

MEMORANDUM OF AGREEMENT

BETWEEN



THE INTERNATIONAL BROTHERHOOD OF BOILERMAKERS
IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS
LOCAL LODGE 359
(HEREINAFTER REFERRED TO AS THE “UNION”)

AND



THE BOILERMAKER CONTRACTORS' ASSOCIATION OF BRITISH COLUMBIA
(HEREINAFTER REFERRED TO AS THE “EMPLOYER”)

Article 1.01

Amend Article 1.01 to read,

The purpose of this Agreement is to govern wages and working conditions so as to promote orderly harmonious relations between the Employer and his Employees and the Union agrees to cooperate with and assist the Employer in every legitimate way to conduct a successful business, bearing in mind that both parties must give service to the public.

The parties agree that the Memorandum of Agreement dated August 29, 2011 in conjunction with the Agreement to Extend and Enable the Existing 2006 – 2010 Collective Agreement dated September 15, 2010 forms a part of this Agreement.

Article 3.07 (b)

Amend Article 3.07 (b) to read,

All name requests shall be made in writing including FAX **and or email** to the union, prior to these requests being dispatched.

Article 3.07 (d)

Amend Article 3.07 (d) to read,

Parties agree that the number of contracts **and or dispatch job orders** an Employer may have on a specific jobsite is irrelevant to Employee assignments including abutting properties of a common Owner/Client (i.e. this is not a transfer). **Proper notice must be given as per Article 14.05 if the Employee's scheduled shift is changed (i.e. one contract/dispatch job order working 10 hour shifts, one contract/dispatch job order working 11 hour shifts).**

Article 3.09

Amend Article 3.09 to read,

Members of the Union who have accepted a name request from an Employer other than via the Union Dispatch Office **must be available on the Union out of work list (posted), and** must report acceptance of the name request to the Union office prior to the Union receiving the Employers written manpower dispatch order. **Members accepting bank requests must clear their names as soon as possible.** Failure to comply shall nullify the members name request(s) for fourteen (14) calendar days.

On jobs of fourteen (14) days duration or less it is further understood and agreed there shall be no additional name requests after the first layoff has taken place.

Article 4.02

Amend Article 4.02 to read,

Union agrees to furnish competent available workmen to the Employer on request, provided however, that the Employer shall have the right to determine the competency and qualifications of its Employees and to discharge any Employee for any just and sufficient cause. The Employer shall not discriminate against any Employee by reason of his membership in the Union or his participation in its lawful activities. There shall be mutual co-operation between crew members, such that fitter/riggers and welders assist each other when possible, **but neither classification shall solely perform the traditional duties of the other classification.**

Article 4.06

Amend Article 4.06 to remove unnecessary dates and amounts.

In addition to Article 4.05, and upon receipt of authorization, the Employer shall each month deduct four percent (4%) (or such amount as may be designated by the Union) Field Dues of gross hourly wages (including waiting, reporting, show up and standby time) of all Employees, coming within the scope of this Agreement.

(Note: It is important to note that there has been no change in the amount assessed for Field Dues and Field Dues will remain at its current amount of 4%.)

Article 4.07 (a)

Amend Article 4.07 (a) to read,

The Employer shall contribute each month, to the Following Funds, for each Employee coming within the scope of this Agreement, an amount in cents per hour as set out in Appendix "A", for all hours earned (including waiting, reporting, and standby time) by the Employee:

- Boilermaker Lodge 359 Health & Welfare Fund
- Boilermaker Lodge 359 Pension Trust Fund
- Boilermaker Lodge 359 Apprenticeship Fund
- Boilermaker Lodge 359 Trade Advancement Fund
- Boilermaker Lodge 359 Education and Promotion Fund

- Jurisdictional Assignment Plan
- Construction Industry Rehabilitation Fund
- National Training Trust Fund
- B.C.A. of B.C. Management Administration Fund

Article 4.08

Amend Article 4:08 to read,

Payments of Dues Check-Off and Employer Contributions

Payments must be remitted by the 15th day of the month following the month the deductions and contributions were made, together with a list of the names and Social Insurance Numbers of the employees on whose behalf the deductions and contributions are being made. Also opposite each name on the list, the figures upon which the deductions and contributions are being made shall be shown.

