

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS  
INDUSTRY BARGAINING PROTOCOL  
TRADE LEVEL MEMORANDUM OF AGREEMENT**

**BY AND BETWEEN:**

**International Brotherhood of Electrical Workers, Locals 213, 230, 993, & 1003**

(the "Union")

**AND:**

**Construction Labour Relations Association of BC (CLR)**

\* (On its own behalf, on behalf of its member Employers who have authorized the Association to execute this Trade Level Memorandum of Agreement and who are included on the attached list of signatory employers, and those members added from time to time by notice given to the Union.)

\* Changes to the By and Between language which are included within the main table settlement shall apply in accordance with items A.1., A.2., and A.3. below.

(the "Employer")

**RE:**

**Inside Wiremen's Agreement**

(the "Agreement")

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The Union and CLR (the "Parties") agree that this Trade Level Memorandum of Agreement (TLMOA), in conjunction with all other TLMOAs concluded by CLR and the constituent members of the Bargaining Council of BC Building Trade Unions (BCBCBTU) in accordance with the January 7, 2016 Industry Bargaining Protocol (the "Protocol"), will form the basis of the final Overall Memorandum of Settlement ("OMS") for the 2016 round of industry bargaining ("2016 Bargaining") to be put to ratification by CLR and the BCBCBTU.

**A. TLMOA Settlement Terms**

1. Notwithstanding anything contained in the current Agreement to the contrary, the provisions of this TLMOA shall apply and shall supersede any/all Agreement provisions and ancillary Agreement documents.
2. The provisions of the Agreement, and ancillary Agreement documents not amended, deleted or added to by this TLMOA shall remain in full force and effect.
3. All main table settlement terms included within the OMS shall apply.
4. The effective date of this TLMOA shall be the latter of either May 1, 2016 or fifteen (15) working days following the date of ratification of the OMS. Notwithstanding the foregoing, in the event the BCBCBTU and CLR subsequently agree that the

Parties have the right to enable the TLMOA into effect prior to the date of ratification, the effective date of this TLMOA shall be the latter of either May 1, 2016 or fifteen (15) working days following the BCBCBTU's and CLR's agreement regarding such enabling.

5. The monetary package breakdown(s) as detailed within the attached grid(s) shall apply.

6. The following Article 1010 shall be added to the Collective Agreement:

"No employee shall be permitted to use a personal cell phone or smart phone during working hours, excluding rest and meal breaks. In case of an emergency, a phone will be made available."

7. Add the following new Article 120:

"120 Servicemen employed with a signatory contractor party to this Agreement will not work in competition with their Employer by performing side jobs, or soliciting their Employer's customer away from their Employer, and for two (2) years after in the event their employment ceases, unless they transfer their employment to another signatory contractor to this Agreement, or become party to this Agreement by becoming a signatory contractor to the IBEW. Side jobs are recognized as electrical work performed for a customer with payment made to the employee. Company vehicles, tools, materials, or equipment will not be used to perform side jobs without the express permission of the employer."

8. Amend Stage 4 of the Grievance Procedure in Article II of the Agreement by adding the words "locals that are not directly involved in the matter being grieved" after the words "three (3) members of the Union".

9. Amend Article 303 to read as follows:

"(c) Where work is required beyond ten (10) hours, a second meal break of one-half (½) hour will be provided at the end of eight (8) hours, to be paid at straight time rates. The Employer will provide a hot meal at the second break at no cost to the employee or meal allowance of twenty-five (\$25) dollars. There shall be a coffee break two (2) hours after each meal period or commencement of overtime work. If a second meal break is provided, it shall replace the first coffee break on overtime hours."

10. Amend the first sentence of Article 304(c) to read as follows: "No shift schedule will be established for a workman for less than two (2) consecutive days for an afternoon shift or three (3) consecutive days for a night shift."

- 11.** Add a new Article 304(f) to read as follows, delete the Letter of Understanding regarding Alternate Shift Schedules at page 31 of the Agreement, and reletter the balance of the paragraphs in Article 304:

"(f) Alternate shift schedules may be established by the employer in accordance with the following:

- (1) 10 days on, 4 days off (the 4 days off shall include both Saturday and Sunday); 14 and 7; 21 and 7; or 20 and 8.
- (2) On all of the above shift rotations, work shall be on a 10 hour per day work schedule with the work cost at 1.2 times the monetary package (inclusive of Wages, Vacation & Statutory Holiday pay, Health & Welfare, RRSP/Pension and industry funds) for 10 hours per day, 7 days per week. Work performed at the Employer's request beyond the established shift schedule hours shall be paid at two (2X) the otherwise applicable straight time hourly rate.
- (3) Additional alternate shifts and alternate cost rates may be scheduled by mutual agreement of the parties.
- (4) Article 304(e) does not apply to alternate shift schedules. Instead, the Shift Premium on alternate shifts shall be four dollars (\$4.00) per hour worked. This premium shall not draw vacation and holiday pay or agreement funding.

Once an alternate shift scheduled has been established it shall not be changed between the options outlined in (1) above without agreement between the Employer and the Union. Such agreement shall not be unreasonably withheld."

- 12.** Add the following new paragraph (a) to Article 404:

"(a) Where employees are required to maintain Field Safety Representative (FSR) status on behalf of the Employer, the Employer will reimburse the cost of such renewal exam upon successful completion."

- 13.** Amend Article 704(g) and (j) by changing the Living Out Allowance, Employer-supplied accommodation plus meal allowance and Periodic Leave as follows:

Date	LOA	Accommodation + Meal	Periodic Leave
Effective date of TLMOA	\$135.00		Increase each category by \$25
May 1, 2017	\$140.00		
May 1, 2018	\$145.00	\$65.00	
April 30, 2019	\$150.00		

- 14.** Amend Article 406 to provide for an apprentice ratio of 1:2 for the first 3 employees and 1:1 for all subsequent hires on commercial/institutional projects. When calculating this ratio non-working foremen shall be excluded.

