



*COLLECTIVE
AGREEMENT
HANDBOOK*

President's Message

Welcome to the Dent Employees' Association. I hope you have a safe and enjoyable working experience with our company and look forward to the achievements we will create together. If at any time you feel the need to discuss issues or have an idea that would improve the company, or your contribution to the team, please feel free to connect with me. With many completed projects, we look forward to a bright and prosperous future with a team that works in harmony, respect and collaborates to ensure every project is done to the best of our abilities with every team member contributing and achieving their goals.

The Dent Employees' Association is proud to offer outstanding service to its membership. That means negotiating collective agreements that you vote on with important provisions such as wages, retirement savings plans, health & welfare benefits, and training and career development opportunities.

We also pride ourselves on being accessible and responsive. If you have questions or concerns, we are here to help.

You can contact the Union by email at **info@dentea.ca** or by phone at **1-888-717-7193**.

Rene Berg,
President

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PROVINCIAL COLLECTIVE AGREEMENT

BETWEEN:

Jim Dent Construction Ltd.

20711 Bristol Slough Rd.

Hope, BC V0X 1L2

(hereinafter referred to as "the Employer")

AND:

Dent Employees' Association

PO BOX 1240

Aldergrove, BC V4W 2V1

(hereinafter referred to as "the Association")

November 19, 2023 – November 18, 2026

ARTICLE 1 – PURPOSE

- 1.01 This Agreement has been developed to provide a clearly understood framework for the relationship between the Association, the Employer and the Employees. The objective of this relationship is to support healthy dialogue between the Parties so that misunderstandings and disputes can be settled in a timely manner at the lowest possible level. Further, this relationship focuses on advancing common goals so that everyone can share in the success of enterprise.

ARTICLE 2 – RECOGNITION

- 2.01 a) The Employer recognizes Dent Employees' Association as the only agency representing the Employees of the Employer. The Employer also recognizes the Association's role in negotiating and administering the terms and conditions of this Agreement and all matters related to it including policies and procedures and other matters under the law. The Agreement can only be amended by the written mutual agreement of the Parties.
- 2.02 This Agreement covers all employees of the Employer in the Province of BC except project management, project administrators, head office staff, surveyors, and QC technicians, and those excluded by the BC Labour Relations Code, as outlined in the certificate from the BC Labour Relations Board on June 3rd, 2021.
- 2.03 The Association recognizes that the role of the Employer is to:
- a) manage the enterprise, including the scheduling of work and the control of materials;
 - b) maintain order, discipline and efficiency;
 - c) hire, direct, transfer, promote, layoff, suspend and discharge, provided that such actions are consistent with the purpose and terms of this Agreement. It is understood that a claim by any employee that he has been disciplined or discharged without just cause will be subject to the Grievance Procedure.
- 2.04 The Parties may agree to amend the Agreement on a project or site-specific basis. This can be done if either party has specific concerns that are not addressed in the Agreement or if the Parties agree that unique circumstances require adjustments to the Agreement in order to competitively bid on a particular project.

ARTICLE 3 - DURATION

- 3.01 This Agreement shall be effective on November 19, 2023 to November 18, 2026 and for further periods of one (1) year, unless notice shall be given by either party of the

desire to delete, change, or amend any of the provisions contained herein within four (4) months immediately preceding the date of the expiry of the Agreement. Should neither of the parties give such notice, this Agreement shall renew for a period of one (1) year.

- 3.02 Until a new Agreement has been concluded, all provisions in this Collective Agreement shall remain in full force and effect.
- 3.03 The parties agree to exclude the operation of subsections (2) and (3) of section 50 of the *Labour Relations Code*.
- 3.04 There shall be a wage and benefit review on or before November 18th, 2024 and every year thereafter until the expiration of this Agreement.

ARTICLE 4 - ASSOCIATION STEWARDS

- 4.01 The Association has the right to appoint Stewards and will notify the Employer of the names of Stewards on each job site. Stewards are authorized to enforce this Agreement and may attempt to settle disputes or misunderstandings in a timely and efficient manner through constructive dialogue with the Employer. Stewards are not authorized to amend the terms or conditions of this Agreement. Further terms and conditions related to stewards are noted in the “General” section of this Agreement. Stewards will conduct themselves in a manner that is consistent with Article 1 of this Agreement.
- 4.02 Stewards will not leave their work to deal with disputes or grievances without first obtaining the permission of the Employer. Permission will not be withheld unreasonably and the Employer will pay Stewards at their regular hourly rates while attending to such matters.
- 4.03 The Parties will respect the “work now, grieve later” axiom recognizing that matters of health and safety are an exception to this rule.

