

2016

COLLECTIVE AGREEMENT

BETWEEN: MAPLE LEAF CONSTRUCTION LTD.
(Hereinafter referred to as the “Company)

OF THE FIRST PART

AND: MAPLE LEAF CONSTRUCTION EMPLOYEE ASSOCIATION
(Hereinafter referred to as the “Union”)

OF THE SECOND PART

ARTICLE 1 - PURPOSE

- 1.01 The general purpose of this Agreement is to establish mutually satisfactory relations between the Company and its employees and to provide machinery for prompt and equitable disposition of grievances, and to establish and maintain satisfactory working conditions, hours and wages for all employees who are subject to the provisions of this Agreement.

ARTICLE 2 - SCOPE AND RECOGNITION

- 2.01 The Company recognizes the Union as the sole collective bargaining agent for all employees of the Company except office staff, those above the rank of working Foremen, and those excluded by the Act.

ARTICLE 3 - MANAGEMENT RIGHTS

- 3.01 The management of the Company and the direction of its working force shall remain exclusively in the company, subject to the terms of this Agreement. Without affecting the generality of the foregoing, the Company will retain the specific right to determine the wage category within which each employee fits, as listed in Schedule A attached.

ARTICLE 4 – NO DISCRIMINATION

- 4.01 The Company and the Union each agree that there will be no discrimination against employees on the basis of race/ ethnicity, colour, national origin, sex, sexual orientation, disability, age and membership or non-membership in the Union.

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ARTICLE 5 - UNION SECURITY

- 5.01 It shall be a condition of employment that all employees of the Company covered by this Agreement who are members of the Union in good standing on the effective date of this Agreement shall remain members in good standing. It shall also be a condition of employment that all employees hired on or after the effective date of this Agreement shall become and remain members in good standing of The Union.
- 5.02 The Company will deduct the regular monthly Union Dues from the pay cheque of each employee on the first pay period of each month. At the same pay period, new employees, whose pay cheques covered a full two week pay period will have deducted from their pay an initiation fee as directed by the Union, and thereafter their deductions will be the same as other members in good standing.
- 5.03 The Company will remit such Union Dues deductions to the Secretary-Treasurer of the Union not later than the 20th day of each month and shall provide the Union annually with a list of names from whom such deductions were made.

ARTICLE 6 - STRIKES AND LOCKOUTS

- 6.01 It is agreed by the Union that there shall be no strikes either complete or partial during the life of this Agreement, or while negotiations for renewal of this Agreement are in progress. It is further agreed by the Union that should any such collective action be taken, the Union shall instruct its members to carry out the provisions of this Agreement and return to work and perform their duties in the usual manner.
- 6.02 It is agreed by the Company that there shall be no lockout during the life of this Agreement or while negotiations for renewal of this Agreement are in progress.

ARTICLE 7 - STEWARDS

- 7.01 The Union may appoint or otherwise select job stewards who shall be regular employees of the Company during term of office. The Union shall notify the Company of the names of such stewards.
- 7.02 If proper discharge of his responsibility requires the absence from work of a Union Steward, in order that the work of the Company shall not be unreasonably interrupted, no steward shall leave his work without obtaining the permission of his immediate supervisor. Such permission shall not be unreasonably withheld and such authorized absence shall be without loss of regular pay.

ARTICLE 8 - GRIEVANCE AND BARGAINING COMMITTEE

- 8.01 The Company shall recognize a committee appointed by the Association for the purpose of administration of this Agreement, negotiations, and the processing of grievances.
- 8.02 The Company will bargain with the said committee on any matter properly arising out of this Agreement.

8.03 Members of the bargaining committee and the grievance committee attending meetings held within working hours shall do so without loss of remuneration. Meetings between the Company and the bargaining committee and the grievance committee shall normally be held during the employees' regular hours of work. The Company shall have the right to limit the time taken for such meetings, if it deems the time so taken to be excessive.

ARTICLE 9 – GRIEVANCE PROCEDURE

- 9.01** The parties of this Agreement desire that every complaint or grievance shall be dealt with as fairly and as quickly as possible. For the purpose of this Agreement a complaint or grievance is defined as a dispute or controversy concerning the interpretation, meaning, application, operation or alleged violation of a provision of this Agreement.
- 9.02** In this section “days” shall refer to working days only and will not include Saturdays, Sundays or Holidays.
- 9.03** A complaint must be discussed orally with the foreman (or immediate supervisor) by the aggrieved employee either alone or at the request of the employee with his steward. In the event the complaint is not settled in this manner within three (3) days it then becomes a grievance.
- 9.04** If the complaint is not settled as outlined in 9.03 the aggrieved employee may submit his grievance in triplicate on a form provided by the Union to his steward who shall within fifteen (15) days of the circumstances giving rise to the complaint, endeavor to settle the matter with the employee's Supervisor.
- 9.05** If the steward and the supervisor fail to settle a grievance within two (2) days then it shall be referred to the Company Human Resource Manager and a member of the Union grievance committee who shall be given four (4) days in which to reach a fair and reasonable settlement. Such settlement shall be given in writing to the Union, the Company and the aggrieved employee.
- 9.06** If within ten (10) days of the disposition given in 9.05, the disposition is considered unsatisfactory to either party to this Agreement, then either party may submit the grievance to arbitration.
- 9.07** Where an employee claims to have been discharged without cause or where the Trade Union has a dispute with the Company the grievance shall be submitted by the Trade Union in triplicate to the personnel manager of the Company within fifteen (15) days of the circumstances giving rise to the grievance and the grievance shall be dealt with as described in 9.05.
- 9.08** The time limits set out in the grievance procedure shall be strictly adhered to. Failure of the employee and / or the Union to meet deadlines shall be sufficient reason to consider the grievance abandoned, and failure by the Company to meet a deadline shall automatically move the grievance to the next step. Time limits, however, may be extended by mutual written agreement.