- 15.** Amend Article 501 by:

- (a) amending the second sentence to read "Such payment may be made by cheque or direct deposit and itemized statements shall be provided electronically with paper statements provided upon request.";
- (b) deleting paragraph (b); and,
- (c) amending the current paragraph (c) by adding the words "Upon request" before "The Employer" and the word "paper" after the word "itemized".

- 16.** Add the following new Article 502 and renumber the balance of Article V accordingly:

"502 Notwithstanding any/all contrary provisions contained within this Agreement, all payroll shall be processed in a manner consistent with CRA regulations."

- 17.** Amend Article 601(a) by replacing "six point three six percent (6.36%)" with "six percent (6%)". The monetary package shall be adjusted such that there is no change in the Journeyman's total monetary package as a result of this change.

- 18.** Amend Article VII by:

- (a) increasing \$0.37 to \$0.48 in Article 702(a) and in the Daily Travel sections of the Local 230. 993 and 1003 addendums; and,
- (b) increasing \$51.00 to \$75.00 in Article 704(e).

**19.** The parties agree to the following two items regarding safety credentials:

(a) Add the following new Article 1009:

“1009 The Employer and the Union both recognize it is in the best interest of all parties to maintain a safe work place, and that begins with a relevant safety education culture. In recognition of this, the Union will facilitate a safety training program for the benefit of its members being “Ready for Work”. Such training will include, but will not be limited to: WHMIS, hearing test, basic fall arrest, and CSTS for BC. Upon the first anniversary date of this Agreement, the Union will not dispatch any members who do not hold the current certifications listed above and all current employees will be required to obtain these same certifications.”

(b) While not to be included in the Agreement, the parties agree that the subject of safety, including but not limited to other safety credentials which should be required on dispatch and how to implement a program that would require the development of a data base that would be used to provide electronic credentials inclusive of expiry dates and safety certificates shall be a subject for discussion at the Joint Conference Board. Meetings of the Joint Conference Board will be scheduled on the last Wednesday of each of April and October each year. Further, participation at the Joint Conference Board shall be opened up to those Employers who have an interest in the discussion items included on the Agenda which will be circulated in advance of the meetings.

**20.** Delete Appendix “A” and the asterisks from all affected Articles from the Agreement.

**21.** Incorporate the content of the Letter of Understanding regarding enabling on Page 27 into the body of the Agreement.

**22.** Amend the Letter of Understanding regarding Enabled Industrial Projects by:

(a) updating the project list to include only the John Hart Dam; and,

(b) applying a monetary package increase as outlined below:

November 1, 2016:	\$0.90
May 1, 2017	\$0.90
May 1, 2018	\$0.90

**23.** Add the following new paragraph (a) to the Letter of Understanding regarding Inter-Local Mobility and reletter the current paragraph (a) as paragraph (b):

“(a) The parties agree that the purpose of this Letter of Understanding is to ensure that the supply of Journeymen and Apprentice members of the four (4) British Columbia locals of the

(6)

IBEW are exhausted prior to seeking manpower from outside British Columbia."

24. The parties agree to establish a sub-committee to discuss the establishment of a new Electronics Security Technician classification and the pay and working conditions which would be required for employees performing such work.
25. Effective May 1, 2018, amend the General Foreman and the "A" Foreman Rates in the Wage Schedules for Commercial, Institutional and Industrial Rates and Industrial PLA Project Rates from 130% and 120% respectively to 133% and 123%.
26. The parties agree to the following increases to the Monetary Package:

Effective date of TLMOA:	\$0.50
November 1, 2016:	\$0.50
May 1, 2017	\$0.50
November 1, 2017	\$0.50
May 1, 2018	\$0.50
November 1, 2018	\$0.50

27. Delete Article 9.15 – Canadian Building Construction Trades Council Fund and amend Article 913 – Affiliation Fund to read as follows:

"913 The Employer will deduct eleven cents (\$0.11) for each hour earned by employees covered by this Agreement to fund the British Columbia Building Trades Council, the Canadian Building Trades Council, IBEW BC Provincial Council and any other Labour Organization deemed appropriate by the IBEW BC Bargaining Council or its' local Unions."

Should any of Locals 213, 230 or 1003 wish to establish a Library Fund then funding shall be an employee deduction (i.e. at no additional cost to the Employer).

28. Make the following housekeeping amendments to the Agreement:
  - (a) Add the following new Article 116 and renumber the balance of Article I:

"116 In this Agreement, words imparting the singular shall include the plural and vice versa where the context requires. The use of words such as he, his, and him as they may appear in the Agreement are not intended to restrict the application of the Agreement or a particular rule to a particular gender, but are used solely for the purpose of grammatical convenience and clarity. Accordingly, words imparting the masculine gender shall include all genders.";
  - (b) Amend Article 602 and any other appropriate references including the Daily Travel Addendums by deleting references to the Yukon Territory;

- (c) Amend the first part of the first sentence of Article 917 to read: "The Parties agree that each Employer shall contribute the sum of eleven cents (\$0.11) for each hour earned on behalf of each employee working...";
- (d) Amend Article 1004 by adding the words "fall arrest equipment," after the words "rubber gloves,"; and,
- (e) Amend Article 1201 by deleting the words "the E.C.A. of B.C. and effective March 1, 2015,".

