.45	2.02	1.45	4.15	0.25	---	\$41.56
1st Yr Journeyman	90	29.02	1.31	1.82	1.45	4.15	0.25	0.45	\$38.45
Apprentices:									
4th Year	80	25.79	1.16	1.62	1.45	4.15	0.25	0.45	\$34.87
3rd Year	70	22.57	1.02	1.42	1.45	4.15	0.25	0.45	\$31.31
2nd Year	60	19.34	0.87	1.21	1.45	3.86	0.25	0.45	\$27.43
1st Year									
2nd Six Months	50	16.12	0.73	1.01	1.45	0.00	0.25	0.45	\$20.01
1st Six Months (Beginner)	50	16.12	0.73	1.01	0.00	0.00	0.00	0.45	\$18.31

Classification	%	Basic Hourly Rate	Stat Hol Pay 4.5%	Vac Pay 6%	Health and Welfare	Pension Trust Fund	Welfare Fund II	Educ Fund	Total Package
<u>MATERIAL HANDLER</u>									
After 1st Year		16.31	0.73	1.02	1.45	3.25	0.25	0.45	\$23.46
1st Year									
2nd Six Months		13.54	0.61	0.85	1.45	0.00	0.25	0.45	\$17.15
1st Six Months		13.54	0.61	0.85	0.00	0.00	0.00	0.45	\$15.45

Saskatchewan Provincial Sheet Metal Workers' Agreement
Commercial 2010 - 2013
Appendix "B" - Shops

(c) EFFECTIVE OCTOBER 28, 2012

Classification	%	Basic Hourly Rate	Stat Hol Pay 4.5%	Vac Pay 6%	Health and Welfare	Pension Trust Fund	Welfare Fund II	Educ Fund	Total Package
<u>COMMERCIAL</u>									
Foremen:									
"A" Foremen	110	36.45	1.64	2.29	1.50	4.35	0.25	0.50	\$46.98
"B" Foremen	105	34.80	1.57	2.18	1.50	4.35	0.25	0.50	\$45.15
Journeyman:									
Journeyman		33.14	1.49	2.08	1.50	4.35	0.25	---	\$42.81
1st Yr Journeyman	90	29.83	1.34	1.87	1.50	4.35	0.25	0.50	\$39.64
Apprentices:									
4th Year	80	26.51	1.19	1.66	1.50	4.35	0.25	0.50	\$35.96
3rd Year	70	23.20	1.04	1.45	1.50	4.35	0.25	0.50	\$32.29
2nd Year	60	19.88	0.89	1.25	1.50	3.96	0.25	0.50	\$28.23
1st Year									
2nd Six Months	50	16.57	0.75	1.04	1.50	0.00	0.25	0.50	\$20.61
1st Six Months (Beginner)	50	16.57	0.75	1.04	0.00	0.00	0.00	0.50	\$18.86
<u>MATERIAL HANDLER</u>									
After 1st Year		16.77	0.75	1.05	1.50	3.34	0.25	0.50	\$24.16
1st Year									
2nd Six Months		13.91	0.63	0.87	1.50	0.00	0.25	0.50	\$17.66
1st Six Months		13.91	0.63	0.87	0.00	0.00	0.00	0.50	\$15.91

3. Foremen

(a) Foreman's rate of Pay:

"A" Foreman	-	10% above Journeyman's rate of pay
"B" Foreman	-	5% above Journeyman's rate of pay

(b) In shops, the Employer shall designate a Journeyman as a "B" Foreman when up to ten (10) workmen (inclusive of Foreman) are employed in the shop. When over ten (10) workmen are employed in the shop on a regular or semi-regular basis, the Employer shall designate a Journeyman as an "A" Foreman. Shop Foreman rates shall not have cause to fluctuate up and down by temporary changes in the workforce. All workmen working in the shop shall be under the supervision of the Shop Foreman.

4. Material Handler

A Material Handler is defined as a shop worker who performs tasks of routine and highly repetitive nature relating to high volume production. The Material Handler may also perform other tasks such as clean up, receiving and truck driving.

