

## Collective Agreement Updates – Summary of Changes

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### 1. Article 3.02 – Association Dues

- Updated to reflect the current dues amount being deducted from employee pay.
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### **\*\*2. New Article 10.04 – Sick Leave Policy**

As per the Employment Standards Act of British Columbia, workers are afforded paid and unpaid sick leave. Workers do not need to provide a sick note to their supervisor to qualify for sick pay. However, workers are required to notify their direct supervisor of their absence before their expected start time to get paid for the day. If proper notification is not provided, the Employer is under no obligation to consider this a paid sick day. Extenuating circumstances will be considered if a worker is unable to notify their supervisor before the start of their shift. Furthermore, workers are subject to the disciplinary process if they're discovered to have abused the sick day policy.

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### 3. New Article 13.14 – Travel Policy Integration

- Incorporates the Employer's existing travel policy alongside the **ESA travel time minimums**.
  - Refer to **Appendix A** for details on the Employment Standards requirements.
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### 4. New Article 13.15 – Inclement Weather: Early Departure Protocol

#### 1. Purpose

The Employer and the Union recognize that adverse weather conditions—particularly during winter months or other forecasted events—may pose safety risks for employees commuting over the Malahat or from outside the Capital Regional District to and from the job site. This article establishes a clear and fair process for discretionary early departures due to inclement weather.

#### 2. Recognition of Commuting Risk

The parties acknowledge the safety risks associated with commuting during severe weather conditions, including but not limited to:

- Heavy snowfall
- Freezing rain
- Flooding
- Extreme wind
- Other government-issued weather warnings

### **3. Early Departure Authorization**

When credible weather forecasts (e.g., Environment Canada, regional warnings) predict hazardous conditions, the Employer may permit an early site departure.

- The decision shall be made in consultation with site supervision and safety personnel.
- Approval may vary by site depending on local conditions.

### **4. Pay and Timekeeping**

- Employees who are authorized to leave work early due to weather concerns will not be penalized with disciplinary action.
- Such early departures will be unpaid unless otherwise agreed to by the Employer.
- Time not worked shall not count toward daily or weekly hours for pay or overtime unless otherwise specified by law or other agreement articles.

### **5. Communication and Documentation**

- The Employer shall communicate the decision for early departure clearly and in a timely manner to all affected employees.
- Employees choosing to leave under this provision must notify their supervisor and follow site-specific procedures.
- The decision and relevant employee actions shall be documented.

### **6. Good Faith and Non-Abuse**

- This provision is to be used strictly for weather-related safety and not for personal convenience.
  - Employees are expected to exercise good faith and adhere to the intent of this article.
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### **5. Article 15.01 – Statutory Holiday Addition**

- **Truth and Reconciliation Day** has been added as a recognized statutory holiday.
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### **6. New Article 18.03 – Application of Wage Premiums**

All premiums outlined in Schedule “A” – Wage Rates are assigned on a site-by-site basis. At the discretion of the Employer, workers may receive a premium or have their premium removed based on the duties at site. For example, a worker assigned a foreman premium has been transferred to a smaller job where a foreman position isn’t required. This premium may be removed at the discretion of the Employer.

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### **7. New Article 23.02 – Wage and Benefit Review**

- All current workers in all classifications will receive a \$2/hr increase on August 1, 2025.

- A mandatory wage and benefit review will take place **on or before July 31, 2026**.
    - At that time, the **carpenter wage rate will increase to \$43.00/hour at minimum**.
  - A second review will occur **on or before July 31, 2027**.
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## **8. Article 23.01 – Term of Agreement**

- The updated agreement will cover a **3-year term**.
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## **Appendix A – Travel (this appendix is for information purposes only and does not form part of this Collective Agreement)**

### **Travel time**

Employees are only paid for travel time when it's directly related to their job.

### **Travel to work**

In most cases, travelling to work is a commute. It's not work – even if:

- The employee is driving a vehicle provided by the employer
- The employee has been picked up by the employer or another employee

Commute time is considered work if an employee:

- Is providing a service to the employer by bringing employer-provided tools, equipment, supplies or material to the worksite
- Is asked by the employer to pick up other employees and bring them to the worksite

Employees do not need to be paid their usual hourly rate for travel time, but they must be paid at least minimum wage.