Monthly Union Dues and Field Dues deductions, Apprenticeship Fund, Trade Advancement Fund, Education and Promotion Fund, Jurisdictional Assignment Plan Fund, and Rehabilitation Fund contributions shall be remitted directly to the Secretary-Treasurer of the Union, payable to:

BOILERMAKERS LODGE 359 and forwarded to:

The Secretary-Treasurer
International Brotherhood of Boilermakers
Lodge 359
4514 Dawson Street
Burnaby, B.C.
V5C 4C1

The Union will hold the Employer harmless from all liabilities and claims by the employees, the Union or its agents other than prompt collection and transmittal of authorized deductions and Employer contributions.

Monthly Employer Contributions to the Boilermaker Health and Welfare Fund, Pension Fund, B.C.A. of B.C. Management Administration Fund and the National Training Trust Fund shall be remitted directly and be payable to:

Boilermakers Lodge 359 Benefit Plans

Send Remittances to:

Boilermakers Lodge 359 Benefit Trust Funds
c/o Bilsland Griffith Benefit Administrators
Suite 501, 4445 Lougheed Highway

Burnaby, B.C.

V5C 0E4

Delinquent payments, notification, penalties and inspection: The Union and/or Fund Administrators shall advise the Employer in writing of any delinquency. Should the Employer fail to respond within forty-eight (48) hours of receipt of the notification (exclusive of Saturdays, Sundays and Holidays), by either: payment of the delinquency or written reasons for the delinquency which the Union and/or Fund Administrators shall decide as being acceptable or not, there then shall be a ten percent (10%) penalty of the amount of the late payment due.

Article 4.09 (a)

Amend Article 4.09 (a) to read,

The Apprenticeship Fund, Trade Advancement Fund, and National Training **Trust** Fund shall each be controlled by a Board of Trustees consisting of an equal number of Employer Representatives and Union Representatives, who will administer the respective Fund.

(Note: Reference to the "Industry Rehabilitation Fund", and "Industry Health and Safety Fund" will be removed from the article.)

Article 7.03

Amend Article 7.03 to read,

The Employer shall supply at no cost to the employee when required by the work he is to perform: safety hats, new sweat bands, new liners, appropriate welding gloves, appropriate **leather faced** working gloves, welding helmets, welding and burning goggles, appropriate welding leathers (i.e. jackets, capes and/or sleeves) **and** non-prescription safety glasses (unless special processes dictate otherwise).

Welders' capes shall be kept available for temporary issue to welders such engaged on work requiring additional protection, such as but not limited to arc-air gouging and overhead welding.

On abnormally dirty and/or corrosive maintenance, revamp and repair work, in which the employee's clothes may be abnormally or permanently damaged, the Employer shall supply and maintain the necessary protective clothing (including gloves and coveralls where appropriate, particularly on, but not limited to, all corrosive work) at no cost to the employee for all employees covered by this Agreement. On such work, employees shall be allowed 15 minutes for wash-up time prior to the conclusion of their shift.

No charge shall be made against the employees for above items which are returned in reasonable condition, or which are lost or damaged beyond the employee's control and are reported immediately.

Such work shall also include special cases of new construction carried out in existing facilities such that the above abnormal conditions are encountered.

Article 7.06

Amend Article 7.06 to read,

The Employer agrees, subject to prior consultation with the Union, to employ any member on work which suits his physical ability and which is acceptable to the member. This could include but not be limited to the tool crib as defined in Article 2.08 of this Agreement. Those who have suffered injury or disability in the trade should be employed when their capabilities are considered suitable, provided that the employee has the approval of **WorkSafeBC**.

Article 7.07

Amend Article 7.07 to read,

Underground Work

Employees required to work underground shall receive an underground premium of 10% of their base straight time hourly rate, for all hours worked. This premium does not apply to work performed within basements of buildings or in open ditches.

When necessary, the Employer shall supply the Employee with rubber boots, rainproof clothing and gloves.

(Note: This is to incorporate the existing Memorandum of Agreement into Article 7.07)

Article 7.08

Amend Article 7.08 to read,

The parties agree that the Construction Industry of British Columbia Substance Abuse Testing and Treatment Program Policy will apply on all work sites.

(Note: The proposed change allows for testing to be analyzed under the new British Columbia model (oral fluid) and to move away from the Alberta model (urinalysis).)

