



June 5, 2013

NOTICE - SETTLEMENT HIGHLIGHTS

IBB LOCAL LODGE 128

ONTARIO

Boilermaker Contractor:

Please be advised that the BCA has reached a **settlement** with the International Brotherhood of Boilermakers and Local Lodge 128, for **Ontario**, with monetary changes **effective June 23, 2013 (subject to allocation of funds from the Local)**.

A Wage and Benefit Schedule will be prepared once the BCA has received confirmation of the fund allocations. Following approval of the Wage & Benefit Schedule by the BCA and the IBB, the BCA will issue an official Notice of Settlement and Wage & Benefit Schedule which will also be available on the BCA website at:

www.bcacanada.ca

DO NOT PAY ANY INCREASES OR MAKE ANY ADJUSTMENTS UNTIL ADVISED BY THE BCA

This communiqué contains the highlights of the agreement. These highlights may be beneficial, **for estimating purposes only**, for the Province of Ontario.

Should contractors receive a monetary breakdown from the Union no changes should be made until you receive official notification from the BCA.

Should you have any questions please contact the BCA Office at (905) 684-2244.

HIGHLIGHT SHEET
BOILERMAKER MULTI-PROVINCIAL COLLECTIVE AGREEMENT
MASTER PORTION

- Four year (4) term in the province of Ontario (Local Lodge 128)
- Dispatch of qualified Boilermakers and Boilermaker Welders - Possess the necessary trade qualifications
- The Company will provide written response to the Local Union upon refusal to hire.
- Employer to provide appropriate wet weather gear (rain suit, rubber boots or overshoes) when working conditions require their use. Items remain the property of the Employer and are returned upon job completion.
- Job Ready Training and Dispatch
 - Agreed by the parties to increase the Education and Training Fund by \$0.30 for the province of Ontario effective June 23, 2013 (pending allocation of funds, increase is outside the total wage package until the expiration of the agreement April 30, 2017)
 - Trustees of the local Apprenticeship and Training Trust Fund are to develop a plan for the implementation of Job Ready Dispatch for review and approval by the joint Ontario Bargaining Committee (those negotiating the Ontario Appendix) for implementation by September 1st, 2013.
- The Union agrees to provide (effective May 1, 2014) the Employer with qualified employees (including apprentices) who hold the following core health and safety training, WHMIS, Confined Space Entry, Fall Arrest/Fall Protection and Respirator Fit tested. Where required by the customer/client potential employees shall have current CSTS certification or equivalent and H2S Alive.
- The Parties agree to adopt the October 2005 Alcohol & Drug Guidelines and Work Rule and as updated by the 2010 Addendum.
- Effective January 1, 2014
Employees must have worked all the available scheduled straight time hours of a day before receiving overtime pay thereafter on the same day (Monday to Friday)

- Final payment and ROE may also be completed electronically
- Amend and Re-Issue the Tank Letter to include the following inclement weather clause:

Effective January 1, 2014

- (a) Inclement Weather: When an employee reports to work and cannot work because of inclement weather he shall be paid two (2) hours reporting time and the employee must remain on the job for the two (2) hour period, unless otherwise instructed by the Employer's supervisor. When an employee has commenced work and is instructed to stop due to inclement weather, he shall be paid for the actual time worked. In no case shall an employee receive less than two (2) hours pay.
- (b) Work Not Available. When an employee reports to work and is not given the opportunity to work because none is available or was not advised before the completion of the previous day's work, he shall be paid two (2) hours reporting time and allowed to leave the job immediately.
- (c) When an employee has started to work on his regular shift and is instructed to stop, he shall be paid for the actual time worked. In no case shall the employee receive less than two (2) hours pay.
- (d) If an employee stops work for reasons of his own, and without the approval of the Employer, he shall be entitled to pay only for the hours actually worked in the day and minimum conditions shall not apply.
- (e) Subject to all of the above, it shall be the Employer's prerogative to decide whenever work shall be stopped during the day for any reason.

HIGHLIGHT SHEET
APPENDIX "E" – ONTARIO

- 4 year term – Expiry April 30, 2017
- Economic Increase – \$1.40 per year on the base rate, subject to 12% adjustment for vacation and statutory holiday pay
- Increase the General Foreman differential by \$1.00 per hour, the Foreman differential by \$1.00 per hour and the Assistant Foreman differential by \$0.80
- Increase Meal Allowance by \$5.00 to \$30.00
- Increase the transportation rate to \$0.54 per kilometre (adjusted per Canada Revenue Agency (CRA), effective the first Sunday in May of each year)

HIGHLIGHT SHEET (CONTINUED)

APPENDIX "E" – ONTARIO

- Subsistence allowance will be increased by \$5.00 effective June 23, 2013 with an additional increase of \$5.00 per year effective May 4, 2014, May 3, 2015 and May 1, 2016.
- Article 19.02 – Note – Thunder Bay – Increase initial and return travel expenses by \$25.00 to \$375.00