**B. Ratification and Preparation of Revised Agreements**

- 1. The Parties shall endorse and recommend acceptance of this TLMOA throughout the CLR and BCBCBTU ratification process for the OMS.
- 2. Subsequent to the ratification of the OMS, all appropriate changes shall be made to the Agreement to reflect the terms provided for within this TLMOA.
- 3. In the event the Parties are unable to mutually agree on the content and/or format of the revised Agreement, the matter shall be resolved in accordance with Stage 5 of Article 201 of the Collective Agreement.

**C. Signatures of Parties**

Dated this 2<sup>nd</sup> day of May, 2016.

Dated this 2<sup>nd</sup> day of May, 2016.

Signed on behalf of:

Signed on behalf of:

Construction Labour Relations  
Association of BC

International Brotherhood of Electrical  
Workers, Locals 213, 230, 993 & 1003

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**LIST OF SIGNATORY EMPLOYERS – LOCAL 213**

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The Employer recognizes the Union as the exclusive bargaining agent for all employees in the bargaining unit, and the Union recognizes CLR as the exclusive bargaining agent for all CLR members who have authorized the Association to sign this Agreement on their behalf.

Effective May 2, 2016 the following employers have authorized CLR to bargain a renewal Inside Wiremen's Agreement with International Brotherhood of Electrical Workers Local 213 and to sign such Agreement on their behalf.

1. A-C Systems Inc.
2. AEMS Electric
3. Ainsworth Inc.
4. Andritz Hydro Canada Inc.
5. Bantrel Constructors Co.
6. Bemister Electric Ltd.
7. BFI Constructors Ltd.
8. Canem Systems Ltd.
9. Celco Controls Ltd.
10. Chemco Electrical Contractors Ltd.
11. Cobra Electric Ltd.
12. Commonwealth Construction Canada Ltd.
13. Elworthy Electrical Services Ltd.
14. enCompass Electrical Solutions
15. Four Star Electric Ltd.
16. Fred Welsh Ltd.
17. Ganotec West ULC
18. Harbourview Electric Ltd.
19. HBBC
20. Honeywell Limited
21. Houle Electric Ltd.
22. Jacobs Industrial Services Ltd.
23. Mott Electric General Partnership
24. Mountain View Electric Ltd.
25. Olympic Controls Inc.
26. Park Enterprises Inc.
27. Plant-A-Lite Products Ltd.
28. Platinum Power Contracting Ltd.
29. Ross Morrison Electrical
30. Sasco Contractors Ltd.
31. Sunny Corner Enterprises Inc.
32. United Power Ltd.
33. Western Pacific Enterprises GP
34. Western Technical Installations Ltd.
35. Westwood Industrial Electric Ltd.



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**LIST OF SIGNATORY EMPLOYERS – LOCAL 230**

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The Employer recognizes the Union as the exclusive bargaining agent for all employees in the bargaining unit, and the Union recognizes CLR as the exclusive bargaining agent for all CLR members who have authorized the Association to sign this Agreement on their behalf.

Effective May 2, 2016 the following employers have authorized CLR to bargain a renewal Inside Wiremen's Agreement with International Brotherhood of Electrical Workers Local 230 and to sign such Agreement on their behalf.

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|--|--|
| 1. Andritz Hydro Canada Inc.             | 8. Honeywell Limited                     |
| 2. Canem Systems Ltd.                    | 9. Houle Electric Ltd.                   |
| 3. Chemco Electrical Contractors Ltd.    | 10. Island Temperature Controls Ltd.     |
| 4. Commonwealth Construction Canada Ltd. | 11. Jacobs Industrial Services Ltd.      |
| 5. E.H. Emery Electric Ltd.              | 12. Lee Mac Electric Ltd.                |
| 6. F & M Installations Ltd.              | 13. Raylec Power Ltd.                    |
| 7. HBBC                                  | 14. Sunny Corner Enterprises Inc.        |
|  | 15. Western Technical Installations Ltd. |

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**LIST OF SIGNATORY EMPLOYERS – LOCAL 993**

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The Employer recognizes the Union as the exclusive bargaining agent for all employees in the bargaining unit, and the Union recognizes CLR as the exclusive bargaining agent for all CLR members who have authorized the Association to sign this Agreement on their behalf.

Effective May 2, 2016 the following employers have authorized CLR to bargain a renewal Inside Wiremen's Agreement with International Brotherhood of Electrical Workers Local 993 and to sign such Agreement on their behalf.

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|--|--|
| 1. Andritz Hydro Canada Inc.             | 13. Lockerbie & Hole Eastern Inc.                            |
| 2. Bantrel Constructors Co.              | 14. Mountain View Electric Ltd.                              |
| 3. BFI Constructors Ltd.                 | 15. Northpointe ENC  |
| 4. Brasco International Inc.             | 16. Park Enterprises Inc.                                    |
| 5. Canem Systems Ltd.                    | 17. Smithers Electric  |
| 6. Chemco Electrical Contractors Ltd.    | 18. Sunny Corner Enterprises Inc.                            |
| 7. Commonwealth Construction Canada Ltd. | 19. T L & T Electric Ltd.                                    |
| 8. Couto Electric & Controls 2012 Ltd.   | 20. The Electrician (D.E. Guyatt (1990) Company Limited dba) |
| 9. HBBC                                  | 21. United Power Ltd.  |
| 10. Houle Electric Ltd.                  | 22. Voith Hydro Inc.   |
| 11. Jacobs Industrial Services Ltd.      | 23. Western Technical Installations Ltd.                     |
| 12. KBR Industrial Canada Co.            |  |

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**LIST OF SIGNATORY EMPLOYERS – LOCAL 1003**

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The Employer recognizes the Union as the exclusive bargaining agent for all employees in the bargaining unit, and the Union recognizes CLR as the exclusive bargaining agent for all CLR members who have authorized the Association to sign this Agreement on their behalf.