ARTICLE 10 – ARBITRATION

10.01 Where either party to this Agreement considers the disposition of a grievance as given in 9.06 to be unsatisfactory, it may, within ten (10) days of the date of the disposition, submit the matter to arbitration by advising the other party in writing of its intentions. If such notification is not filed within ten (10) days, the disposition given in 10.06 shall be final and binding on the employees, the Union and the Company.

10.02 Grievances submitted to arbitration shall be listed and dealt with in chronological order, except that grievances regarding discharge cases shall be placed at the top of the list and they will be dealt with in chronological order.

10.03 The parties agree that all cases submitted to arbitration shall be resolved by a single arbitrator who shall be chosen in order from the list of approved arbitrators as follows:

**Blair Graham;
Diana Jones;
Michael Werier
Keith Labossiere**

10.04 However, if the designated arbitrator is unable to act within twenty-eight (28) days, the next listed arbitrator shall be called to arbitrate and so on until the position is filled. Nothing in the foregoing shall prevent the parties from choosing another mutually satisfactory arbitrator to hear a specific case.

10.05 The fee and expenses of the arbitrator shall be paid fifty (50%) percent by the Company and fifty (50%) percent by the Union. All other expenses shall be borne by the party incurring them and neither party shall be responsible for the expenses of witnesses called by the other.

10.06 The decision of the arbitrator shall be final and conclusive and binding upon all employees, the Company and the Trade Union.

10.07 The arbitrator shall determine all procedural issues but shall give full opportunity to all parties to present evidence and make representation.

10.08 The arbitrator shall have no jurisdiction to add to or to subtract from or to modify any of the terms of this Agreement or give any decision inconsistent with the terms and provisions of this Agreement nor to deal with any matters not covered by this Agreement. The arbitrator's jurisdiction shall be limited to grievances concerning interpretation, application or compliance with the provisions of the Agreement.

10.09 No grievance, dispute, misunderstanding or differences between the parties arising out of events which occurred prior to the execution of this Agreement, shall be submitted to arbitration under the provisions of this Agreement.

ARTICLE 11 - WAGE RATES

11.01 During the term of the Agreement, all payment of wages will be made in accordance with the wage rates set forth in Schedule "A" attached hereto and forming part of this Agreement.

11.02 Employees will be paid every second Friday at least thirty (30) minutes prior to the end of his/her shift. Each employee will be provided a written statement at the time of paying the

wages, showing the hours paid for, the overtime hours, the deductions if any, and the net amount paid to the employee.

- 11.03** An employee temporarily transferred to a lower paid position for a period not exceeding two (2) weeks shall continue to receive his higher rate during the term of such transfer. (This excludes winter-time jobs where there is no rate change). Any employee transferred to a higher rated position shall receive the higher rate immediately. (This excludes winter-time jobs where there is no rate change). Employees transferring into the shop during the winter months will remain at their regular rate but must be willing to do any job to which they are assigned.
- 11.04** Notwithstanding the above, it is understood and agreed that any employee who desires to improve him/her self to a classification having a higher wage rate, then he or she must become a trainee and will be paid the wage rate for the position he or she occupied prior to the promotion or transfer. The trainee's trial period shall not exceed a reasonable period. The Company shall determine the employee's competence and suitability for the new position.

ARTICLE 12 – PROBATIONARY PERIOD

- 12.01** A new employee hired with the Company will be on probation for the first three (3) months of his employment. At the discretion of the Company, the probationary period may be extended for up to a further three (3) months. The Union will be notified of any such extension. During the probationary period or any extension thereof, the Company shall have the right to discharge a probationary employee in its sole and exclusive direction and such employee shall be deemed to have discharged for just cause, and it is agreed that the employee in question shall have no right to grieve in respect thereof and that the provisions of arbitration herein provided shall not apply in any such case.
- 12.02** A new employee will commence paying Union dues once he received his first full two (2) week pay cheque.

ARTICLE 13 - HOURS OF WORK AND OVERTIME.

- 13.01** Overtime shall be paid after (50) hours per week from May 1st to October 31st in each year.
- 13.02** Overtime shall be paid after (48) hours per week from November 1st to April 30th in each year.
- 13.03** All employees working on jobsites located north of the 53rd parallel shall be paid \$1.00 per hour for all hours worked, in addition to their regular pay.
- 13.04** All Employees working on out-of-province jobsites shall be paid \$1.00 per hour for all hours worked, in addition to their regular pay.
- 13.05** The work week set out herein shall not be considered to be a guarantee of work or pay, provided, however, an employee who is scheduled to work on any day and who reports for work as scheduled, will be guaranteed three (3) hours work for that day, unless the company has notified him in advance not to report for work.
- 13.06** Employees reporting for work and finding their normal work unavailable can be assigned to other work.

