

Date: September 23, 2025

To: Members of the Knappett Projects Employees' Association

From: KPEA Board

Subject: General Guidelines on Premium Application

Dear Members,

We know that clarification of these premiums has taken some time. We sincerely appreciate your patience and understanding as we worked with the Knappett Projects management team to ensure clarity, fairness, and consistency in how premiums are applied. The following outlines the updated guidelines for premiums offered by Knappett Projects as negotiated in the collective agreement.

General Information

- Employees performing work entitling them to a premium are identified by Site Superintendents who then submit the premium request to the President for approval to ensure fairness and consistency.
- Premiums will continue as long as the qualifying duties are performed, but will not fluctuate based on short-term variations.
- If employees believe they are entitled to a premium, or would like to take on additional responsibilities to qualify, they are encouraged to speak with their Site Superintendent.

High-Angle Rescue Premium

- **Amount:** \$1.00 per hour
- **Application:** This premium recognizes employees who take on the important responsibility of high-angle rescue where local emergency services are not available. To qualify, an employee must be trained and designated as the person responsible to perform a rescue if required.

Leadhand Premium

- **Amount:** Minimum of \$1.00 per hour
 - **Application:** For employees recognized by the Site Superintendent as having the potential and interest in progressing toward a Foreperson role and is taking on responsibilities beyond what is expected of a ticketed Carpenter.
 - **Note:** Overseeing a small crew of labourers and/or apprentices is part of a Carpenter's role and does not qualify for this premium.
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Travel Premium

- There has been no change from the previous policy - Travel pay is assessed on a project-by-project basis when non-local workers are needed for a project **and** the commute to that project is determined to be longer than reasonable.
- Workers are considered “local” to the town or city where they were originally hired.
- Language from the BC Employment Standards Act has been added to the Collective Agreement to ensure that all minimum standards are met.

First Aid Premium

- Worksafe requirements have changed and requires only level 2 or 3 for construction sites; therefore, the premium for level 1 first aid is no longer applicable and has been removed from the agreement.
- Employees interested in performing first aid on site can request the level 2 or 3 first aid course from their Site Superintendent. If approved by the SS and Management, the course and the time to take the course will be paid for. If not approved, employees who still want to take the first aid courses, will have to do so independently.

Project Safety Officer Premium

- **Amount:** \$1.00 – \$5.00 per hour
- **Application:** This premium was negotiated by the Association and Management to recognize the critical role and added responsibility of site safety. While site size is the primary factor in determining the premium, other considerations are also taken into account, including:
 - Site size:
 - 0–25 workers: \$0.00
 - 26–75 workers: \$1.00
 - 76–125 workers: \$2.00
 - 126+ workers: \$3.00
 - The complexity of the site and scope of safety responsibilities
 - Employee qualifications and certifications
 - Performance and reliability in the role
- **Additional Requirement:** Only employees who have achieved National Construction Safety Officer (NCSO) accreditation are eligible for a premium above \$3.00.

All workers who would have qualified for any of the above premiums since August 1, 2025, shall receive retroactive compensation. The Employer along with the Association agree work collaboratively to identify all eligible employees and process payments in a timely manner.

Sincerely,

- The KPEA Board of Directors and Representatives