Effective May 2, 2016 the following employers have authorized CLR to bargain a renewal Inside Wiremen's Agreement with International Brotherhood of Electrical Workers Local 1003 and to sign such Agreement on their behalf.

- |  |   |
|--|---|
| 1. Andritz Hydro Canada Inc.             | 5. Jacobs Industrial Services Ltd.      |
| 2. Chemco Electrical Contractors Ltd.    | 6. Martech Electrical Systems Ltd.      |
| 3. Commonwealth Construction Canada Ltd. | 7. Sunny Corner Enterprises Inc.        |
| 4. HBBC                                  | 8. Western Technical Installations Ltd. |

**2016 BCBCBTU/CLR Industry Bargaining  
Inside Wiremen's Agreement - Local 213  
Monetary Package Breakdown  
Journeyman<sup>1</sup>**

<b>Wage Package</b>	Effective date →	<b>Expiry<sup>2,3</sup></b>						
		01-Nov-15	01-May-16	01-Nov-16	01-May-17	01-Nov-17	1-May-18	1-Nov-18
Straight Time Hourly Wage Rate		37.23	TBD	TBD	TBD	TBD	TBD	TBD
Vacation & Statutory Holiday Pay <sup>4</sup>	12%	4.602	TBD	TBD	TBD	TBD	TBD	TBD
<b>Wage Package Total</b>		<b>\$41.832</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>
<b>Employer Contributions</b>								
Union Benefit Plan	E <sup>5</sup>	2.10	TBD	TBD	TBD	TBD	TBD	TBD
Union Pension Plan	E <sup>5</sup>	5.45	TBD	TBD	TBD	TBD	TBD	TBD
CLR Dues	E <sup>5</sup>	0.11	0.11	0.11	0.11	0.11	0.11	0.11
Rehabilitation Fund	E <sup>5</sup>	0.02	0.02	0.02	0.02	0.02	0.02	0.02
JAPlan	E <sup>5</sup>	0.01	0.01	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	E <sup>5</sup>	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Industry Training Fund	E <sup>5</sup>	0.56	0.56	0.56	0.56	0.56	0.56	0.56
Electrical Industry Bursary Fund	E <sup>5</sup>	0.07	0.07	0.07	0.07	0.07	0.07	0.07
Joint Industry Promotion Fund	E <sup>5</sup>	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Electrical Contractors Association	E <sup>5</sup>	0.17	0.17	0.17	0.17	0.17	0.17	0.17
<b>Employer Contribution Total (Straight Time)</b>		<b>\$8.55</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>
<b>Employer Contribution Total (1.5x OT)</b>		<b>\$12.83</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>
<b>Employer Contribution Total (2x OT)</b>		<b>\$17.10</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>
<b>Straight Time Monetary Package Total (Sum of Wage Package + Employer Contributions)</b>		<b>\$50.382</b>	<b>\$50.88</b>	<b>\$51.38</b>	<b>\$51.88</b>	<b>\$52.38</b>	<b>\$52.88</b>	<b>\$53.38</b>
<b>Annual Monetary Package Increase</b>			<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>
<b>Monetary Package Increase Total (Sum of Annual Increases for Period 01-May-16 thru 30-Apr-19)</b>			<b>\$3.00</b>					

**Notes:**

- <sup>1</sup> The above monetary package reflects the Journeyman employee classification. The respective monetary package shall be recalculated accordingly for all other employee classifications pursuant to each respective corresponding wage rate percentage. (Refer to Collective Agreement for details.)
- <sup>2</sup> The shaded columns are the result of negotiated settlements reached during the 2014 - 2016 round of bargaining.
- <sup>3</sup> The term of the 2014 - 2016 Agreement expires on 30-Apr-16.
- <sup>4</sup> Vacation & Statutory Holiday Pay was 12.36% prior to May 1, 2016. Effective May 1, 2016 it was reduced to 12% and the 0.36% was reallocated in the monetary package.
- <sup>5</sup> Basis of calculation of Employer contributions and employee deductions:  
W = per hours worked (i.e. each straight time hour and each 1.5x OT hour and each 2x OT hour = 1 hour earned).  
E = per hours earned (i.e. each straight time hour = 1 hour earned, each 1.5x OT hour = 1.5 hours earned, each 2x OT hour = 2 hours earned).

**2016 BCBCBTU/CLR Industry Bargaining  
Inside Wiremen's Agreement - Local 230  
Monetary Package Breakdown  
Journeyman<sup>1</sup>**

Wage Package	Effective date →	Expiry <sup>2,3</sup>						
		01-Nov-15	01-May-16	01-Nov-16	01-May-17	01-Nov-17	1-May-18	1-Nov-18
Straight Time Hourly Wage Rate		37.08	TBD	TBD	TBD	TBD	TBD	TBD
Vacation & Statutory Holiday Pay <sup>4</sup>	12%	4.583	TBD	TBD	TBD	TBD	TBD	TBD
<b>Wage Package Total</b>		<b>\$41.663</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>
<b>Employer Contributions</b>								
Union Benefit Plan	E <sup>5</sup>	2.50	TBD	TBD	TBD	TBD	TBD	TBD
Union RSP	E <sup>5</sup>	5.10	TBD	TBD	TBD	TBD	TBD	TBD
CLR Dues	E <sup>5</sup>	0.11	0.11	0.11	0.11	0.11	0.11	0.11
Rehabilitation Fund	E <sup>5</sup>	0.02	0.02	0.02	0.02	0.02	0.02	0.02
JAPlan	E <sup>5</sup>	0.01	0.01	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	E <sup>5</sup>	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Industry Training Fund	E <sup>5</sup>	0.31	0.31	0.31	0.31	0.31	0.31	0.31
Electrical Industry Bursary Fund	E <sup>5</sup>	0.07	0.07	0.07	0.07	0.07	0.07	0.07
Joint Industry Promotion Fund	E <sup>5</sup>	0.12	0.12	0.12	0.12	0.12	0.12	0.12
Electrical Contractors Association	E <sup>5</sup>	0.17	0.17	0.17	0.17	0.17	0.17	0.17
<b>Employer Contribution Total (Straight Time)</b>								
		<b>\$8.42</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>
<b>Employer Contribution Total (1.5x OT)</b>								
		<b>\$12.63</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>
<b>Employer Contribution Total (2x OT)</b>								
		<b>\$16.84</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>
<b>Straight Time Monetary Package Total (Sum of Wage Package + Employer Contributions)</b>		<b>\$50.083</b>	<b>\$50.58</b>	<b>\$51.08</b>	<b>\$51.58</b>	<b>\$52.08</b>	<b>\$52.58</b>	<b>\$53.08</b>
<b>Annual Monetary Package Increase</b>								
<b>Monetary Package Increase Total (Sum of Annual Increases for Period 01-May-16 thru 30-Apr-19)</b>			<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>
			<b>\$3.00</b>					