ARTICLE 5 – ASSOCIATION – EMPLOYER CONSULTATION COMMITTEE

- 5.01 The Association and the Employer agree that everyone’s interests are advanced when communication between the Employer, the Association and the Employees is open and constructive. The Employer and the Association shall each appoint up to three (3) representatives to the Consultation Committee. Meetings shall normally be scheduled immediately following shift. Where meetings take place outside of regular working hours, employees will be paid a flat fee of seventy-five dollars (\$75.00) for attending. Where meetings must be held during regular working hours employees shall be compensated as though they were working. The Minutes shall alternately be taken by either party.

- 5.02 The parties will meet at least once every three months, or as necessary, during the term of this Agreement for the purpose of discussing issues relating to the workplace that affect the parties or any employee bound by this Agreement.
- 5.03 The purpose of this Consultation Committee is to promote the cooperative resolution of workplace issues, challenges, disputes or misunderstandings as they arise, to develop joint policy and procedures requiring input from each party, and for the sharing of industry information that is relevant to the parties.

ARTICLE 6 - GRIEVANCE PROCEDURE and ARBITRATION

- 6.01 A grievance shall be defined as a complaint or difference of opinion between the Employer and the Association or between the Employer and an employee regarding the interpretation, application or alleged violation of this Agreement.
- 6.02 The parties recognize that Stewards and Representatives of the Association are the agents through which employees will process their grievances.
- 6.03 Where the Employer has a grievance that cannot be resolved informally it shall be presented to the Association in writing specifying the facts relating to the grievance within ten (10) days of the act or condition causing the grievance. The Association shall forward a written response to the Employer within five (5) days of receipt of the written grievance. Where there is no resolution, the Employer may submit the grievance to Arbitration in keeping with the provisions of Division 4 of the BC Labour Relations Code.
- 6.04 Step 1 (at the employee's discretion) Prior to filing a formal grievance, an employee is encouraged to bring the matter of contention to the attention of the Employer. This should be done through the person to whom the employee typically reports unless that person is directly involved in the alleged dispute. In such a case, the employee may elect to bring the matter up with another member of the Management Advisory Committee (MAC). An employee may be accompanied by a steward during such a meeting.

Step 2 A grievance shall be presented to the Employer, in writing, specifying the facts relating to the grievance within ten (10) days of the act or condition causing the grievance. The Employer shall forward a written response to the grievor and the Association Representative within five (5) days of receipt of the written grievance.

Step 3 If the grievance is not resolved at Step 2, or if the Employer fails to respond, the Association may file a Step 3 grievance with the Employer. The parties will meet (or make mutually acceptable alternate arrangements to communicate) within seven (7) days of the filing of the Step 3 grievance. The Employer shall forward a written

response to the grievor and the Association Representative within three (3) days of the date of the meeting.

- 6.05 Arbitration. If the parties are unable to settle the grievance under Step 3, the Association may give written notice of its intent to refer the grievance to arbitration. This notice must be provided within fourteen (14) days of receiving the written response from the Employer under Step 3.

Within seven (7) days of the Association providing written notice to arbitrate, the parties will attempt to obtain agreement on referring the matter to an agreed upon single Arbitrator. If agreement cannot be reached within seven (7) days, either party may apply to have the matter resolved in keeping with the provisions of Division 4 of the BC Labour Relations Code.

After an arbitrator has been chosen or assigned, he will meet with the authorized representatives of the parties in a hearing to ascertain both sides of the case.

In cases of discipline or discharge, if the arbitrator is of the opinion that the penalty imposed was too severe, the arbitrator is empowered to substitute a penalty which, in the opinion of the arbitrator, is just and equitable. The decision of the arbitrator shall be final and binding and shall be applied immediately.

The parties will equally bear the expense of an arbitrator.

- 6.06 Due to the distances involved in remote jobs, the time limits beyond Step 2 shall remain flexible in order to deal fairly with the grievance.