### **Travel to a remote worksite**

If employees are required to meet at a location and take transportation to a remote worksite, the trip from the meeting location (marshalling point) to the worksite is paid travel time.

**Examples:** Employees meet at the airport at 5:30 a.m. to fly into a logging site. The trip from the airport to the worksite is paid travel time.

Farm workers are picked up at a specific location and driven to the worksite. The trip from the meeting location to the worksite and back is paid travel time.

### **Travel between worksites**

Employees are paid for the time spent going from one job site to another during their workday – this is work time. Time spent getting to the first site is unpaid commute time.

Classification	Base Rate Range	Wage Burden*	Vacation		Tool Allowance 1%	H&W 50%	RSP		Education & Training 0.375%	Total	Total (After 5 Years)	Total (After 10 Years)
			4%	6%( 5 yrs)			3%	5% (10 yrs)				
<b>Carpenter</b>	\$37-\$42	\$42.00	\$1.68	\$2.52	\$0.42	\$1.08	\$1.26	\$2.10	\$0.16	\$46.60	\$47.44	\$48.28
<b>Non-Ticketed Carpenter*</b>	\$35-\$40	\$40.00	\$1.60	\$2.40	\$0.40	\$1.08	\$1.20	\$2.00	\$0.15	\$44.43	\$45.23	\$46.03
<b>Labourer</b>	(Minimum Wage )	\$17.85	\$0.71	\$1.07	\$0.18	\$1.08	\$0.54	\$0.89	\$0.07	\$20.42	\$20.78	\$21.14
<b>Apprentice 1 - 1st 6 months</b>	\$23.10	\$23.10	\$0.92	\$1.39	\$0.23	\$1.08	\$0.69	\$1.16	\$0.09	\$26.11	\$26.58	\$27.04
<b>Apprentice 2 - 2nd 6 months</b>	\$25.20	\$25.20	\$1.01	\$1.51	\$0.25	\$1.08	\$0.76	\$1.26	\$0.09	\$28.39	\$28.89	\$29.40
<b>Apprentice 3 - 3rd 6 months</b>	\$27.30	\$27.30	\$1.09	\$1.64	\$0.27	\$1.08	\$0.82	\$1.37	\$0.10	\$30.67	\$31.21	\$31.76
<b>Apprentice 4 - 4th 6 months</b>	\$29.40	\$29.40	\$1.18	\$1.76	\$0.29	\$1.08	\$0.88	\$1.47	\$0.11	\$32.94	\$33.53	\$34.12
<b>Apprentice 5 - 5th 6 months</b>	\$31.50	\$31.50	\$1.26	\$1.89	\$0.32	\$1.08	\$0.95	\$1.58	\$0.12	\$35.22	\$35.85	\$36.48
<b>Apprentice 6 - 6th 6 months</b>	\$33.60	\$33.60	\$1.34	\$2.02	\$0.34	\$1.08	\$1.01	\$1.68	\$0.13	\$37.49	\$38.17	\$38.84
<b>Apprentice 7 - 7th 6 months</b>	\$35.70	\$35.70	\$1.43	\$2.14	\$0.36	\$1.08	\$1.07	\$1.79	\$0.13	\$39.77	\$40.48	\$41.20
<b>Apprentice 8 - 8th 6 months</b>	\$37.80	\$37.80	\$1.51	\$2.27	\$0.38	\$1.08	\$1.13	\$1.89	\$0.14	\$42.05	\$42.80	\$43.56

\*Non-ticketed carpenters – At the discretion of the Employer, NTC could be paid up to journey person rate based on experience and demonstrated skill.

#### **PREMIUMS**

Leadhand Premium: minimum of \$1.00/hr. A higher premium may be paid at the Employer's discretion

Foremen Premium: \$1.00-\$5.00/hr. A higher premium may be paid at the Employer's discretion.

Project Safety Officer Premium: \$1.00 - \$5.00. The criteria to determine the premium is based on the size of the construction site, the level of qualification, and the discretion of the Employer. Only workers who have obtained their National Construction Safety Officer (NCSO) accreditation can achieve a premium above \$3.00.

#### **FIRST AID**

First Aid Level 2: \$1.00/hr; \$2.00/hr when designated

First Aid Level 3: \$1.00/hr; \$2.00/hr when designated

High-Angle Rescue: \$1.00/hr. Will only apply when working on a project that this training is required and not available by local emergency services.