**Notes:**

- <sup>1</sup> The above monetary package reflects the Journeyman employee classification. The respective monetary package shall be recalculated accordingly for all other employee classifications pursuant to each respective corresponding wage rate percentage. (Refer to Collective Agreement for details.)
- <sup>2</sup> The shaded columns are the result of negotiated settlements reached during the 2014 - 2016 round of bargaining.
- <sup>3</sup> The term of the 2014 - 2016 Agreement expires on 30-Apr-16.
- <sup>4</sup> Vacation & Statutory Holiday Pay was 12.36% prior to May 1, 2016. Effective May 1, 2016 it was reduced to 12% and the 0.36% was reallocated in the monetary package.
- <sup>5</sup> Basis of calculation of Employer contributions and employee deductions:  
W = per hours worked (i.e. each straight time hour and each 1.5x OT hour and each 2x OT hour = 1 hour earned).

**2016 BCBCBTU/CLR Industry Bargaining  
Inside Wiremen's Agreement - Local 993  
Monetary Package Breakdown  
Journeyman<sup>1</sup>**

Wage Package	Effective date →	Expiry <sup>2,3</sup>						
		01-Nov-15	01-May-16	01-Nov-16	01-May-17	01-Nov-17	1-May-18	1-Nov-18
Straight Time Hourly Wage Rate		37.08	TBD	TBD	TBD	TBD	TBD	TBD
Vacation & Statutory Holiday Pay <sup>4</sup>	12%	4.583	TBD	TBD	TBD	TBD	TBD	TBD
<b>Wage Package Total</b>		<b>\$41.663</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>
<b>Employer Contributions</b>								
Union Benefit Plan	E <sup>5</sup>	2.50	TBD	TBD	TBD	TBD	TBD	TBD
Union RSP	E <sup>5</sup>	5.10	TBD	TBD	TBD	TBD	TBD	TBD
CLR Dues	E <sup>5</sup>	0.11	0.11	0.11	0.11	0.11	0.11	0.11
Rehabilitation Fund	E <sup>5</sup>	0.02	0.02	0.02	0.02	0.02	0.02	0.02
JAPlan	E <sup>5</sup>	0.01	0.01	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	E <sup>5</sup>	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Industry Training Fund	E <sup>5</sup>	0.31	0.31	0.31	0.31	0.31	0.31	0.31
Electrical Industry Bursary Fund	E <sup>5</sup>	0.07	0.07	0.07	0.07	0.07	0.07	0.07
Joint Industry Promotion Fund	E <sup>5</sup>	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Electrical Contractors Association	E <sup>5</sup>	0.17	0.17	0.17	0.17	0.17	0.17	0.17
Library Fund	E <sup>5</sup>	0.04	0.04	0.04	0.04	0.04	0.04	0.04
<b>Employer Contribution Total (Straight Time)</b>		<b>\$8.44</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>
<b>Employer Contribution Total (1.5x OT)</b>		<b>\$12.66</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>
<b>Employer Contribution Total (2x OT)</b>		<b>\$16.88</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>
<b>Straight Time Monetary Package Total (Sum of Wage Package + Employer Contributions)</b>		<b>\$50.103</b>	<b>\$50.60</b>	<b>\$51.10</b>	<b>\$51.60</b>	<b>\$52.10</b>	<b>\$52.60</b>	<b>\$53.10</b>
<b>Annual Monetary Package Increase</b>			<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>
<b>Monetary Package Increase Total (Sum of Annual Increases for Period 01-May-16 thru 30-Apr-19)</b>			<b>\$3.00</b>					

**Notes:**

<sup>1</sup> The above monetary package reflects the Journeyman employee classification. The respective monetary package shall be recalculated accordingly for all other employee classifications pursuant to each respective corresponding wage rate percentage. (Refer to Collective Agreement for details.)

<sup>2</sup> The shaded columns are the result of negotiated settlements reached during the 2014 - 2016 round of bargaining.

<sup>3</sup> The term of the 2014 - 2016 Agreement expires on 30-Apr-16.

<sup>4</sup> Vacation & Statutory Holiday Pay was 12.36% prior to May 1, 2016. Effective May 1, 2016 it was reduced to 12% and the 0.36% was reallocated in the monetary package.

<sup>5</sup> Basis of calculation of Employer contributions and employee deductions:

W = per hours worked (i.e. each straight time hour and each 1.5x OT hour and each 2x OT hour = 1 hour earned).

E = per hours earned (i.e. each straight time hour = 1 hour earned, each 1.5x OT hour = 1.5 hours earned, each 2x OT hour = 2 hours earned).