ARTICLE 7 – INTEGRATION WITH BC EMPLOYMENT STANDARDS ACT

- 7.01 The parties agree that provisions of the BC Employment Standards Act noted in Part 1, Section 3, Subsections (2) and (4) shall form part of this Agreement, except those provisions specifically modified by this Agreement.

ARTICLE 8 – ASSOCIATION MEMBERSHIP AND HIRING PROCEDURES

- 8.01 The Association and the Employer will strive to build and maintain a safety-conscious, productive and competent labour force. The parties recognize that the Employer has the right to hire new employees as needed at its sole discretion. Where the Employer requires new or additional Employees, the Association will be notified and will provide the Employer with a list of members available for employment for due consideration by the Employer. For clarity, the employer is not obligated to hire from this list.
- 8.02 Employees will be hired on a ninety-(90) calendar day probationary period. The parties agree that the layoff or discharge of a probationary employee because of skills, abilities, or appropriateness shall be at the sole discretion of the Employer. The dismissal of a

probationary employee shall not be done in a manner that is discriminatory, arbitrary or in bad faith.

- 8.03 Probationary employees are covered by the Agreement with the exception of those clauses that specifically exclude them.
- 8.04 Neither the Employer nor the Association will compel employees to join the Association. The Union agrees that it will make membership in the Association available to all employees covered by this Agreement subject to the Constitution of the Association and the terms and conditions specified by its applicable policies.
- 8.05 The Employer shall deduct Association dues and Administration fees, where directed and applicable, from each employee's pay at rates in accordance with the Association Constitution. Dues and administration fees will be remitted to the Provincial office of the Association each month by the 20th of the month following deduction. Along with the remittance, the Employer will include an itemized list of employees for whom deductions were made, information on new, dismissed or laid off employees in addition to the name, address, email address, start / end date, classification, wage rate and any applicable premiums.
- 8.06 During an employee's orientation process or within the first five (5) days of employment the Employer will ensure that all new employees have up to ten (10) minutes of paid time outside of lunch or coffee breaks with a Steward or Association Representative so that they become aware of the Association's role and representation policies. The Employer will provide adequate space and facilities to the Association to accommodate these meetings. The Employer may grant additional time where a larger group of new employees can be addressed together.

ARTICLE 9 - LAYOFFS

- 9.01 The Employer agrees to notify the Association office of the names of employees laid off within the pay period during which the lay-off occurred, together with each employee's classification and latest available phone number.
- 9.02 Whenever practicable, employees shall receive advance notice of layoff.

ARTICLE 10 - DISCHARGE, SUSPENSION, AND WARNING

- 10.01 Progressive discipline is a process for dealing with job-related behaviour and/or performance that does not meet expected and communicated standards. The primary purpose of progressive discipline is to communicate to the employee that a performance or behavioural issue exists and that there is an opportunity for re-direction or improvement. The process of progressive discipline is not intended to be punitive for an employee, but to

assist the employee to overcome performance or behavioural problems and to satisfy job expectations.

- 10.02 When the conduct of an employee calls for a written warning, it shall be presented to the employee with accompanying explanation as required. A copy of all written warnings shall be provided to the affected employee and immediately forwarded to the Provincial office of the Association.

ARTICLE 11 - TRANSPORTATION, TRAVEL TIME, AND OUT-OF-TOWN JOBS

- 11.01 The Employer and the Association agree that employees should be reasonably compensated for transportation, travel and accommodation expenses when an employee is required to work on a jobsite beyond a reasonable distance from their residence.
- 11.02 Pre-Job Conferences may take place prior to the Employer being awarded the job where unique circumstances or significant cost drivers are identified. More generally, Pre-Job Conferences will be held once the Employer has been awarded the job. The Employer will engage the Association in determining the Pre-Job Conference Report terms and conditions in a timely manner.
- 11.03 For jobs where transportation, travel or accommodation allowances apply, the Employer will apprise an employee of the terms and conditions under which they will be working prior to an employee commencing work. All employees will sign a copy acknowledging that they have read, understood and agreed to the terms and conditions.
- 11.04 Further to article 11.01, meals that are not covered by the Employer directly, an employee will be entitled to a flat rate of \$50 per day (sales tax included, per person.)
- 11.05 It is understood that due to the nature of bidding work in different geographical regions of the province, not all transportation, travel, and accommodation, allowances will be equal between jobs, except for the meal allowance, as defined in article 11.04.