The ratio of Material Handlers to other regular workers (Journeymen and Apprentices) shall be as follows:

- (a) Shops under ten (10) regular workers may employ one (1) Material Handler.
 - (b) Shops with ten (10) to fourteen (14) regular workers may employ up to two (2) Material Handlers.
 - (c) Shops with fifteen (15) to nineteen (19) regular workers may employ up to three (3) Material Handlers.
 - (d) Shops with twenty (20) or more regular workers may employ up to four (4) Material Handlers.
-

5. Apprentices

In all cases the ratio of apprentices to Journeymen shall not exceed the ratio established by the Saskatchewan Apprenticeship and Trade Certification Commission. Final Level Apprentices shall be excluded from the calculation of Journeyman to Apprentice ratio.

(a) Apprentices - Shop Sheet Metal Worker

All percentages shall be of the Journeyman's hourly wage rate:

First Year Apprentice	- 50% of Journeyman's rate
Second Year Apprentice	- 60% of Journeyman's rate
Third Year Apprentice	- 70% of Journeyman's rate
Fourth Year Apprentice	- 80% of Journeyman's rate
First Year Journeyman	- 90% of Journeyman's rate

Apprentices are governed by the Saskatchewan Apprenticeship Act and both Parties hereto agree that no Apprentice shall be permitted to do any work outside of the Shop during the first four (4) years of his Apprenticeship period unless working with a Journeyman Sheet Metal Worker or a 4th year Sheet Metal Worker member of Local 296.

It is further agreed between the Parties hereto that no 3rd year Sheet Metal Worker, 2nd year Sheet Metal Worker or beginner shall be permitted to do any work on any jobsite outside of the Shop unless working with a Journeyman Sheet Metal Worker member of Local Union 296.

An Apprentice, under a provincial apprenticeship agreement, shall receive three (3) months bench training per year with a minimum of one (1) month per year.

(b) Apprentices - Shop Welder

Apprentices to be paid according to classification as below:

1st 12 months	- 50% of Journeyman's rate
2nd 12 months	- 60% of Journeyman's rate
3rd 12 months	- 70% of Journeyman's rate
4th 12 months	- 80% of Journeyman's rate
5th 12 months	- 90% of Journeyman's rate

All Journeyman welders shall be paid Journeyman Sheet Metal rate. Apprentice welders will be paid their percentage of Journeyman Sheet Metal rate.

Journeyman Welders must hold a Saskatchewan Welders' Certificate. Other Provinces' Certificates will be valid until the first opportunity to obtain the Saskatchewan Provincial Certificate. All Apprentices must be indentured in the Saskatchewan Apprenticeship School. Apprentices are governed by the Saskatchewan Apprenticeship Act. Apprentices shall work under direct supervision of a Journeyman.

6. Health and Welfare Trust Fund

The Beginner (1st six months) and Material Handler (1st six months) will not pay into the Health & Welfare Fund.

Employer Contribution

Effective January 2, 2011, the Employer shall contribute one dollar and forty cents (\$1.40) per hour, effective October 30, 2011, one dollar and forty-five cents (\$1.45) per hour, and effective October 28, 2012, one dollar and fifty cents (\$1.50) per hour for each hour worked by his Employees covered by the terms of this Agreement and shall submit such contributions to a Trust Account as designated by the Trustees. Contributions will be made on the basis of full and half hours.

Employee Contribution

The Employees agree to contribute to the Trust Fund thirty-five cents (\$0.35) per hour worked, which amount shall be deducted from the Employee's wages by the Employer and paid to the Health & Welfare Trust Account. The Union agrees they will never ask the Employer to match any contributions made by the Employee under this clause.

7. Pension Plan Trust Fund

Employer Contribution

The Employer shall not contribute his portion into the Sheet Metal Workers Local 296 Pension Trust Fund on behalf of first year Apprentices and first year Material Handlers. After the first year the Employer portion of pension contributions on behalf of Apprentices and Material Handlers shall be as shown in 2. Classification and Wage Schedules of this Appendix.

For all others, effective January 2, 2011, the Employer shall contribute three dollars and ninety cents (\$3.90) per hour, effective October 30, 2011, four dollars and fifteen cents (\$4.15) per hour, and effective October 28, 2012, four dollars and thirty-five cents (\$4.35) per hour for each hour worked by his Employees covered by the terms of this Agreement and shall submit such contributions to a trust Account as designated by the Trustees. Contributions will be made on the basis of full and half hours, and all contributions shall be remitted monthly on forms to be provided by the Fund. All contributions are to be remitted so as to be received on or before the fifteenth (15th) of the month following that for which such contributions are payable. These contributions shall be in addition to any compulsory Government pension plan.