**2016 BCBCBTU/CLR Industry Bargaining  
 Inside Wiremen's Agreement - Local 1003  
 Monetary Package Breakdown  
 Journeyman<sup>1</sup>**

Wage Package	Effective date →	Expiry <sup>2,3</sup>						
		01-Nov-15	01-May-16	01-Nov-16	01-May-17	01-Nov-17	1-May-18	1-Nov-18
Straight Time Hourly Wage Rate		36.96	TBD	TBD	TBD	TBD	TBD	TBD
Vacation & Statutory Holiday Pay <sup>4</sup>	12%	4.568	TBD	TBD	TBD	TBD	TBD	TBD
<b>Wage Package Total</b>		<b>\$41.528</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>
<b>Employer Contributions</b>								
Union Benefit Plan	E <sup>5</sup>	2.50	TBD	TBD	TBD	TBD	TBD	TBD
Union RSP	E <sup>5</sup>	5.25	TBD	TBD	TBD	TBD	TBD	TBD
CLR Dues	E <sup>5</sup>	0.11	0.11	0.11	0.11	0.11	0.11	0.11
Rehabilitation Fund	E <sup>5</sup>	0.02	0.02	0.02	0.02	0.02	0.02	0.02
JAPlan	E <sup>5</sup>	0.01	0.01	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	E <sup>5</sup>	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Industry Training Fund	E <sup>5</sup>	0.31	0.31	0.31	0.31	0.31	0.31	0.31
Electrical Industry Bursary Fund	E <sup>5</sup>	0.07	0.07	0.07	0.07	0.07	0.07	0.07
Joint Industry Promotion Fund	E <sup>5</sup>	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Electrical Contractors Association	E <sup>5</sup>	0.17	0.17	0.17	0.17	0.17	0.17	0.17
<b>Employer Contribution Total (Straight Time)</b>								
		<b>\$8.55</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>
<b>Employer Contribution Total (1.5x OT)</b>								
		<b>\$12.83</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>
<b>Employer Contribution Total (2x OT)</b>								
		<b>\$17.10</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>
<b>Straight Time Monetary Package Total (Sum of Wage Package + Employer Contributions)</b>		<b>\$50.078</b>	<b>\$50.58</b>	<b>\$51.08</b>	<b>\$51.58</b>	<b>\$52.08</b>	<b>\$52.58</b>	<b>\$53.08</b>
<b>Annual Monetary Package Increase</b>			<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>
<b>Monetary Package Increase Total (Sum of Annual Increases for Period 01-May-16 thru 30-Apr-19)</b>			<b>\$3.00</b>					

**Notes:**

- <sup>1</sup> The above monetary package reflects the Journeyman employee classification. The respective monetary package shall be recalculated accordingly for all other employee classifications pursuant to each respective corresponding wage rate percentage. (Refer to Collective Agreement for details.)
- <sup>2</sup> The shaded columns are the result of negotiated settlements reached during the 2014 - 2016 round of bargaining.
- <sup>3</sup> The term of the 2014 - 2016 Agreement expires on 30-Apr-16.
- <sup>4</sup> Vacation & Statutory Holiday Pay was 12.36% prior to May 1, 2016. Effective May 1, 2016 it was reduced to 12% and the 0.36% was reallocated in the monetary package.
- <sup>5</sup> Basis of calculation of Employer contributions and employee deductions:  
 W = per hours worked (i.e. each straight time hour and each 1.5x OT hour and each 2x OT hour = 1 hour earned).  
 E = per hours earned (i.e. each straight time hour = 1 hour earned, each 1.5x OT hour = 1.5 hours earned, each 2x OT hour = 2 hours earned).
- <sup>6</sup> Market recovery is paid on a maximum of 30 hours per week and is not paid by apprentices from levels 1 - 6.

**2016 BCBCBTU/CLR Industry Bargaining**  
**Inside Wiremen's Agreement - Local 213 - Enabled Industrial Projects**  
**Monetary Package Breakdown**  
**Journeyman<sup>1</sup>**

<b>Wage Package</b>	Effective date →	<b>Expiry<sup>2,3</sup></b>						
		01-May-15	01-Nov-16	01-May-17	01-May-18			
Straight Time Hourly Wage Rate		40.81	TBD	TBD	TBD			
Vacation & Statutory Holiday Pay <sup>4</sup>	12%	5.044	TBD	TBD	TBD			
<b>Wage Package Total</b>		<b>\$45.854</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>			
<b>Employer Contributions</b>								
Union Benefit Plan	E <sup>5</sup>	2.10	TBD	TBD	TBD			
Union Pension Plan	E <sup>5</sup>	5.45	TBD	TBD	TBD			
CLR Dues	E <sup>5</sup>	0.11	TBD	TBD	TBD			
Rehabilitation Fund	E <sup>5</sup>	0.02	TBD	TBD	TBD			
JAPlan	E <sup>5</sup>	0.01	TBD	TBD	TBD			
BCBCBTU Fund	E <sup>5</sup>	0.01	TBD	TBD	TBD			
Industry Training Fund	E <sup>5</sup>	0.56	TBD	TBD	TBD			
Electrical Industry Bursary Fund	E <sup>5</sup>	0.07	TBD	TBD	TBD			
Joint Industry Promotion Fund	E <sup>5</sup>	0.05	TBD	TBD	TBD			
Electrical Contractors Association	E <sup>5</sup>	0.17	TBD	TBD	TBD			
<b>Employer Contribution Total (Straight Time)</b>		<b>\$8.55</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>			
<b>Employer Contribution Total (1.5x OT)</b>		<b>\$12.83</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>			
<b>Employer Contribution Total (2x OT)</b>		<b>\$17.10</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>			
<b>Straight Time Monetary Package Total (Sum of Wage Package + Employer Contributions)</b>		<b>\$54.404</b>	<b>\$55.30</b>	<b>\$56.20</b>	<b>\$57.10</b>			
<b>Annual Monetary Package Increase</b>			<b>\$0.90</b>	<b>\$0.90</b>	<b>\$0.90</b>			
<b>Monetary Package Increase Total (Sum of Annual Increases for Period 01-May-16 thru 30-Apr-19)</b>			<b>\$2.70</b>					