ARTICLE 12 - TOOLS

- 12.01 All tradesmen shall supply their own tools common to their trade, except power tools. Mechanics have the option to provide their own tools or use the Employers tools and they will be paid the applicable rate as set out in Schedule A.

ARTICLE 13 - SAFETY & LIGHT DUTY WORK PROGRAMS

- 13.01 a) It is the intent of the parties to have working conditions that are safe and healthy and do not expose employees beyond the minimum hazards inherent to the operation of the process in question.

- b) The Employer shall schedule regular safety meetings at least once per month for all employees on the site, during the work shift. The employer will notify the Association of representatives to the Health and Safety Committee.
- 13.02
 - a) The Employer and Association will commit to and enforce the Employer's Occupational Health and Safety Program, to which employees will have access at time of hire.
 - b) Employees shall have the right to refuse to work, as per Worksafe BC rules, on or with unsafe equipment, tools, or working conditions.
- 13.03 An employee who is injured on the job during working hours, and is required to leave for treatment for such injury, shall receive payment for the remainder of his/her shift up to eight (8) hours.
- 13.04 An employee who is injured on the job and requires transportation from the work site to a local physician or hospital shall receive such transportation provided for by the Employer.
- 13.05 All safety matters shall be handled in accordance with the established Worksafe BC procedures and the Employer's Occupational Health and Safety Program.

ARTICLE 14 - BEREAVEMENT, LEAVES OF ABSENCE

- 14.01 The Employer may grant leaves of absence without pay for a time mutually agreed upon between the Employer and the employee, for the following reasons:
 - a) marriage of the employee;
 - b) sickness of the employee or in the employee's immediate family;
 - c) birth of an employee's child;
 - d) death of a family member (as per the definition in Article 14.03); and
 - e) Association activity other than the establishment of this agreement.
- 14.02 Leaves of absence will not exceed one (1) week unless time is mutually agreed upon between the Employer and the employee.
- 14.03 An employee will be granted a three (3) day leave of absence with pay, for time that falls in their set schedule at the employee's regular hourly rate, to make arrangements for and to attend the funeral of the employee's spouse, common-law spouse, child, legal dependent, parent, parent-in-law, legal guardian, brother, brother-in-law, sister-in-law, sister, grandparent, and grandchild. Further time may be granted by mutual agreement between the Employer and the employee. To receive such pay the employee must return to work unless notified during the leave of a layoff.

- 14.04 Following a leave of absence, employees who fail to report back for work as scheduled without giving a justifiable reason will be deemed to have voluntarily quit.

ARTICLE 15 – WORK STOPPAGES

- 15.01 An employee bound by this Collective Agreement must not strike during the term of the Agreement, and a person must not declare or authorize a strike of the employees during the term of this Agreement.

The Employer must not, during the term of this Collective Agreement, lock out an employee bound by the Agreement.

ARTICLE 16 – CLASSIFICATIONS, COMMUNICATION AND MINIMUM RATES OF PAY

- 16.01 The rates of pay for the job classifications covered by this Agreement are set out in Schedule A.
- 16.02 If the Employer introduces a new classification which is not covered by the Schedule of Wages, the rate of pay will be the subject of negotiation between the Parties. If no agreement is reached within thirty (30) days of the creation of the new classification, either party may refer the matter to Arbitration.
- 16.03 It is the responsibility of the employee to provide a reliable cell phone or land line phone number with voice mail so that the Employer can pass along information as required.

An employee who reports for work as scheduled, without having been notified via the provided phone number, that there is no work available will receive a minimum of two (2) hours pay at their regular hourly rate. The employee will also receive their full accommodation allowance if and when applicable.

- 16.04 An employee who starts work and is prevented from completing their normal work day will receive a minimum of four (4) hours pay at their regular hourly rate except when the work is suspended because of inclement weather or other reasons completely beyond the control of the Employer in which case the minimum will be two (2) hours pay. The employee will also receive their full accommodation allowance where applicable.
- 16.05 The Employer may assign employees to any work regardless of the employee's classification. The classifications are meant to describe the general level of skill and capability rather than limit the tasks and jobs that can be performed by the employee.
- 16.06 When there is a shortage of work in a specific classification for which an employee was hired that would normally result in a layoff, the Employer may offer that employee the option to work in another classification for which they are suitable instead of being laid off. In such cases, employees will not be subject to a reduction in their regular rate of pay.