Article 8.01

Amend Article 8.01 to read,

All welders are required to carry their welders log book to all projects to which they are dispatched. **Once an Employer is in receipt of a welders log book, the Employer shall be responsible for its safe return or replacement cost in the case of loss or theft.**

Any Employee holding a current Provincial Government Welding Certificate of Qualification and/or a Welders Log Book, who is required to take a Provincial Government test, shall be paid for the time required to take the test, including materials and inspector fees.

Article 8.07

Amend Article 8.07 to read,

Welding equipment will only be operated by welders **or apprentices who are required to tack weld.**

Article 10.01

Amend Article 10.01 to read,

On all jobs, the Business Manager of the Union will designate, or otherwise arrange for, the appointment of a steward from among the qualified working journeymen employees. **The Employer must notify and supply the Job Steward with a copy of all official dispatched manpower lists which are faxed or emailed to the employer work site by the Union Office.**

Article 10.02

Amend Article 10.02 to read,

It will be his duty to assist the Employer and the Union members in carrying out the provisions of this Agreement, and he will be allowed reasonable time to perform his duties as agreed to by the Employer's representative on the job. When the Employer determines it is necessary to reduce the work force on the job by layoff, transfer or termination the Job Steward(s) shall receive notice and a list of the employees that will leave the job. **The Union Steward will be given sufficient notice to review the layoff list prior to the end of the final shift of the employees.**

Article 12.04

Amend Article 12.04 to read,

The Union, **Employer or the Association** shall have the right to initiate a group grievance or a grievance of a general nature at Step 3 of Section 2, thereby eliminating Steps 1 and 2.

Article 14.01 (a)

Amend Article 14.01 (a) to read,

Eight (8) hours shall constitute a normal day's work. The normal hours of work shall be between the hours of 8:00 a.m. and 5:00 p.m. for an 8 hour day, with one-half or one hour for lunch commencing no later than five hours after work commenced. Forty (40) hours shall constitute a normal week's work, Monday through Friday inclusive. **The Employer does not guarantee to provide work to any employee for regularly assigned hours or any other hours, except as provided for in Article 18.00.**

The starting time of the normal hours of work may be varied by up to one (1) hour earlier or later, without penalty or premium, provided eight (8) hours advance notice is given by the Employer to the affected employees, (i.e. during the prior shift).

Subject to the above, by mutual agreement, in writing, between the Business Manager and the Employer, the foregoing starting and quitting times may be changed by further variance to suit job requirements or conditions. If the foregoing starting or quitting times are changed without mutual agreement, except as noted above, applicable overtime rates shall be paid for any time worked before or after the above hours as a result of the change of the times.

Article 14.01 (b)

Amend Article 14.01 (b) to read,

Compressed Work Week Schedule

A compressed work week may be established for other than shutdown projects between Monday to Friday. Mutual consent by the Union will not be unreasonably withheld. The terms and conditions of such compressed work week shall supersede any/all contrary provisions of this Article.

The Employer may schedule the regular work week in four (4) consecutive ten (10) hour days at straight time rates, provided that the four (4) ten (10) hour days are scheduled during the Monday through Thursday schedule or the Tuesday through Friday period.

If the Employer exercises an afternoon or night shift on the compressed work week format, afternoon or night shift premiums will apply.

(Note: The addition to the Article is to only specify the allowable start days to be used on a compressed work week.)

Article 14.05

Amend Article 14.05 to read,

If the scheduled shift is changed, a minimum of eight (8) hours notice shall be given to the affected employees. **The Employer is to have the ability to transfer manpower from day shift to night shift or night shift to day shift with the consent of the Employee and the Business Manager or his Representative.**

Article 16.02

Amend Article 16.02 to read,

When an employee works more than 10 hours, a free meal (hot when possible) and beverage will be provided by the Employer immediately after the conclusion of 10 hours, and at each 4 hour interval thereafter. The employee shall be allowed a 30 minute meal break and shall be compensated at the straight time rate of pay. Where this is impractical, a **\$30.00** meal reimbursement, plus one-half hour of straight time wages will be paid for all employees required to work the overtime, including those receiving any form of subsistence. If a meal break is not taken after ten hours, there shall be a 10 minute coffee break. At his option, the Employer may advance the meal break to the conclusion of the normal working hours or any time between then and the conclusion of the 10 hours.