**Notes:**

- <sup>1</sup> The above monetary package reflects the Journeyman employee classification. The respective monetary package shall be recalculated accordingly for all other employee classifications pursuant to each respective corresponding wage rate percentage. (Refer to Collective Agreement for details.)
- <sup>2</sup> The shaded columns are the result of negotiated settlements reached during the 2014 - 2016 round of bargaining.
- <sup>3</sup> The term of the 2014 - 2016 Agreement expires on 30-Apr-16.
- <sup>4</sup> Vacation & Statutory Holiday Pay was 12.36% prior to May 1, 2016. Effective May 1, 2016 it was reduced to 12% and the 0.36% was reallocated in the monetary package.
- <sup>5</sup> Basis of calculation of Employer contributions and employee deductions:  
W = per hours worked (i.e. each straight time hour and each 1.5x OT hour and each 2x OT hour = 1 hour earned).



**2016 BCBCBTU/CLR Industry Bargaining**  
**Inside Wiremen's Agreement - Local 230 - Enabled Industrial Projects**  
**Monetary Package Breakdown**  
**Journeyman<sup>1</sup>**

<b>Wage Package</b>	Effective date →	<b>Expiry<sup>2,3</sup></b>						
		01-May-15	01-Nov-16	01-May-17	01-May-18			
Straight Time Hourly Wage Rate		40.66	TBD	TBD	TBD			
Vacation & Statutory Holiday Pay <sup>4</sup>	12%	5.026	TBD	TBD	TBD			
<b>Wage Package Total</b>		<b>\$45.686</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>			
<b>Employer Contributions</b>								
Union Benefit Plan	E <sup>5</sup>	2.50	TBD	TBD	TBD			
Union RSP	E <sup>5</sup>	5.10	TBD	TBD	TBD			
CLR Dues	E <sup>5</sup>	0.11	TBD	TBD	TBD			
Rehabilitation Fund	E <sup>5</sup>	0.02	TBD	TBD	TBD			
JAPlan	E <sup>5</sup>	0.01	TBD	TBD	TBD			
BCBCBTU Fund	E <sup>5</sup>	0.01	TBD	TBD	TBD			
Industry Training Fund	E <sup>5</sup>	0.31	TBD	TBD	TBD			
Electrical Industry Bursary Fund	E <sup>5</sup>	0.07	TBD	TBD	TBD			
Joint Industry Promotion Fund	E <sup>5</sup>	0.10	TBD	TBD	TBD			
Electrical Contractors Association	E <sup>5</sup>	0.17	TBD	TBD	TBD			
<b>Employer Contribution Total (Straight Time)</b>		<b>\$8.40</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>			
<b>Employer Contribution Total (1.5x OT)</b>		<b>\$12.60</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>			
<b>Employer Contribution Total (2x OT)</b>		<b>\$16.80</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>			
<b>Straight Time Monetary Package Total (Sum of Wage Package + Employer Contributions)</b>		<b>\$54.086</b>	<b>\$54.99</b>	<b>\$55.89</b>	<b>\$56.79</b>			
<b>Annual Monetary Package Increase</b>			<b>\$0.90</b>	<b>\$0.90</b>	<b>\$0.90</b>			
<b>Monetary Package Increase Total (Sum of Annual Increases for Period 01-May-16 thru 30-Apr-19)</b>			<b>\$2.70</b>					

**Notes:**

- <sup>1</sup> The above monetary package reflects the Journeyman employee classification. The respective monetary package shall be recalculated accordingly for all other employee classifications pursuant to each respective corresponding wage rate percentage. (Refer to Collective Agreement for details.)
- <sup>2</sup> The shaded columns are the result of negotiated settlements reached during the 2014 - 2016 round of bargaining.
- <sup>3</sup> The term of the 2014 - 2016 Agreement expires on 30-Apr-16.
- <sup>4</sup> Vacation & Statutory Holiday Pay was 12.36% prior to May 1, 2016. Effective May 1, 2016 it was reduced to 12% and the 0.36% was reallocated in the monetary package.
- <sup>5</sup> Basis of calculation of Employer contributions and employee deductions:  
W = per hours worked (i.e. each straight time hour and each 1.5x OT hour and each 2x OT hour = 1 hour earned).

**2016 BCBCBTU/CLR Industry Bargaining**  
**Inside Wiremen's Agreement - Local 993 - Enabled Industrial Projects**  
**Monetary Package Breakdown**  
**Journeyman<sup>1</sup>**