ARTICLE 17 - HOURS OF WORK AND OVERTIME

17.01 The normal workweek shall consist of forty (40) hours of work per week.

Overtime

Employees will be paid overtime at the rate of one and one-half (1½) times the employee's straight time hourly rate of pay for all hours worked in excess of eight (8) hours daily, or forty (40) hours in a week, exclusive of daily overtime, and two (2) times the rate for all hours in excess of twelve (12) per day. Hours of work and overtime as set out in this Agreement may be modified by mutual agreement between the Employer and the Association for selected contract projects. When an employee accepts work under a modified agreement he will be apprised of the terms and conditions of the modified schedule prior to commencing work.

17.02 The Employer and the Association may, on a site or project basis, agree to alternative schedules.

17.03 There shall be two (2) rest periods (or coffee breaks) with pay, of ten (10) minutes' duration each, daily.

17.04 It is understood that reasonable overtime work is a regular feature of the construction industry. Employees will not unreasonably refuse overtime as required by project schedules.

ARTICLE 18 - VACATIONS AND VACATION PAY

18.01 Employees will be entitled to an amount equal to four percent (4%) of the employee's base wage, including wages for any overtime worked.

Where the employee has completed six thousand (6,000) hours worked, they will be entitled to an additional two percent (2%) of the employee's base wage, including wages for any overtime worked.

Where the employee has completed ten thousand (10,000) hours worked, they will be entitled to an additional one percent (1%) based on the same formula.

Where the employee has completed fourteen thousand (14,000) hours worked, they will be entitled to an additional one percent (1%) based on the same formula.

18.02 Vacation pay will be paid out to employees on each pay cheque.

18.03 The Employer will consider vacations at the times requested considering operational requirements. Vacation requests granted on first come first serve.

ARTICLE 19 – HOLIDAYS AND HOLIDAY PAY

- 19.01 Employees will be eligible for eight (8) hours pay for the following holidays provided they have been employed by the employer for at least thirty (30) calendar days before the holiday and provided they have worked for at least fifteen (15) of the thirty (30) days preceding the holiday:

New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, BC Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day.

- 19.02 Employees required to work on one of the above general holidays will receive overtime pay of one and one-half (1½) times their regular wage for all hours worked for the first twelve (12) hours and two (2) times their regular wage for all hours thereafter.

- 19.03 Holiday pay will be paid to employees on each pay cheque.

ARTICLE 20 - HEALTH AND WELFARE PLAN, RETIREMENT SAVINGS PLAN (RSP) and HEALTH SPENDING ACCOUNT

- 20.01 It is the responsibility of each employee to be familiar with the specific details of coverage and eligibility requirements of all benefit plans. Neither the Association nor the Employer has any responsibility for ensuring that all requirements for eligibility or conditions of coverage or entitlement of benefits are met by the employee, beyond the obligations specifically stipulated in this Agreement.

- 20.02 The Employer agrees to pay one hundred per cent (100%) of the hourly remittance for coverage on the Employer sponsored Benefit Plan. Employees are eligible to receive coverage on the first day of the second month following three hundred (300) hours worked. It is the responsibility of the employee to complete the enrolment form for the benefit plans, which is a condition of coverage.

20.03 Retirement Savings Plan

- a) A Group Registered Retirement Savings Plan (RRSP) is an employer-sponsored savings plan, similar to an individual RRSP, but offered on a group basis by your employer. Contributions are made by payroll deduction, on a pre-tax basis, through a Group RRSP with the Plan Administrator. Employee participation is voluntary, all contributions are made by the employer from payroll to a maximum of a limit defined within the Canadian Tax Act.
- b) Upon the successful completion of the probationary period, as per Article 8.02, the Employer agrees to contribute one percent (1%) of gross wages on behalf of each employee to the group Registered Retirement Savings Plan administered by the Plan Administrator. Employees may choose to save an additional amount via payroll deduction.
- c) The Employer agrees to the following Group RRSP contributions levels for all hours worked on behalf of each employee to be calculated and updated with the Plan

Administrator as outlined in the Plan Rules.