The Employer contribution to the Pension Trust Fund on behalf of second through fourth year Apprentices and 1st Year Journeymen shall be calculated on the basis of a maximum of 18% of the Apprentice's or 1st Year Journeyman's gross wage rate (basic wage rate + 4.5% statutory holiday pay + 6% vacation pay) but in any case shall not exceed the Employer contribution rate to the Pension Trust Fund on behalf of Journeymen.

Employee Contribution

Apprentices and Material Handlers shall not pay into the Sheet Metal Workers Local 296 Pension Trust Fund.

The Employees agree to contribute one dollar and eighty cents (\$1.80) per hour worked to the Trust Fund, which amount shall be deducted from the Employees' wages by the Employer and paid to the Trust Fund. The Union agrees that they will never ask the Employer to match any contribution under this clause.

8. Educational Trust Fund

The Employer shall not contribute into the Educational Trust Fund on behalf of Journeymen.

Effective January 2, 2011, the Employer shall contribute forty cents (\$0.40) per hour, effective October 20, 2011, forty-five cents (\$0.45) per hour, and effective October 28, 2012, fifty cents (\$0.50) per hour for each hour worked by his Employees covered by the terms of this Agreement, and shall submit such contributions to the deposit account designated by the Joint Training Committee as a Trust Fund Deposit Account.

9. Welfare Fund II

The Beginner (1st six months) and Material Handler (1st six months) will not pay into the Welfare Fund II.

The Employer shall contribute the amount of twenty-five cents (\$0.25) per hour for each hour worked by his employees covered by the terms of this Agreement and shall submit such contributions to the Welfare Fund II.

10. Trade Promotion Fund

Employee Contribution

The Employees agree to contribute ten cents (\$0.10) per hour for each hour worked to the Promotion Fund, which amount shall be deducted from the Employee's wages by the Employer and submitted to the Sheet Metal Workers' Local 296 Trade Promotion Fund. The Union agrees they will never ask the Employer to match any contributions made under this clause.

11. Employee and Family Assistance Plan

Each Employer subject hereto shall submit the monthly Employee Data Report to the CODC PRO Care Plan by the 15th of the month following to facilitate the confidential determination of eligibility by Human Solutions.

APPENDIX "C"
Sheeting - Commercial

1. Union Recognition

The Employer recognizes the Union as the sole collective bargaining agent for all employees within the jurisdiction of the Sheet Metal Workers' International Association Local Union 296, Saskatchewan.

2. Classification and Wage Scales

(a) EFFECTIVE JANUARY 2, 2011

Classification	%	Basic Hourly Rate	Stat Hol Pay 4.5%	Vac Pay 6%	Health and Welfare	Pension Trust Fund	Welfare Fund II	Educ Fund	Total Package
<u>SHEETING "A"</u>									
Foremen:									
"A" Foremen	110	33.65	1.51	2.11	1.40	3.90	0.25	0.40	\$43.22
"B" Foremen	105	32.12	1.45	2.01	1.40	3.90	0.25	0.40	\$41.53
Journeyman:									
Journeyman		30.59	1.38	1.91	1.40	3.90	0.25	0.40	\$39.83
1st Yr Journeyman	90	27.53	1.24	1.73	1.40	3.90	0.25	0.40	\$36.45
Apprentices:									
4th Year	80	24.47	1.10	1.53	1.40	3.90	0.25	0.40	\$33.05
3rd Year	70	21.41	0.96	1.34	1.40	3.90	0.25	0.40	\$29.66
2nd Year	60	18.35	0.83	1.15	1.40	3.66	0.25	0.40	\$26.04
1st Year									
2nd Six Months	50	15.30	0.69	0.96	1.40	0.00	0.25	0.40	\$19.00
1st Six Months (Beginner)	50	15.30	0.69	0.96	0.00	0.00	0.00	0.40	\$17.35