On scheduled overtime, the foregoing may be changed by mutual consent of the Business Manager and the Employer.

When foremen are required to arrive at work up to one-half (1/2) hour prior to the normal starting time of the shift to organize work and/or obtain permits, they shall not be entitled to a meal or meal break unless they work more than two (2) hours beyond the end of their normal shift.

Notwithstanding the above, Foremen and General Foremen, required to work hours additional to that of the crew they are supervising, shall be entitled to rest (coffee) and meal breaks consistent with those breaks established for their crew.

(Note: Change to original position to allow alignment with other Building Trades.)

Article 17.04

Amend Article 17.04 to read,

Recognized Holidays in this Agreement falling on a Saturday or Sunday shall be observed on the following Monday, unless otherwise mutually agreed **by the Business Manager or his Representative and the Employer**. When Christmas Day falls on a Saturday or Sunday, the following Monday and Tuesday will be observed.

Article 18.03 (c)

Amend Article 18.03 (c) to read,

Where 18.03 (a) or (b) occurs on any two consecutive **week** days **Monday through Friday**, then the employee will, at his option, be entitled to a layoff.

Article 18.07

Amend Article 18.07 for housekeeping purposes only,

When an accident has occurred that is properly established as a **WorkSafeBC** claim, and the attending physician gives the employee a letter to the effect that the employee will not be fit to resume work for more than six (6) shifts, then the Employer, at his option, shall do one of the following:

(a) Reimburse cost of transportation back to the point of hire except when such transportation is supplied and/or reimbursed for at the time by the **WorkSafeBC**, or

(b) Be responsible for provision of board and room free of charge during the period of absence due to injury except when such board and room is supplied and/or reimbursed for at the time by the **WorkSafeBC** while in the project area.

(c) Provided that in both the above cases (a) and (b) the Union and the employee will ensure that the Employer is reimbursed for such monies that the Employer may outlay.

Article 19

Amend Article 19 to read,

Travelling Expenses

The road kilometre travel rate **will be that which is established by the Canada Revenue Agency** and shall be adjusted on February 28 each calendar year to match the published **Canada Revenue Agency**

vehicle allowance limit. This rate shall be referred to as the Transportation Rate and shall apply in Articles 19.00 and 20.00.

Article 19.01 (b) (i)

Amend Article 19.01 (b) (i) to read,

Article 19.01 (b)

Lower Mainland: Daily Travel Zone:

On those projects that are outside the free zone, the Employer shall have the choice of paying daily travel allowance or subsistence. Where the Employer elects daily travel allowance, the employee shall receive applicable Transportation Rate per road kilometre to and from the project to the edge of the free zone, for each day worked or reported for work. Where the Employer provides transportation, the daily travel allowance will be paid one way.

*(Note: “**subject to Article 19:01 (b) (ii)**” is removed from the Article as it referred to work situations at the Woodfibre Pulp Mill In Squamish BC which no longer exists.)*

Article 19.01 (b) (ii)

Delete Article 19.01 (b) (ii) as it referred to work situations at the Woodfibre Pulp Mill in Squamish BC which no longer exists.

Article 19.01 (c) (ii)

Amend Article 19.01 (c) (ii) to read,

Notwithstanding item (c) (i), the Employer shall reimburse an Employee for any/all ferry fares and toll fares [based on a driver plus vehicle (less than 20 feet in length and 7 feet in height)] which are incurred in the course of initial and terminal travel.

*(Note: “**subject to providing the Employer with receipts upon request.**” is removed from the Article as ferry fare reimbursement for all employees is based from Burnaby City Hall. Local resident provisions of the collective agreement still apply.)*

Article 19.03

Amend Article 19.03 to read,

Turnaround

On subsistence projects, of over fifty (50) calendar days duration, the Employer shall provide a turnaround every forty (40) calendar days. Fifty (50) calendar days duration must exist after return from each turnaround for a further turnaround after forty (40) calendar days to be allowed.

When a turnaround is requested, the Employee shall receive the following allowance based on the distance from the dispatch point to the job site.