Group RRSP Levels

Level	Tenure	Dent Contribution
0	Within Probation	0%
1	Up to 2,000 hours	1%
2	Over 2,000 Hours	2%
3	Over 4,000 Hours	3%
4	Over 6,000 Hours	4%
5	Over 8,000 Hours	5%
6	Over 10,000 Hours	6%

- d) Upon eligibility to the RRSP program, an employee may authorize the employer to make payroll deductions towards the RRSP account. The employee must complete the onboarding and financial questionnaire with the Plan Administrator to begin payroll contribution. The Employee contributions to the Plan are made by the employer by way of payroll deduction, to a maximum of the annual limit defined within the Canadian Tax Act. This contribution level may be changed by an employee directly with the Plan Administrator.
- e) Contributions to the employee's Registered Retirement Savings Plan shall be made monthly in accordance with election made by the employee with the Plan Administrator. Investment decisions are made by the employee through the completion of the Plan Administrator financial questionnaire. The Employer shall be saved harmless for all contributions and administration of the RRSP.
- f) The Employer agrees to deduct, by the way of payroll deduction, and remit voluntary employees RRSP contributions which are in addition to the contributions by the Employer to the sponsored group RRSP.
- g) The Employer may make additional RRSP contributions of up to four percent (4%) on behalf of an employee, in recognition of exceptional performance, unique competencies and/or demonstrated workplace leadership. Contributions shall be made at the sole discretion of the Employer.
- h) Withdrawals and pay-outs from the RRSP plan will be subject to the applicable laws and Plan Rules. Additional details of the Employer Sponsored Group Registered Retirement Savings Plan are outlined in the Jim Dent Construction: Group Registered Retirement Savings Plan Rules document.
- i) Unless otherwise permitted under the Income Tax Act (Canada), as amended from time to time, contributions and transfers in to a Member's Account will be subject to the requirements of the Income Tax Act (Canada) and will be allocated to accounts maintained for the Member in the funds available under the Plan. The total Employee contributions into the plan must remain within the maximum limit defined within the

Canadian Tax Act. The assets of such funds will be invested in compliance with the provisions of the Income Tax Act (Canada) which apply to a RRSP accounts.

- j) Upon completion of 14,000 hours, employees may choose to contribute to the RRSP plan via payroll deduction of 2%, where the employer will match the contribution with an additional 2%.

20.04 For purposes of this Article, employment is deemed to be continuous unless it is interrupted for a period of greater than one hundred eighty (180) days.

ARTICLE 21 – EDUCATION and TRAINING PROGRAM

21.01 To further the training of the workforce, the Employer agrees to contribute one half of one percent (0.5%) of gross wages to the Education and Training Program, for all hours worked by all employees. Training funds shall be remitted in accordance with the timelines stipulated for Association dues.

DATED at Hope, BC, this ____ day of January 2023.