**Saskatchewan Provincial Sheet Metal Workers' Agreement
Commercial 2010 - 2013
Appendix "C" - Sheeting**

Classification	%	Basic Hourly Rate	Stat Hol Pay 4.5%	Vac Pay 6%	Health and Welfare	Pension Trust Fund	Welfare Fund II	Educ Fund	Total Package
<u>SHEETING "B"</u>									
Foremen:									
"A" Foremen	110	31.98	1.44	2.01	1.40	3.90	0.25	0.40	\$41.38
"B" Foremen	105	30.52	1.37	1.91	1.40	3.90	0.25	0.40	\$39.75
Journeyman:									
Journeyman		29.07	1.31	1.82	1.40	3.90	0.25	0.40	\$38.15
1st Yr Journeyman	90	26.16	1.18	1.64	1.40	3.90	0.25	0.40	\$34.93
Apprentices:									
4th Year	80	23.26	1.05	1.46	1.40	3.90	0.25	0.40	\$31.72
3rd Year	70	20.35	0.92	1.28	1.40	3.90	0.25	0.40	\$28.50
2nd Year	60	17.44	0.78	1.09	1.40	3.48	0.25	0.40	\$24.84
1st Year									
2nd Six Months	50	14.54	0.65	0.91	1.40	0.00	0.25	0.40	\$18.15
1st Six Months (Beginner)	50	14.54	0.65	0.91	0.00	0.00	0.00	0.40	\$16.50

(b) EFFECTIVE OCTOBER 30, 2011

Classification	%	Basic Hourly Rate	Stat Hol Pay 4.5%	Vac Pay 6%	Health and Welfare	Pension Trust Fund	Welfare Fund II	Educ Fund	Total Package
<u>SHEETING "A"</u>									
Foremen:									
"A" Foremen	110	34.88	1.57	2.19	1.45	4.15	0.25	0.45	\$44.94
"B" Foremen	105	33.30	1.50	2.09	1.45	4.15	0.25	0.45	\$43.19
Journeyman:									
Journeyman		31.71	1.43	1.98	1.45	4.15	0.25	0.45	\$41.42
1st Yr Journeyman	90	28.54	1.28	1.79	1.45	4.15	0.25	0.45	\$37.91
Apprentices:									
4th Year	80	25.37	1.14	1.59	1.45	4.15	0.25	0.45	\$34.40
3rd Year	70	22.20	1.00	1.39	1.45	4.15	0.25	0.45	\$30.89
2nd Year	60	19.03	0.86	1.19	1.45	3.79	0.25	0.45	\$27.02
1st Year									
2nd Six Months	50	15.86	0.71	0.99	1.45	0.00	0.25	0.45	\$19.71
1st Six Months (Beginner)	50	15.86	0.71	0.99	0.00	0.00	0.00	0.45	\$18.01

Saskatchewan Provincial Sheet Metal Workers' Agreement
Commercial 2010 - 2013
Appendix "C" - Sheeting

Classification	%	Basic Hourly Rate	Stat Hol Pay 4.5%	Vac Pay 6%	Health and Welfare	Pension Trust Fund	Welfare Fund II	Educ Fund	Total Package
<u>SHEETING "B"</u>									
Foremen:									
"A" Foremen	110	33.14	1.49	2.08	1.45	4.15	0.25	0.45	\$43.01
"B" Foremen	105	31.64	1.42	1.98	1.45	4.15	0.25	0.45	\$41.34
Journeyman:									
Journeyman		30.13	1.36	1.89	1.45	4.15	0.25	0.45	\$39.68
1st Yr Journeyman	90	27.12	1.22	1.70	1.45	4.15	0.25	0.45	\$36.34
Apprentices:									
4th Year	80	24.10	1.08	1.51	1.45	4.15	0.25	0.45	\$32.99
3rd Year	70	21.09	0.95	1.32	1.45	4.15	0.25	0.45	\$29.66
2nd Year	60	18.08	0.81	1.13	1.45	3.60	0.25	0.45	\$25.77
1st Year									
2nd Six Months	50	15.07	0.68	0.95	1.45	0.00	0.25	0.45	\$18.85
1st Six Months (Beginner)	50	15.07	0.68	0.95	0.00	0.00	0.00	0.45	\$17.15

(c) EFFECTIVE OCTOBER 28, 2012

Classification	%	Basic Hourly Rate	Stat Hol Pay 4.5%	Vac Pay 6%	Health and Welfare	Pension Trust Fund	Welfare Fund II	Educ Fund	Total Package
<u>SHEETING "A"</u>									
Foremen:									
"A" Foremen	110	35.81	1.61	2.25	1.50	4.35	0.25	0.50	\$46.27
"B" Foremen	105	34.18	1.54	2.14	1.50	4.35	0.25	0.50	\$44.46
Journeyman:									
Journeyman		32.55	1.46	2.05	1.50	4.35	0.25	0.50	\$42.66
1st Yr Journeyman	90	29.30	1.32	1.84	1.50	4.35	0.25	0.50	\$39.06
Apprentices:									
4th Year	80	26.04	1.17	1.63	1.50	4.35	0.25	0.50	\$35.44
3rd Year	70	22.79	1.03	1.43	1.50	4.35	0.25	0.50	\$31.85
2nd Year	60	19.53	0.88	1.22	1.50	3.89	0.25	0.50	\$27.77
1st Year									
2nd Six Months	50	16.28	0.73	1.02	1.50	0.00	0.25	0.50	\$20.28
1st Six Months (Beginner)	50	16.28	0.73	1.02	0.00	0.00	0.00	0.50	\$18.53