0 kilometres to 249 kilometres: **\$50.00**

250 kilometres to 500 kilometres: **\$175.00**

501 kilometres to 750 kilometres: **\$275.00**

751 kilometres to 1,000 kilometres: **\$375.00**

Over 1,000 kilometres: **\$475.00**

The extent of the turnaround shall be for a minimum of five (5) days to a maximum of one (1) week, or a number of days mutually agreed between the employee and the employer's representative. The timing of the turnaround shall also be decided by mutual agreement. Any delay will be applied to the following turnaround period. Subsistence shall not be paid during turnaround periods.

There shall not be any payment of Employer paid travel expense turnarounds unless actually taken (i.e. use it or lose it). However, the employee is allowed to accrue Employer paid travel expenses turnarounds to a future date.

Article 20.01

Amend Article 20.01 to read,

When employees can be accommodated in Camp accommodation supplied by the Employer, no employee shall be entitled to any other form of subsistence. General Foremen are excluded from this provision, **and Foreman may be excluded.**

Camp shall mean camp accommodation as defined in the British Columbia Yukon Territory Building and Construction Trades Council Camp Rules and Regulations as established September 1, 1987 and any revisions thereto.

Local residents, as defined in Article 19.01 (e) (i), shall not be entitled to subsistence allowance. On camp jobs, local residents shall be entitled to one (1) meal daily.

The parties agree that any camp agreement renewal between the British Columbia and Yukon Territory Building and Construction Trades Council and the Construction Labour Relations Association of British Columbia will automatically supersede an existing agreement, which is included in or referred to in this agreement.

Article 20.02

Amend Article 20.02 to read,

Where there is no camp accommodation, the Employer shall provide either:

- a. Living Out Allowance (LOA) on the basis of **\$135.00** per day, or
- b. Employer supplied room plus **\$57.50** per day meal allowance.

These options to be on a calendar day basis.

At any time, an employee may elect, by informing the Employer, not to accept the Commercial Lodging supplied by the Employer and, in that case, the employee shall be paid by the Employer a Living Out Allowance (LOA). An employee who elects to go on LOA will be allowed to check into Employer supplied lodging, providing a room is available. In either case, this choice can be made only once.

Commercial lodging shall mean a hotel room, or its equivalent, and food of first class quality, which must be at least equivalent to that available in camps, on the agreement that first class accommodation is understood to mean a single room when available.

No other costs will be borne by the Employer for Employees choosing **the LOA** option. The parties further agree that the meal allowance on option (b) will increase to **sixty dollars (\$60.00)** per day effective **January 1, 2012**; and effective **May 1, 2013** to **sixty-two dollars and fifty cents (\$62.50)** per day.

(Note: Change to original position to allow alignment with other building trades.)

Article 20.03

Amend Article 20.03 to read,

The employee shall receive subsistence allowance **including meal allowances other than Overtime meal allowances** for the first week of the project within that first week, **no later than Friday** with no hold back, and every week thereafter.

Article 20.04 (b)

Delete Article 20.04 (b) as meals are no longer provided when staying in Employer supplied accommodations.

Article 20.04 (c)

Renumber Article 20:04 (c) to Article 20:04 (b) due to deletion of the previous Article 20:04 (b).

Article 24.01

Amend Article 24.01 to read,

Boilermaker Apprentices, when available, shall be employed on work covered by this Agreement in the ratio of one (1) Apprentice to five (5) Journeymen. The Apprenticeship ratio is based on the total number of Journeymen hired to the project, **Foreman and above are not included in the ratio.**

(Note: An Apprentice is in addition to the crew.)

It is recognized that there may be situations in which the above ratio would be impractical. In order to obtain relief, the Employer must consult with the Business Manager of the Local Lodge.

Apprentices shall only be referred, employed and paid at their proper classification and corresponding wage rate.

Article 24.03

Amend Article 24.03 to read,

Apprentices shall be given the support of the Journeymen working on the job on which the Apprentices are employed, and, the supervision of the Foreman, and, under the guidance of the Journeyman, they may perform rigging, fitting, layout work, **tack welding** or any other part of the Boilermaker trade.

Article 27.01

Amend Article 27.01 to read,

This Agreement shall become effective **October 9, 2011 following the Agreement to Extend and Enable the Existing 2006 – 2010 Collective Agreement (that was effective for the period of October 10, 2010 to October 8, 2011)**. This agreement effective **October 9, 2011** shall remain in full force and effect until April 30, **2014** and year to year thereafter unless either party shall, at least ninety (90) days prior to any

anniversary date thereafter, notify the other party to this Agreement in writing of any proposed changes to this Agreement.