13.07 All work performed on a Saturday or Sunday shall be paid for at one and a half (1 ½) times the regular rate whether or not these hours exceed the basic work week.

13.08 **Emergency Sewer and Water Compensation:**
Employees will be paid at one and a half (1 ½) times the regular rate (whether or not these hours exceed the basic work week) for Sewer and Water Emergency Night Work.

This does not include planned or scheduled work.

13.09 The definition of a full season is 1,000 hours.

ARTICLE 14 – Lay-Offs, Recalls and Work Assignments

14.01 When making decisions regarding work assignment, lay-offs and recalls, the Company will take into account the following factors:

- a) Skill and ability;
- b) Qualifications;
- c) Availability;
- d) Co-operation.

* All of the above are subject to the availability of work in the season.

ARTICLE 15 - GENERAL HOLIDAYS

15.01 General holidays under this Agreement means:

New Year's Day	Civic Holiday
Good Friday	Labour Day
Victoria Day	Remembrance Day
Canada Day	Thanksgiving Day
Christmas Day	Boxing Day

15.02 Pay for general holidays will follow the regulations of the Provincial Government and will be included with the vacation pay cheque received each year.

15.03 Where a general holiday other than Remembrance Day, Christmas Day, Boxing Day and New Year's Day, falls on a working day other than a Monday or Friday, the holiday will be taken on the Monday or Friday of that week and normal pay procedures will be followed.

15.04 An employee who is required to and does work on a general holiday shall be paid at one and a half (1 ½) times his regular rate of pay for all hours worked on a general holiday, in addition to receiving the holiday pay at the end of the year.

15.05 An Employee who is required to and does work on Christmas Day, shall be paid two (2) times their regular rate of pay for all hours worked on that day, in addition to receiving the holiday pay at the end of the year.

ARTICLE 16 - JURY OR CROWN WITNESS DUTY

16.01 An employee called to serve on a jury or appear as a witness for the Crown, shall be compensated for the difference between payment received for such jury or witness duty and the payment he would have received at his regular straight time rate on a regular scheduled

work day on which the employee otherwise would have been scheduled to work. Compensation to an employee under this Article is limited to eight (8) hours per day and forty (40) hours per week and shall be payable only if the employee (a) gives the Company immediate notice of such jury or witness duty and (b) obtains from the Clerk of the Court, and presents to the Company, a written statement specifying the precise days served as a juror or witness and the exact amount of money the employee received for such service.

ARTICLE 17 - BEREAVEMENT PAY

17.01 In the event of the death of a member of an employee's immediate family, he shall be granted time off with pay of eight (8) hours per day for a minimum of three (3) days. Also, at the Company's discretion, the employee may be granted extra paid bereavement days appropriate to the circumstances.

Definition of "Immediate Family" includes:

- a) The employees Spouse or common-law partner;
- b) The employee's father and mother and the spouse of the employee's father and mother (including common-law partner);
- c) The child(ren) of an employee or employee's spouse or common-law partner;
- d) The employee's grandchild(ren);
- e) The employee's brother and sisters;
- f) The employee's parent-in-laws (including common-law partner);
- g) Any resident residing permanently with an employee.

17.02 In the event of the death of a member of an employee's extended family, he shall be granted time off with pay of (8) hours per day for a minimum of one (1) day. Also, at the company's discretion, the employee may be granted extra days off without pay, appropriate to the circumstances.

Definition of "Extended Family" includes:

- a) The employees' grandparent and spouse of the employees' grandparent (including common-law partner);
- b) The employees' uncles and aunts;
- c) The employees' first cousins only'
- d) The employees' brothers and sisters-in-law;
- e) The employees' nieces and nephews.

ARTICLE 18 - VACATION WITH PAY

18.01 Vacations with pay shall be paid in accordance with The Vacations with Pay Act of Manitoba.

ARTICLE 19 - EMPLOYEE WELFARE

19.01 **Group Life Insurance:**

A policy of Group Life Insurance will be made compulsory to all employees who have had a full season of employment (1,000 hours of employment in one season) with the Company during the previous year. The plan allows for entries only once each year, June 1. The cost to employees will be 25 cents per month for each \$1,000.00 coverage. The Company is to pay the

excess cost. The amount of insurance available is \$100,000 to Foremen A, and \$75,000 to others.

As of May 1, 2012, Dependent Life Coverage has been added. (Spouse \$5,000; Child \$2,500)

19.02 Sick Leave:

- 1) No sick leave is payable to employees during the first two (2) years of their employment. Thereafter, they will be entitled to sick leave under the following rules. (The new employee will be allowed to carry forward into his/ her third year, the accumulation of months worked in his second year).
- 2) Days of sick leave will be allowed at one day per month employed, with a maximum of 10 in each year. However, sick days will be allowed to accumulate each year at the rate of half of the unused days in each year until a maximum of 50 days has been reached. An employee on seasonal work will start the new season with his accumulated figure from the immediately preceding year.
- 3) On retirement at the age of 60, and only if he/she has had a minimum of 20 years of service with the Company, the employee will be permitted to use the accumulated days as pre-retirement leave.
- 4) An employee absent because of sickness will be required to phone the Company office each day. Absence on the first day of a work week will not be paid for unless the employee provides a doctor's certificate of illness. The Company will retain the right to pay for this day at its own discretion. After the second day of illness, a doctor's certificate will be required from the employee before he receives further pay.
- 5) Sick pay will be calculated at eight hours per day.
- 6) Any employee found to be abusing this privilege is subject to immediate dismissal.