Saskatchewan Provincial Sheet Metal Workers' Agreement
Commercial 2010 - 2013
Appendix "C" - Sheeting

Classification	%	Basic Hourly Rate	Stat Hol Pay 4.5%	Vac Pay 6%	Health and Welfare	Pension Trust Fund	Welfare Fund II	Educ Fund	Total Package
<u>SHEETING "B"</u>									
Foremen:									
"A" Foremen	110	34.03	1.53	2.13	1.50	4.35	0.25	0.50	\$44.29
"B" Foremen	105	32.49	1.46	2.04	1.50	4.35	0.25	0.50	\$42.59
Journeyman:									
Journeyman		30.94	1.39	1.94	1.50	4.35	0.25	0.50	\$40.87
1st Yr Journeyman	90	27.85	1.25	1.75	1.50	4.35	0.25	0.50	\$37.45
Apprentices:									
4th Year	80	24.75	1.11	1.55	1.50	4.35	0.25	0.50	\$34.01
3rd Year	70	21.66	0.97	1.36	1.50	4.32	0.25	0.50	\$30.56
2nd Year	60	18.56	0.84	1.16	1.50	3.70	0.25	0.50	\$26.51
1st Year									
2nd Six Months	50	15.47	0.70	0.97	1.50	0.00	0.25	0.50	\$19.39
1st Six Months (Beginner)	50	15.47	0.70	0.97	0.00	0.00	0.00	0.50	\$17.64

3. Journeymen and Apprentices

(a) Journeymen

All Journeymen working on sheeting work are to be paid in accordance with the following classifications:

Sheeting Work "A"

Classification shall encompass all work of 200 squares and over of metal wall panels and insulated roof panels combined, and roof deck over 500 squares.

Sheeting Work "B"

Classification shall encompass all work of up to 200 squares of metal wall panels and insulated roof panels combined, and roof deck under 500 squares.

(b) Any sheet metal worker working on commercial sheet metal work will be paid according to the commercial sheet metal classifications in Appendix "A".

Any sheet metal worker working on commercial sheeting work will be paid according to the classifications listed above.

(c) **Apprentices**

Apprentices to be paid in accordance with the following classifications:

1st year	(0 - 1500 hours)	50% of Journeyman's rate
2nd year	(1501 - 3000 hours)	60% of Journeyman's rate
3rd year	(3001 - 4500 hours)	70% of Journeyman's rate
4th year	(4501 - 6000 hours)	80% of Journeyman's rate
5th year	(6001 - 7500 hours)	90% of Journeyman's rate

7500 hours - Journeyman's rate.

4. Foremen

Foreman's rate of Pay:

"A" Foreman	-	10% above Journeyman's rate of pay
"B" Foreman	-	5% above Journeyman's rate of pay

5. Health and Welfare Trust Fund

The Beginner (1st six months) will not pay into the Health & Welfare Fund.

Employer Contribution

Effective January 2, 2011, the Employer shall contribute one dollar and forty (\$1.40) per hour, effective October 30, 2011, one dollar and forty-five cents (\$1.45) per hour, and effective October 28, 2012, one dollar and fifty cents (\$1.50) per hour for each hour worked by his Employees covered by the terms of this Agreement and shall submit such contributions to a trust Account as designated by the Trustees. Contributions will be made on the basis of full and half hours.

Employee Contribution

The Employees agree to contribute to the Trust Fund thirty-five cents (\$0.35) per hour worked, which amount shall be deducted from the Employee's wages by the Employer and paid to the Health & Welfare Trust Account. The Union agrees they will never ask the Employer to match any contributions made by the Employee under this clause.

6. Pension Plan Trust Fund

Employer Contribution

The Employer shall not contribute his portion into the Sheet Metal Workers Local 296 Pension Trust Fund on behalf of first year Apprentices.