Wage Package	Effective date →	Expiry <sup>2,3</sup>	01-Nov-16	01-May-17	01-May-18		
		01-May-15					
Straight Time Hourly Wage Rate		40.66	TBD	TBD	TBD		
Vacation & Statutory Holiday Pay <sup>4</sup>	12%	5.026	TBD	TBD	TBD		
<b>Wage Package Total</b>		<b>\$45.686</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>		
<b>Employer Contributions</b>							
Union Benefit Plan	E <sup>5</sup>	2.50	TBD	TBD	TBD		
Union RSP	E <sup>5</sup>	5.10	TBD	TBD	TBD		
CLR Dues	E <sup>5</sup>	0.11	TBD	TBD	TBD		
Rehabilitation Fund	E <sup>5</sup>	0.02	TBD	TBD	TBD		
JAPlan	E <sup>5</sup>	0.01	TBD	TBD	TBD		
BCBCBTU Fund	E <sup>5</sup>	0.01	TBD	TBD	TBD		
Industry Training Fund	E <sup>5</sup>	0.31	TBD	TBD	TBD		
Electrical Industry Bursary Fund	E <sup>5</sup>	0.07	TBD	TBD	TBD		
Joint Industry Promotion Fund	E <sup>5</sup>	0.10	TBD	TBD	TBD		
Electrical Contractors Association	E <sup>5</sup>	0.17	TBD	TBD	TBD		
Library Fund	E <sup>5</sup>	0.04	TBD	TBD	TBD		
<b>Employer Contribution Total (Straight Time)</b>		<b>\$8.44</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>		
<b>Employer Contribution Total (1.5x OT)</b>		<b>\$12.66</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>		
<b>Employer Contribution Total (2x OT)</b>		<b>\$16.88</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>		
<b>Straight Time Monetary Package Total (Sum of Wage Package + Employer Contributions)</b>		<b>\$54.126</b>	<b>\$55.03</b>	<b>\$55.93</b>	<b>\$56.83</b>		
<b>Annual Monetary Package Increase</b>			<b>\$0.90</b>	<b>\$0.90</b>	<b>\$0.90</b>		
<b>Monetary Package Increase Total (Sum of Annual Increases for Period 01-May-16 thru 30-Apr-19)</b>			<b>\$2.70</b>				

**Notes:**

- <sup>1</sup> The above monetary package reflects the Journeyman employee classification. The respective monetary package shall be recalculated accordingly for all other employee classifications pursuant to each respective corresponding wage rate percentage. (Refer to Collective Agreement for details.)
- <sup>2</sup> The shaded columns are the result of negotiated settlements reached during the 2014 - 2016 round of bargaining.
- <sup>3</sup> The term of the 2014 - 2016 Agreement expires on 30-Apr-16.
- <sup>4</sup> Vacation & Statutory Holiday Pay was 12.36% prior to May 1, 2016. Effective May 1, 2016 it was reduced to 12% and the 0.36% was reallocated in the monetary package.
- <sup>5</sup> Basis of calculation of Employer contributions and employee deductions:  
W = per hours worked (i.e. each straight time hour and each 1.5x OT hour and each 2x OT hour = 1 hour earned).

**2016 BCBCBTU/CLR Industry Bargaining**  
**Inside Wiremen's Agreement - Local 1003 - Enabled Industrial Projects**  
**Monetary Package Breakdown**  
**Journeyman<sup>1</sup>**

<b>Wage Package</b>	Effective date →	<b>Expiry<sup>2,3</sup></b>						
		01-May-15	01-Nov-16	01-May-17	01-May-18			
Straight Time Hourly Wage Rate		40.54	TBD	TBD	TBD			
Vacation & Statutory Holiday Pay <sup>4</sup>	12%	5.011	TBD	TBD	TBD			
<b>Wage Package Total</b>		<b>\$45.551</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>			
<b>Employer Contributions</b>								
Union Benefit Plan	E <sup>5</sup>	2.50	TBD	TBD	TBD			
Union RSP	E <sup>5</sup>	5.25	TBD	TBD	TBD			
CLR Dues	E <sup>5</sup>	0.11	TBD	TBD	TBD			
Rehabilitation Fund	E <sup>5</sup>	0.02	TBD	TBD	TBD			
JAPlan	E <sup>5</sup>	0.01	TBD	TBD	TBD			
BCBCBTU Fund	E <sup>5</sup>	0.01	TBD	TBD	TBD			
Industry Training Fund	E <sup>5</sup>	0.31	TBD	TBD	TBD			
Electrical Industry Bursary Fund	E <sup>5</sup>	0.07	TBD	TBD	TBD			
Joint Industry Promotion Fund	E <sup>5</sup>	0.10	TBD	TBD	TBD			
Electrical Contractors Association	E <sup>5</sup>	0.17	TBD	TBD	TBD			
<b>Employer Contribution Total (Straight Time)</b>		<b>\$8.55</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>			
<b>Employer Contribution Total (1.5x OT)</b>		<b>\$12.83</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>			
<b>Employer Contribution Total (2x OT)</b>		<b>\$17.10</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>			
<b>Straight Time Monetary Package Total (Sum of Wage Package + Employer Contributions)</b>		<b>\$54.101</b>	<b>\$55.00</b>	<b>\$55.90</b>	<b>\$56.80</b>			
<b>Annual Monetary Package Increase</b>			<b>\$0.90</b>	<b>\$0.90</b>	<b>\$0.90</b>			
<b>Monetary Package Increase Total (Sum of Annual Increases for Period 01-May-16 thru 30-Apr-19)</b>			<b>\$2.70</b>					

**Notes:**

- <sup>1</sup> The above monetary package reflects the Journeyman employee classification. The respective monetary package shall be recalculated accordingly for all other employee classifications pursuant to each respective corresponding wage rate percentage. (Refer to Collective Agreement for details.)
- <sup>2</sup> The shaded columns are the result of negotiated settlements reached during the 2014 - 2016 round of bargaining.
- <sup>3</sup> The term of the 2014 - 2016 Agreement expires on 30-Apr-16.
- <sup>4</sup> Vacation & Statutory Holiday Pay was 12.36% prior to May 1, 2016. Effective May 1, 2016 it was reduced to 12% and the 0.36% was reallocated in the monetary package.
- <sup>5</sup> Basis of calculation of Employer contributions and employee deductions:  
W = per hours worked (i.e. each straight time hour and each 1.5x OT hour and each 2x OT hour = 1 hour earned).