19.03 Group Registered Retirement Savings Plan and Deferred Profit Sharing plan (RRSP/ DPSP).
The RRSP plan is available to all employees that have worked either 1 full year of continuous service or 2 full seasons, whichever occurs first.

Employees are eligible to receive Employer DPSP contributions after the completion of 1 full years of continuous service or after the completion of 3 full seasons. A member must make regular contributions to the RRSP in order to receive the Employer DPSP contribution. The member elects the contribution rate and the Employer will match the contribution up to the maximums below:

If employee has completed

Contribution rate

Full Years	Full Season	% of earnings
1	3	2.5%
6	8	4%
11	13	6%
16	18	8%

A full season equals 1000 hours of employment in one season. Earnings include overtime and bonuses.

An employee may make additional contributions, but they will not be matched by the Company beyond the above guidelines. Yearly statements of principal & interest accumulations will be provided for each member.

Starting 2014, Employer contributions are going to be deposited into separate employer DPSP accounts. This “Employer” portion of your savings cannot be accessed for a cash withdrawal while you are employed with Maple Leaf Construction. The value of the contributions the Company makes on behalf of the employee will be vested when the employee has completed two years of plan membership. Upon termination of employment if employer contribution funds are non-vested, employees will not receive those funds. You may, however, still withdraw your own “Member” contributions.

Please refer to Member Booklet for additional details.

19.04 Group Dental Plan

Full-time employees will be included on this plan immediately. Seasonal employees will be included on this plan after 1 season respectively. A full season equals 1000 hours of employment in a one season. The cost of this plan will be paid by the Company.

The plan will be based on the following:

- **80% co-insurance on Basic Coverage**
- **50% co-insurance on restoration work**
- **Maximum benefit - \$1,500 per individual per calendar year**
- **No deductible**

19.05 Group Health Plan

Full-time employees will be included on this plan immediately. Seasonal employees will be included on this plan after one season respectively. A full season equals 1000 hours of employment in a one season. The cost of this plan will be paid by the Company.

The Plan will be based on the following:

- **100% Co-Insurance**
- **80% Co-Insurance on Drugs**
- **Global Medical Assistance**
- **500.00 Annual Maximum per Practitioner: Chiropractors, Physiotherapists, Athletic Therapists, Psychologists, Speech Therapists, Naturopaths, Osteopaths, Massage Therapists**
- **Unlimited overall Maximum**
- **Vision care and eye exams**
- **Refer to Great West Life Benefits booklet for more information on benefits**

19.06 Employee / Family Assistance Program

Full-time employees will be included on this plan immediately. Seasonal employees will be included on this plan after one season respectively.

The EFAP Includes a wide range of confidential and voluntary support services to assist employees and their family with resolving everyday challenges, and complex issues. The EFAP is completely confidential within the limits of the law.

Employees and their immediate family have access to the EFAP at no cost. To ensure employee privacy and confidentiality, fees for the EFAP service have been paid in advance as part of the Employee Benefit program.

Refer to Great West Life benefits booklet for more information on benefits.

19.07 Group Long Term Disability

A policy of Group Long Term Disability (“LTD”) will be made available to those employees who were both (a) employed with Maple Leaf Construction prior to May 1, 2016 and (b) who were enrolled in the LTD program at any time prior to May 1, 2016. Any employees not previously enrolled for LTD and / or hired after May 1, 2016 will not be eligible to participate in the LTD plan.

The cost of this plan, approximately \$45 per month, will be paid by the employee. This insurance provides income replacement protection in the event of illness or injury to a maximum benefit of \$2,000 per month. The plan is non-taxable i.e. no tax is deducted from the monthly benefit.

Seasonal employees will only be entitled to participate in the LTD program during the season when they are working (premiums will be collected and benefits available). There will be no further LTD coverage once an employee is laid off for the season, even if the employee is called back to work during the layoff period. LTD coverage will resume for seasonal employees when they start work again for the new season.

Full-time employees will be entitled to LTD all year (premiums collected and benefits available) - as long as they are working

ARTICLE 20 - DAILY TRANSPORTATION

20.01 Transportation of employees between jobs will be provided by the Company where necessary.

ARTICLE 21 - ROOM AND BOARD

21.01 For out-of-town jobs, travel time, if applicable, will be compensated as follows:

- a) All travel time will be paid at regular straight time rates, in and out of jobs;**
- b) Travel time entitlement will be determined on a case by case basis by the employee’s supervisor;**
- c) Per diems and accommodation costs will not be paid to employees travelling to and from jobs daily.**

21.02 Where employees are working on out-of-town projects and such employees must out of necessity board in the vicinity of the project, the Company will provide the following:

- a) **An allowance of \$45.00 per day.
North of the 53rd parallel the allowance will be \$50.00/day.**
- b) **Suitable accommodations such as, but not limited to, a hotel or motel.
All hotel/motel rooms will be booked centrally by designated office personnel.**
- c) **A per diem of \$100/day if there are no suitable alternatives. All per diems must be approved by the employee's supervisor and will cover both accommodation and meals. Per diems will not be paid for the first day the employee travels to the job site, but will be paid for the day the employee travels home. North of the 53rd parallel the per diem will be \$105.00/day.**

21.03 Locally hired employees are not eligible for the above accommodations and allowances.

ARTICLE 22 - TERMINATION OF EMPLOYMENT

22.01 When an employee quits, he shall give the Company one (1) hours' notice and he shall receive his pay on the next regular pay day.