Date: August 29th, 2011

FOR THE BOILERMAKER CONTRACTORS'
ASSOCIATION OF BRITISH COLUMBIA

SIGNATURE ON FILE

David M. Galvin
President & CEO
Boilermaker Contractors' Association

SIGNATURE ON FILE

Eric Akelaitis
Chairman, British Columbia Board of Director's
Boilermaker Contractors' Association

FOR THE INTERNATIONAL BROTHERHOOD OF
BOILERMAKERS LOCAL LODGE 359

SIGNATURE ON FILE

Phil Halley
Business Manager/Secretary-Treasurer
Local Lodge 359

SIGNATURE ON FILE

Ken Noga
President/Assistant Business Manager
Local Lodge 359

APPENDIX "A"

BRITISH COLUMBIA

WAGE AND BENEFIT SCHEDULE (\$)

Boilermakers, Welders, Blacksmiths, Fitters, Riggers, General Foreman,
Foreman, Assistant Foreman, Journeyman Apprentice, Helper

EFFECTIVE DATE	10-Oct-10	03-Jul-11	09-Oct-11	01-May-12	01-May-13
GENERAL FOREMAN (J + 18%)	42.28	42.28	43.11	44.69	46.27
FOREMAN (J + 13%)	40.49	40.49	41.28	42.79	44.31
JOURNEYMAN RATE (J)	35.83	35.83	36.53	37.87	39.21
APPRENTICES:					
6TH 1000 HRS (90%)	32.25	32.25	32.88	34.08	35.29
5TH 1000 HRS (83%)	29.74	29.74	30.32	31.43	32.54
4TH 1000 HRS (78%)	27.95	27.95	28.49	29.54	30.58
3RD 1000 HRS (73%)	26.16	26.16	26.67	27.65	28.62
2ND 1000 HRS (68%)	24.36	24.36	24.84	25.75	26.66
1ST 1000 HRS (63%)	22.57	22.57	23.01	23.86	24.70
PRE APPRENTICE (55%)	19.71	19.71	20.09	20.83	21.57
VACATION PAY	6%	6%	6%	6%	6%
STAT. HOLIDAY PAY	6%	6%	6%	6%	6%
HEALTH & WELFARE	3.49	3.49	3.49	3.49	3.49
PENSION	6.00	6.00	6.25	6.25	6.25
APPRENTICESHIP & TRADE ADV.	0.49	0.49	0.49	0.49	0.49
PROMOTION FUND	0.13	0.13	0.13	0.13	0.13
B.C. JURISDICTION PLAN	0.01	0.01	0.01	0.01	0.01
REHAB. FUND	0.02	0.02	0.02	0.02	0.02
NATIONAL TRAINING TRUST FUND	0.17	0.17	0.17	0.17	0.17
MANAGEMENT ADMIN.	0.12	0.25	0.25	0.25	0.25

APPENDIX "A"

BRITISH COLUMBIA

WAGE AND BENEFIT SCHEDULE (\$)

Boilermakers, Welders, Blacksmiths, Fitters, Riggers, General Foreman,
Foreman, Assistant Foreman, Journeyman Apprentice, Helper

EFFECTIVE DATE		10-Oct-10	03-Jul-11	09-Oct-11	01-May-12	01-May-13
HOURS OF WORK		8	8	8	8	8
SHIFT PREMIUM:	2nd Shift	6.00	6.00	6.00	6.00	6.00
	3rd Shift	6.00	6.00	6.00	6.00	6.00
OVERTIME		See Article 16:01				
TRANSPORTATION RATE		0.52	0.52	0.52	TBD	TBD
SUBSISTENCE (LOA)		\$135/day (Oct 10/10)	\$135/day (Oct 10/10)	\$135/day (Oct 9/11)	\$135/day (Jan 1/12)	\$135/day (May 1/13)
ROOM + MEAL ALLOWANCE OF:		\$55.00/day (Oct 10/10)	\$55.00/day (Oct 10/10)	\$57.50/day (Oct 9/11)	\$60.00/day (Jan 1/12)	\$62.50/day (May 1/13)

Summary of Contributions contained in National Training

National Training (NTTF)	\$0.05
National Health & Safety	\$0.05
International Union	\$0.03
National Organizing	\$0.04