Effective January 2, 2011, the Employer shall contribute three dollars and ninety cents (\$3.90) per hour, effective October 30, 2011, four dollars and fifteen cents (\$4.15) per hour, and effective October 28, 2012, four dollars and thirty-five cents (\$4.35) per hour for each hour worked by his Employees covered by the terms of this Agreement and shall submit such contributions to a trust Account as designated by the Trustees. Contributions will be made on the basis of full and half hours, and all contributions shall be remitted monthly on forms to be provided by the Fund. All contributions are to be remitted so as to be received on or before the fifteenth (15th) of the month following that for which such contributions are payable. These contributions shall be in addition to any compulsory Government pension plan.

The Employer contribution to the Pension Trust Fund on behalf of second through fourth year Apprentices and 1st Year Journeymen shall be calculated on the basis of a maximum of 18% of the Apprentice's or 1st Year Journeyman's gross wage rate (basic wage rate + 4.5% statutory holiday pay + 6% vacation pay) but in any case shall not exceed the Employer contribution rate to the Pension Trust Fund on behalf of Journeymen.

Employee Contribution

Apprentices shall not pay into the Sheet Metal Workers Local 296 Pension Trust Fund.

The Employees agree to contribute one dollar and eighty cents (\$1.80) per hour worked to the Trust Fund, which amount shall be deducted from the Employees' wages by the Employer and paid to the Trust Fund. The Union agrees that they will never ask the Employer to match any contribution under this clause.

7. Educational Trust Fund

Effective January 2, 2011, the Employer shall contribute forty cents (\$0.40) per hour, effective October 30, 2011, forty-five cents (\$0.45) per hour, and effective October 28, 2012, fifty cents (\$0.50) per hour for each hour worked by his Employees covered by the terms of this Agreement, and shall submit such contributions to the deposit account designated by the Joint Training Committee as a Trust Fund Deposit Account.

8. Welfare Fund II

The Beginner (1st six months) will not pay into the Welfare Fund II.

The Employer shall contribute the amount of twenty-five cents (\$0.25) per hour for each hour worked by his employees covered by the terms of this Agreement and shall submit such contributions to the Welfare Fund II.

9. Trade Promotion Fund

Employee Contribution

The Employees agree to contribute ten cents (\$0.10) per hour for each hour worked to the Promotion Fund, which amount shall be deducted from the Employee's wages by the Employer and submitted to the Sheet Metal Workers' Local 296 Trade Promotion Fund. The Union agrees they will never ask the Employer to match any contributions made under this clause.

10. Employee and Family Assistance Plan

Each Employer subject hereto shall submit the monthly Employee Data Report to the CODC PRO Care Plan by the 15th of the month following to facilitate the confidential determination of eligibility by Human Solutions.

APPENDIX "D"

Enabling Procedures

1. The term "enabled project" means a project or job covered by the Enabling Clause Information Sheet forming part of this Appendix.
 2. An Employer wishing to obtain agreement for an enabled project shall complete the Enabling Clause Information Sheet and forward it to the Local Union.
 3. In the event that the Local Union is prepared to amend or delete any of the terms or conditions in this Collective Agreement it shall, under the signature of the Local Union Business Representative or his designate, complete the Enabling Clause Information Sheet by certifying those terms or conditions which are to be amended or deleted and, in the case of an amendment, particulars of the amendment.
 4. The Local Union shall, at the time when the Enabling Clause Information Sheet is signed by the Local Union and is returned to the Employer, advise CLR Construction Labour Relations Association of Saskatchewan Inc. that it has agreed to an enabled project. The Local Union agrees, subject to the terms of this Appendix, to offer the same terms and conditions to other Employers bidding on the enabled project.
 5. The Employer shall, upon receipt of the Enabling Clause Information Sheet signed by the Local Union, be entitled to bid on the enabled project using the terms contained in the Enabling Clause Information Sheet. Except as specifically modified in the Enabling Clause Information Sheet, the Employer shall be governed by the terms and conditions of this Collective Agreement.
 6. The parties specifically acknowledge and agree that the issuance of an Enabling Clause Information Sheet shall be at the sole discretion of the Local Union. The parties further acknowledge and agree as follows:
 - (a) the terms and conditions granted in respect to an enabled project apply only to Employers, whether contractors, subcontractors or otherwise, who are parties to this Collective Agreement.
 - (b) where an Employer subcontracts work to a party who is not a party to this Collective Agreement, the Enabling Clause Information Sheet signed by the Local Union shall be of no effect and the Employer shall not be entitled to rely upon any of the terms and conditions set out in the Enabling Clause Information Sheet but shall be subject to the terms and conditions of this Collective Agreement.
-