22.02 When an employee is laid off, the Company shall give him one (1) hours' Notice with pay to allow him sufficient time to clean and pack his tools. The Company will provide to the employee the following:

- a) **Wages to time of lay-off**
- b) **Vacation pay allowance**
- c) **As per legislation, the Company will submit the electronic ROE to Service Canada no later than five calendar days after the end of the pay period in which the interruption of earnings occurs**
- d) **General Holiday pay allowance**

22.03 When an employee is terminated for cause, the Company will provide to him his pay, records and allowances on the next regular pay day.

22.04 If the employee provides a "log book" the Company will mark up the "log book" stating the employee's length of service, equipment operated and his ability on that equipment, on presentation of a "log book" by the employee.

22.05 When an employee is terminated, they must return company property. If property is not returned, the Company has the right to adjust the employee's final pay accordingly.

ARTICLE 23 - TOOLS

23.01 An employee is responsible for all tools furnished to him by the Company. The employee must report breakage or loss of any of these tools immediately to his superior.

23.02 Any employee found misusing Company tools may be responsible for the cost of repairing or replacing same and shall be subject discharge or discipline at the option of the Company. Any

employee found misusing Company equipment or vehicles shall be subject to discharge or discipline at the option of the Company.

- 23.03 Responsibility for normal wear and tear of tools supplied by the Company is accepted by the Company on return of broken or worn tools.
- 23.04 Any shop employee must provide a set of basic tools for his own use. This includes employees who work in the shop during the winter months only.
- 23.05 The Company will be responsible for compensation for an employee's tools destroyed by fire or loss by breaking and entering from a storage place provided by the Company.
- 23.06 Claims for lost or destroyed tools under 20.04 must be submitted in writing with a list of such tools and the value thereof, and substantial evidence of loss. Such a list must be submitted within 10 days of loss unless good reason can be shown for not having done so.

ARTICLE 24 – SAFETY

- 24.01 The Company and the Union acknowledge their commitment to safety and to the principle that all parties; the company, the Union and all employees; together are responsible for ensuring safety and health at work. The Company and the Union will share the task of promoting safe work practices. Employees who disregard safe work practices will be subject to the Company's disciplinary actions, not excluding suspensions and/ or dismissal.

ARTICLE 25 - WORK JURISDICTION

- 25.01 The Union acknowledges that the Company has the sole right and responsibility to assign work, to determine the job content and duties of a particular classification and to institute new classifications of work not provided for in Schedule "A", all in accordance with Management Rights under this Agreement. Therefore, the Union agrees that should any jurisdictional dispute arise between it and any other union with respect to such assignment of work, determination of job content or institution of new classification, then all work shall continue in accordance with the Company's decision without interruption. Any such jurisdictional conflict or dispute shall be resolved by the Union. The Union further agrees that it will not be involved in, and will not directly or indirectly sanction or authorize any slowdown, work to rule, stoppage of work, refusal to perform work, or any activity designed to restrict or limit output in respect of any jurisdictional dispute with any other union during the list of this Agreement and that no employee within the bargaining unit shall be involved in such action. It is further agreed by the Union that any such action be taken, the Union shall instruct the said employee or employees to carry out the provisions of this Agreement and return to work and perform their duties in the usual manner and the Union shall enforce such instructions.

ARTICLE 26 - TERMINATION AND RENEWAL.

- 26.01 This Agreement shall remain in full force and effect from the 1st day of May A.D. 2016 to the 30th day of April A.D. 2020 and thereafter from year to year until either party hereto indicates to the other in writing not more than Ninety (90) days and not less than thirty (30) days in advance of any such termination date of its desire to modify the terms of this Agreement or to terminate it with respect to the term hereof or any additional one (1) year period.

IN WITNESS WHEREOF the parties hereto have set their hands and seals or have caused their Corporate Seal to be affixed, duly attested by the hands of their proper officers authorized to act in that behalf.

SIGNED THIS ____ day of May A.D. 2016.

MAPLE LEAF CONSTRUCTION LTD.

Per: _____
(Erin Fitzpatrick - Vice President)

Per: _____
(Kevin Brown – Vice President)

MAPLE LEAF CONSTRUCTION EMPLOYEES ASSOCIATION.