**Signed on behalf of
Jim Dent Construction Ltd.**

**Signed on behalf of
Dent Employees' Association**

Authorized Representative

Authorized Representative

Schedule “A” – Wage Rates Classifications and Wage Rates

Position	Class #	Base Rate	Vacation / Stat*	H&W	RSP**	Training	Total
Carpenter - Apprentice 1	CA1	\$23.18	\$2.78	\$1.64	\$1.39	\$0.12	\$29.10
Carpenter - Apprentice 2	CA2	\$27.04	\$3.24	\$1.64	\$1.62	\$0.14	\$33.68
Carpenter - Apprentice 3	CA3	\$30.90	\$3.71	\$1.64	\$1.85	\$0.15	\$38.26
Carpenter - Apprentice 4	CA4	\$34.76	\$4.17	\$1.64	\$2.09	\$0.17	\$42.83
Carpenter 1	C1	\$38.63	\$4.64	\$1.64	\$2.32	\$0.19	\$47.41
Carpenter 2	C2	\$40.94	\$4.91	\$1.64	\$2.46	\$0.20	\$50.16
Carpenter 3	C3	\$43.26	\$5.19	\$1.64	\$2.60	\$0.22	\$52.90
Excavator Operator Level 1	EO1	\$30.90	\$3.71	\$1.64	\$1.85	\$0.15	\$38.26
Excavator Operator Level 2	EO2	\$33.99	\$4.08	\$1.64	\$2.04	\$0.17	\$41.92
Excavator Operator Level 3	EO3	\$37.08	\$4.45	\$1.64	\$2.22	\$0.19	\$45.58
Excavator Operator Level 4	EO4	\$40.17	\$4.82	\$1.64	\$2.41	\$0.20	\$49.24
Excavator Operator Level 5	EO5	\$43.26	\$5.19	\$1.64	\$2.60	\$0.22	\$52.90
Labourer Level 1	L1	\$21.12	\$2.53	\$1.64	\$1.27	\$0.11	\$26.66
Labourer Level 2	L2	\$24.21	\$2.90	\$1.64	\$1.45	\$0.12	\$30.32
Labourer Level 3	L3	\$27.30	\$3.28	\$1.64	\$1.64	\$0.14	\$33.98
Labourer Level 4	L4	\$30.39	\$3.65	\$1.64	\$1.82	\$0.15	\$37.65
Labourer Level 5	L5	\$33.48	\$4.02	\$1.64	\$2.01	\$0.17	\$41.31
Labourer Level 6	L6	\$35.54	\$4.26	\$1.64	\$2.13	\$0.18	\$43.75
Mechanic - Field 1	MF1	\$44.29	\$5.31	\$1.64	\$2.66	\$0.22	\$54.12
Mechanic - Field 2	MF2	\$46.35	\$5.56	\$1.64	\$2.78	\$0.23	\$56.56
Mechanic - Field 3	MF3	\$48.41	\$5.81	\$1.64	\$2.90	\$0.24	\$59.01
Mechanic - Shop 1	MS1	\$41.20	\$4.94	\$1.64	\$2.47	\$0.21	\$50.46
Mechanic - Shop 2	MS2	\$43.26	\$5.19	\$1.64	\$2.60	\$0.22	\$52.90
Mechanic - Shop 3	MS3	\$44.29	\$5.31	\$1.64	\$2.66	\$0.22	\$54.12
Mechanic Apprentice 1	MA1	\$24.72	\$2.97	\$1.64	\$1.48	\$0.12	\$30.93
Mechanic Apprentice 2	MA2	\$28.84	\$3.46	\$1.64	\$1.73	\$0.14	\$35.82
Mechanic Apprentice 3	MA3	\$32.96	\$3.96	\$1.64	\$1.98	\$0.16	\$40.70
Mechanic Apprentice 4	MA4	\$37.08	\$4.45	\$1.64	\$2.22	\$0.19	\$45.58
Rock Truck Operator Level 1	RT1	\$27.30	\$3.28	\$1.64	\$1.64	\$0.14	\$33.98
Rock Truck Operator Level 2	RT2	\$30.39	\$3.65	\$1.64	\$1.82	\$0.15	\$37.65
Rock Truck Operator Level 3	RT3	\$33.48	\$4.02	\$1.64	\$2.01	\$0.17	\$41.31
Rock Truck Operator Level 4	RT4	\$35.54	\$4.26	\$1.64	\$2.13	\$0.18	\$43.75

Truck Driver - Lowbed 1	T1	\$30.90	\$3.71	\$1.64	\$1.85	\$0.15	\$38.26
Truck Driver - Lowbed 2	T2	\$36.05	\$4.33	\$1.64	\$2.16	\$0.18	\$44.36
Truck Driver - Lowbed 3	T3	\$41.20	\$4.94	\$1.64	\$2.47	\$0.21	\$50.46

*Vacation / Stat - This amount is based off 12%. Each employee will have a different % value based on Article 18

** RSP - This amount is based off 6%. Each employee will have a different % value based on Article 20

Apprentice Wage Discounts

Apprentice Level	Requirements	% of Journey person Rate
Level 1	Start Apprenticeship Indenture with Company	60%
Level 2	Finish 25% of practical training and Level 1 examination	70%
Level 3	Finish 50% of practical training and Level 2 examination	80%
Level 4	Finish 75% of practical training and Level 3 examination	90%
Journey-person:	Practical training requirements as determined by the SkilledTradesBC:	5,000 Hours

*Apprentice Wages are applicable to Carpenters and Mechanics

Other Wage Premiums	% of Base Rate
Lead Hand 1	105%
Lead Hand 2	110%
Foreman	115%

Night Shift Premium – one half-hour of pay at the employees' base rate