- (c) where an Employer is, in the opinion of the Local Union, in any way, associated or affiliated with, or the directors, officers or employees of an Employer carry on the same or a similar business through, an entity that is not a party to this Collective Agreement (such an entity being hereafter referred to as a "related organization"), that Employer shall not be eligible to obtain or rely upon an Enabling Clause Information Sheet under this Appendix nor shall such Employer be entitled to any information on the terms of an Enabling Clause Information Sheet issued to any other Employer under this Appendix unless the Employer provides assurances, satisfactory to the Local Union, that the enabled project will only be bid by it and not by any related organization.
7. The terms of an Enabling Clause Information Sheet shall continue for the duration of the enabled project notwithstanding that this Collective Agreement may expire prior to the completion of the project.
8. The exercise by the Local Union of any discretion under this Appendix shall not be subject to any grievance or arbitration procedure.
9. Upon completion of bidding and award of the project, each enabled Employer shall complete the Post Enabling Clause Information Sheet forming part of this Appendix and send it to the Union.
-

APPENDIX "D"

PRE-ENABLING CLAUSE INFORMATION SHEET

DATE: _____

TO:	<u>Sheet Metal Workers' Local 296</u> _____ _____	Telephone: <u>(306) 757-5482</u> Facsimile: <u>(306) 347-0770</u>
FROM:	_____ _____	Telephone: _____ Facsimile: _____

Please accept this as a request to bid the project outlined herein under the terms of the enabling provisions of the Saskatchewan Provincial Sheet Metal Agreement currently in force.
 (Trade)

PROJECT: _____
 OWNER: _____
 LOCATION: _____
 TOTAL MECHANICAL BUDGET: _____
 BID TO: _____
 TENDER CLOSING DATE: _____
 START DATE: _____
 COMPLETION DATE: _____

KNOWN BIDDERS:	
UNION	NON-UNION

The following items are agreed to for the duration of this project only and shall not be deemed a precedent for future projects.

ITEM	DESCRIPTION

All other terms and conditions will be as per the current collective bargaining agreement.

 Business Representative, Local Union

 Contractor Representative

APPENDIX "D"

POST ENABLING CLAUSE INFORMATION SHEET

Date: _____

To: _____ Sheet Metal Workers' Local Union #296 _____

From: _____

Project: _____

Tender Closed Date: _____

% Labour Sheet Metal: _____

% Labour Plumbing/Pipefitting: _____

Total Amount of Bid: _____

(if other Trades included list Trade)

List other Bidders and Bid Amounts (if known):

Successful Bidder:

Signed Contractor Representative

APPENDIX "E"

EMPLOYEE SIGN-ON FORM

Name: _____
(First Name) (Initial) (Last Name)

Street Address: _____

Apt. No.: _____ P.O. Box: _____

City/Town: _____ Province: _____

Postal Code: _____

Home Phone: () _____ Other Phone: () _____

S.I.N.: _____ Hospitalization No. _____

Net Tax Claim Code: _____

Trade: _____ Classification: _____

EMERGENCY CONTACT INFORMATION:

Name: _____

Address: _____

Home Phone: () _____ Other Phone: () _____

Employee Signature _____

Date _____

APPENDIX "F"

EMPLOYEE TERMINATION RECORD

NAME _____ **DATE** _____
ADDRESS _____ **PROJECT** _____
CITY/PROV _____ **PROJECT #** _____
PHONE _____

Reason for Termination

Shortage of Work	[]	Retirement	[]
Strike or Lockout	[]	Work Sharing	[]
Return to School	[]	Apprentice Training	[]
Illness or Injury	[]	Dismissal	[]
Quit	[]	Leave of Absence	[]
Pregnancy/Parental	[]	Other	[]

Other - Explain _____

[] Final Pay Period	[] Previous Pay Period	S	M	T	W	T	F	S	Total
Regular Hours									
Time & One Half									
Double Time									
Shift Differential									
Subsistence									
Meal Allowance									
Travel Km									

Other Monies Owing _____

Supervisor _____ Date _____

Employee _____ Date _____

Employee's Signature Verifies That Final Hours, Etc. Are Correct
Employee To Be Given A Copy, Supervisor To Retain Original