Per: _____

Per: _____

Wage Rates 2016

JOB CLASSIFICATION:

ASPHALT	CLASS A	CLASS B	CLASS C
FOREMAN	37.26	35.82	33.96
SPREADER OPERATOR	29.26	27.49	25.40
SCREEDMAN	27.81	26.13	24.13
RAKERS	27.39	25.74	23.78
ROLLER OPERATOR	26.68	25.08	23.16
DISTRIBUTOR OPERATOR	25.27	23.92	23.16
LABOURER	22.56	21.21	19.76
MILL DRIVER/ OPERATOR	25.15	23.39	21.64
MILL CONTROLMAN	28.40	27.04	25.76
TRAFFIC CO-ORDINATOR	26.05	24.23	22.40

BASE	CLASS A	CLASS B	CLASS C
FOREMAN	37.26	35.82	33.96
GRADER FINISHER	33.94	30.81	29.27
GRADER (GENERAL)	26.66	24.80	22.93
LOADER (TRACK) OPERATOR FINISHING	31.97	29.02	27.26
BACKHOE OPERATOR	33.92	30.78	29.25
LOADER OPERATOR (rubber tire with blade or breaker)	27.72	26.05	24.85
TRACTOR & PACKER OPERATOR	21.70	20.18	18.66
PACKER OPERATOR FINISHING	25.27	23.25	22.06
WATER / BASE TRUCK DRIVER	25.27	23.25	22.06
LABOURER	21.83	19.97	18.60

CONCRETE	CLASS A	CLASS B	CLASS C
FOREMAN	37.26	35.82	33.96
CONCRETE FINISHER	31.23	29.53	28.05
LABOURER	25.97	24.16	22.33
SAW OPERATOR	31.77	28.64	27.42

DRIVERS	CLASS A	CLASS B	CLASS C
TRUCK DRIVER - LOWBED	31.32	28.37	27.00
TRUCK DRIVER - DUMP	25.08	23.27	21.97
SEMI TRAILER	26.05	24.04	22.40
SEMI TRAILER - TRAILER 3 AXLES AND OVER	28.37	27.00	25.97
FUEL TRUCK	25.51	23.72	21.93

Wage Rates 2016

MISCELLANEOUS	CLASS A	CLASS B	CLASS C
RODMAN	18.91	16.29	14.86
SCALEMAN	18.61	17.31	16.00
FLAGMAN	17.21	16.00	14.79
FIELD CLERK	21.09	19.61	18.14
GENERAL LABOURER (NO CLASS)	17.31	16.09	15.17
NOT OTHERWISE CLASSIFIED	16.77	15.97	15.17

PLANTS	CLASS A	CLASS B	CLASS C
PLANT OPERATOR FOREMAN	29.58	28.99	28.36
BATCHMAN	25.47	24.96	24.57
LOADER OPERATOR	27.69	25.74	24.57
GROUNDMAN	25.15	23.39	21.64
LABOURER/NITEMAN	22.32	21.18	20.56

S&W	CLASS A	CLASS B	CLASS C
FOREMAN	37.26	35.82	33.96
PIPELAYER	31.23	28.69	25.61
LABOURER/ TOP MAN	23.16	22.42	21.11
BACKHOE OPERATOR	33.92	30.78	29.25
LOADER (TRACK) OPERATOR	29.41	26.68	25.08
LOADER (RUBBER) OPERATOR	27.61	26.30	24.98

SHOP	CLASS A	CLASS B	CLASS C
JOURNEYMAN H.D. MECHANIC	38.98	37.54	36.82
MECHANIC	36.11	32.65	31.32
WELDER	32.65	31.32	29.75
MECHANIC'S HELPER	28.58	27.02	25.58
SHOP LABOURER	21.83	20.56	19.54

QUARRY/PIT OPERATIONS	CLASS A	CLASS B	CLASS C
FOREMAN	37.26	35.82	33.95
LOADER/DOZER	27.72	26.05	24.85
DRILLER/BLASTER	28.38	26.39	24.43
CONE CRUSHER	26.73	24.85	22.99
JAW CRUSHER	22.02	20.48	18.93
ROCK WAGON	23.34	21.70	20.08
BACKHOE (LOADING)	27.69	25.74	23.81

Wage Rates 2017

JOB CLASSIFICATION:

ASPHALT	CLASS A	CLASS B	CLASS C
FOREMAN	38.38	36.90	34.98
SPREADER OPERATOR	30.14	28.32	26.17
SCREEDMAN	28.65	26.92	24.86
RAKERS	28.22	26.52	24.50
ROLLER OPERATOR	27.49	25.84	23.86
DISTRIBUTOR OPERATOR	26.03	24.64	23.86
LABOURER	23.24	21.85	20.36
MILL DRIVER/ OPERATOR	25.91	24.10	22.29
MILL CONTROLMAN	29.26	27.86	26.54
TRAFFIC CO-ORDINATOR	26.84	24.96	23.08

BASE	CLASS A	CLASS B	CLASS C
FOREMAN	38.38	36.90	34.98
GRADER FINISHER	34.96	31.74	30.15
GRADER (GENERAL)	27.46	25.55	23.62
LOADER (TRACK) OPERATOR FINISHING	32.93	29.90	28.08
BACKHOE OPERATOR	34.94	31.71	30.13
LOADER OPERATOR (rubber tire with blade or breaker)	28.56	26.84	25.60
TRACTOR & PACKER OPERATOR	22.36	20.79	19.22
PACKER OPERATOR FINISHING	26.03	23.95	22.73
WATER / BASE TRUCK DRIVER	26.03	23.95	22.73
LABOURER	22.49	20.57	19.16

CONCRETE	CLASS A	CLASS B	CLASS C
FOREMAN	38.38	36.90	34.98
CONCRETE FINISHER	32.17	30.42	28.90
LABOURER	26.75	24.89	23.00
SAW OPERATOR	32.73	29.50	28.25

DRIVERS	CLASS A	CLASS B	CLASS C
TRUCK DRIVER - LOWBED	32.26	29.23	27.81
TRUCK DRIVER - DUMP	25.84	23.97	22.63
SEMI TRAILER	26.84	24.77	23.08
SEMI TRAILER - TRAILER 3 AXLES AND OVER	29.23	27.81	26.75
FUEL TRUCK	26.28	24.44	22.59

Wage Rates 2017

MISCELLANEOUS	CLASS A	CLASS B	CLASS C
RODMAN	19.48	16.78	15.31
SCALEMAN	19.17	17.83	16.48
FLAGMAN	17.73	16.48	15.24
FIELD CLERK	21.73	20.20	18.69
GENERAL LABOURER (NO CLASS)	17.83	16.58	15.63
NOT OTHERWISE CLASSIFIED	17.28	16.45	15.63

PLANTS	CLASS A	CLASS B	CLASS C
PLANT OPERATOR FOREMAN	30.47	29.86	29.22
BATCHMAN	26.24	25.71	25.31
LOADER OPERATOR	28.53	26.52	25.31
GROUNDMAN	25.91	24.10	22.29
LABOURER/NITEMAN	22.99	21.82	21.18

S&W	CLASS A	CLASS B	CLASS C
FOREMAN	38.38	36.90	34.98
PIPELAYER	32.17	29.56	26.38
LABOURER/ TOP MAN	23.86	23.10	21.75
BACKHOE OPERATOR	34.94	31.71	30.13
LOADER (TRACK) OPERATOR	30.30	27.49	25.84
LOADER (RUBBER) OPERATOR	28.44	27.09	25.73

SHOP	CLASS A	CLASS B	CLASS C
JOURNEYMAN H.D. MECHANIC	40.15	38.67	37.93
MECHANIC	37.20	33.63	32.26
WELDER	33.63	32.26	30.65
MECHANIC'S HELPER	29.44	27.84	26.35
SHOP LABOURER	22.49	21.18	20.13

QUARRY/PIT OPERATIONS	CLASS A	CLASS B	CLASS C
FOREMAN	38.38	36.90	34.97
LOADER/DOZER	28.56	26.84	25.60
DRILLER/BLASTER	29.24	27.19	25.17
CONE CRUSHER	27.54	25.60	23.68
JAW CRUSHER	22.69	21.10	19.50
ROCK WAGON	24.05	22.36	20.69
BACKHOE (LOADING)	28.53	26.52	24.53

Wage Rates 2018

JOB CLASSIFICATION:

ASPHALT	CLASS A	CLASS B	CLASS C
FOREMAN	39.54	38.01	36.03
SPREADER OPERATOR	31.05	29.17	26.96
SCREEDMAN	29.51	27.73	25.61
RAKERS	29.07	27.32	25.24
ROLLER OPERATOR	28.32	26.62	24.58
DISTRIBUTOR OPERATOR	26.82	25.38	24.58
LABOURER	23.94	22.51	20.98
MILL DRIVER/ OPERATOR	26.69	24.83	22.96
MILL CONTROLMAN	30.14	28.70	27.34
TRAFFIC CO-ORDINATOR	27.65	25.71	23.78

BASE	CLASS A	CLASS B	CLASS C
FOREMAN	39.54	38.01	36.03
GRADER FINISHER	36.01	32.70	31.06
GRADER (GENERAL)	28.29	26.32	24.33
LOADER (TRACK) OPERATOR FINISHING	33.92	30.80	28.93
BACKHOE OPERATOR	35.99	32.67	31.04
LOADER OPERATOR (rubber tire with blade or breaker)	29.42	27.65	26.37
TRACTOR & PACKER OPERATOR	23.04	21.42	19.80
PACKER OPERATOR FINISHING	26.82	24.67	23.42
WATER / BASE TRUCK DRIVER	26.82	24.67	23.42
LABOURER	23.17	21.19	19.74

CONCRETE	CLASS A	CLASS B	CLASS C
FOREMAN	39.54	38.01	36.03
CONCRETE FINISHER	33.14	31.34	29.77
LABOURER	27.56	25.64	23.69
SAW OPERATOR	33.72	30.39	29.10

DRIVERS	CLASS A	CLASS B	CLASS C
TRUCK DRIVER - LOWBED	33.23	30.11	28.65
TRUCK DRIVER - DUMP	26.62	24.69	23.31
SEMI TRAILER	27.65	25.52	23.78
SEMI TRAILER - TRAILER 3 AXLES AND OVER	30.11	28.65	27.56
FUEL TRUCK	27.07	25.18	23.27

Wage Rates 2018

MISCELLANEOUS	CLASS A	CLASS B	CLASS C
RODMAN	20.07	17.29	15.77
SCALEMAN	19.75	18.37	16.98
FLAGMAN	18.27	16.98	15.70
FIELD CLERK	22.39	20.81	19.26
GENERAL LABOURER (NO CLASS)	18.37	17.08	16.10
NOT OTHERWISE CLASSIFIED	17.80	16.95	16.10

PLANTS	CLASS A	CLASS B	CLASS C
PLANT OPERATOR FOREMAN	31.39	30.76	30.10
BATCHMAN	27.03	26.49	26.07
LOADER OPERATOR	29.39	27.32	26.07
GROUNDMAN	26.69	24.83	22.96
LABOURER/NITEMAN	23.68	22.48	21.82

S&W	CLASS A	CLASS B	CLASS C
FOREMAN	39.54	38.01	36.03
PIPELAYER	33.14	30.45	27.18
LABOURER/ TOP MAN	24.58	23.80	22.41
BACKHOE OPERATOR	35.99	32.67	31.04
LOADER (TRACK) OPERATOR	31.21	28.32	26.62
LOADER (RUBBER) OPERATOR	29.30	27.91	26.51

SHOP	CLASS A	CLASS B	CLASS C
JOURNEYMAN H.D. MECHANIC	41.36	39.84	39.07
MECHANIC	38.32	34.64	33.23
WELDER	34.64	33.23	31.57
MECHANIC'S HELPER	30.33	28.68	27.15
SHOP LABOURER	23.17	21.82	20.74

QUARRY/PIT OPERATIONS	CLASS A	CLASS B	CLASS C
FOREMAN	39.54	38.01	36.02
LOADER/DOZER	29.42	27.65	26.37
DRILLER/BLASTER	30.12	28.01	25.93
CONE CRUSHER	28.37	26.37	24.40
JAW CRUSHER	23.38	21.74	20.09
ROCK WAGON	24.78	23.04	21.32
BACKHOE (LOADING)	29.39	27.32	25.27

Wage Rates 2019

JOB CLASSIFICATION:

ASPHALT	CLASS A	CLASS B	CLASS C
FOREMAN	40.73	39.16	37.12
SPREADER OPERATOR	31.99	30.05	27.77
SCREEDMAN	30.40	28.57	26.38
RAKERS	29.95	28.14	26.00
ROLLER OPERATOR	29.17	27.42	25.32
DISTRIBUTOR OPERATOR	27.63	26.15	25.32
LABOURER	24.66	23.19	21.61
MILL DRIVER/ OPERATOR	27.50	25.58	23.65
MILL CONTROLMAN	31.05	29.57	28.17
TRAFFIC CO-ORDINATOR	28.48	26.49	24.50

BASE	CLASS A	CLASS B	CLASS C
FOREMAN	40.73	39.16	37.12
GRADER FINISHER	37.10	33.69	32.00
GRADER (GENERAL)	29.14	27.11	25.06
LOADER (TRACK) OPERATOR FINISHING	34.94	31.73	29.80
BACKHOE OPERATOR	37.07	33.66	31.98
LOADER OPERATOR (rubber tire with blade or breaker)	30.31	28.48	27.17
TRACTOR & PACKER OPERATOR	23.74	22.07	20.40
PACKER OPERATOR FINISHING	27.63	25.42	24.13
WATER / BASE TRUCK DRIVER	27.63	25.42	24.13
LABOURER	23.87	21.83	20.34

CONCRETE	CLASS A	CLASS B	CLASS C
FOREMAN	40.73	39.16	37.12
CONCRETE FINISHER	34.14	32.29	30.67
LABOURER	28.39	26.41	24.41
SAW OPERATOR	34.74	31.31	29.98

DRIVERS	CLASS A	CLASS B	CLASS C
TRUCK DRIVER - LOWBED	34.23	31.02	29.51
TRUCK DRIVER - DUMP	27.42	25.44	24.01
SEMI TRAILER	28.48	26.29	24.50
SEMI TRAILER - TRAILER 3 AXLES AND OVER	31.02	29.51	28.39
FUEL TRUCK	27.89	25.94	23.97

Wage Rates 2019

MISCELLANEOUS	CLASS A	CLASS B	CLASS C
RODMAN	20.68	17.81	16.25
SCALEMAN	20.35	18.93	17.49
FLAGMAN	18.82	17.49	16.18
FIELD CLERK	23.07	21.44	19.84
GENERAL LABOURER (NO CLASS)	18.93	17.60	16.59
NOT OTHERWISE CLASSIFIED	18.34	17.46	16.59

PLANTS	CLASS A	CLASS B	CLASS C
PLANT OPERATOR FOREMAN	32.34	31.69	31.01
BATCHMAN	27.85	27.29	26.86
LOADER OPERATOR	30.28	28.14	26.86
GROUNDMAN	27.50	25.58	23.65
LABOURER/NITEMAN	24.40	23.16	22.48

S&W	CLASS A	CLASS B	CLASS C
FOREMAN	40.73	39.16	37.12
PIPELAYER	34.14	31.37	28.00
LABOURER/ TOP MAN	25.32	24.52	23.09
BACKHOE OPERATOR	37.07	33.66	31.98
LOADER (TRACK) OPERATOR	32.15	29.17	27.42
LOADER (RUBBER) OPERATOR	30.18	28.75	27.31

SHOP	CLASS A	CLASS B	CLASS C
JOURNEYMAN H.D. MECHANIC	42.61	41.04	40.25
MECHANIC	39.47	35.68	34.23
WELDER	35.68	34.23	32.52
MECHANIC'S HELPER	31.24	29.55	27.97
SHOP LABOURER	23.87	22.48	21.37

QUARRY/PIT OPERATIONS	CLASS A	CLASS B	CLASS C
FOREMAN	40.73	39.16	37.11
LOADER/DOZER	30.31	28.48	27.17
DRILLER/BLASTER	31.03	28.86	26.71
CONE CRUSHER	29.23	27.17	25.14
JAW CRUSHER	24.09	22.40	20.70
ROCK WAGON	25.53	23.74	21.96
BACKHOE (LOADING)	30.28	28.14	26.03