

**AIRCC / BCIB**  
**COMMUNITY BENEFITS AGREEMENT**  
**PROJECT DEFINITION: COWICHAN DISTRICT HOSPITAL REPLACEMENT PROJECT**

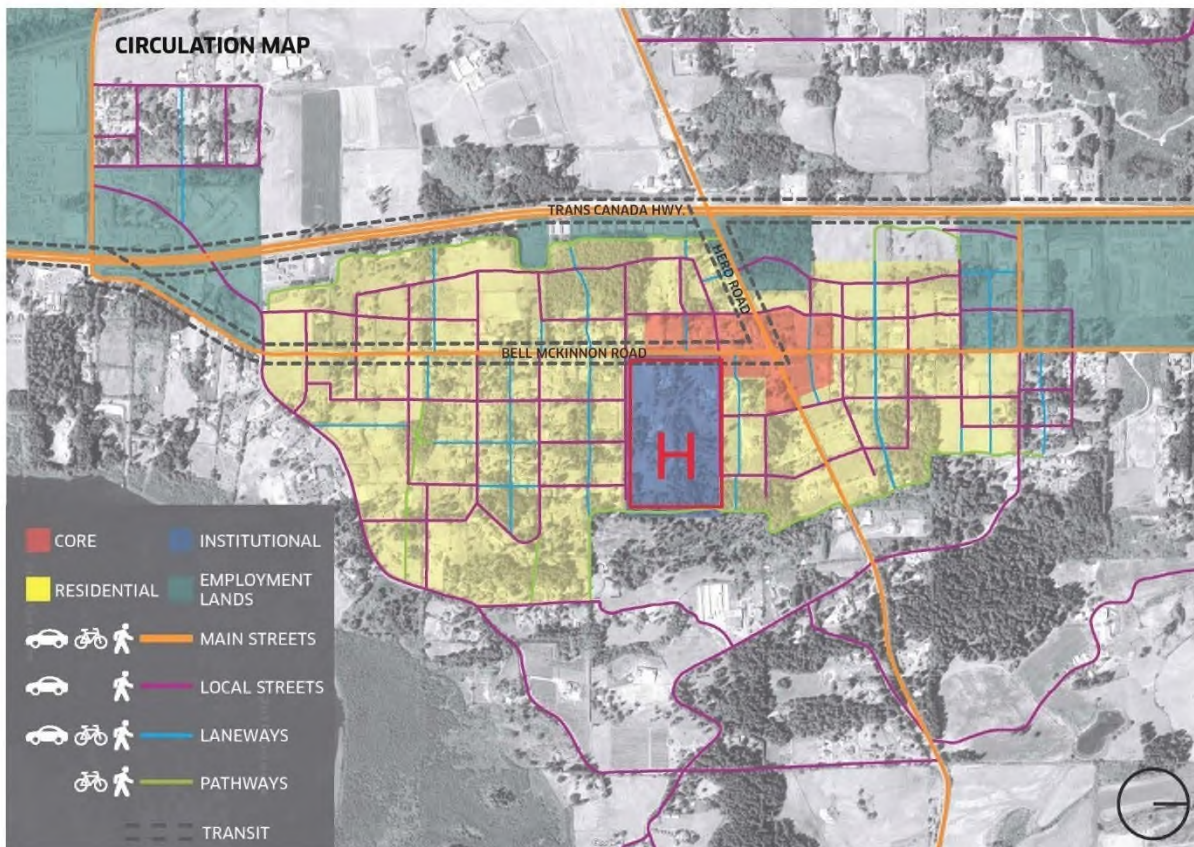
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**Project Name:** Cowichan District Hospital Replacement Project (for the purposes of this Project Definition Appendix, this “Project”).

**Owner:** The “Owner” pursuant to Master Section Article 2.317, is the Vancouver Island Health Authority. The Owner will make a reasonable number of parking spots available for Employees working on the Project in immediate proximity to the Site.

**Location:** This Project will replace the existing Cowichan District Hospital with a new 47,800 square metre facility with approximately 204 beds, which will be located at addresses 6751, 6771 and 6793 Bell McKinnon Road in North Cowichan. Figure 1 and Figure 2 are included solely for a general indication of where this Project is anticipated to be constructed and will not be relied upon under any circumstances to define the Site (which will be governed by the terms of the Contract).

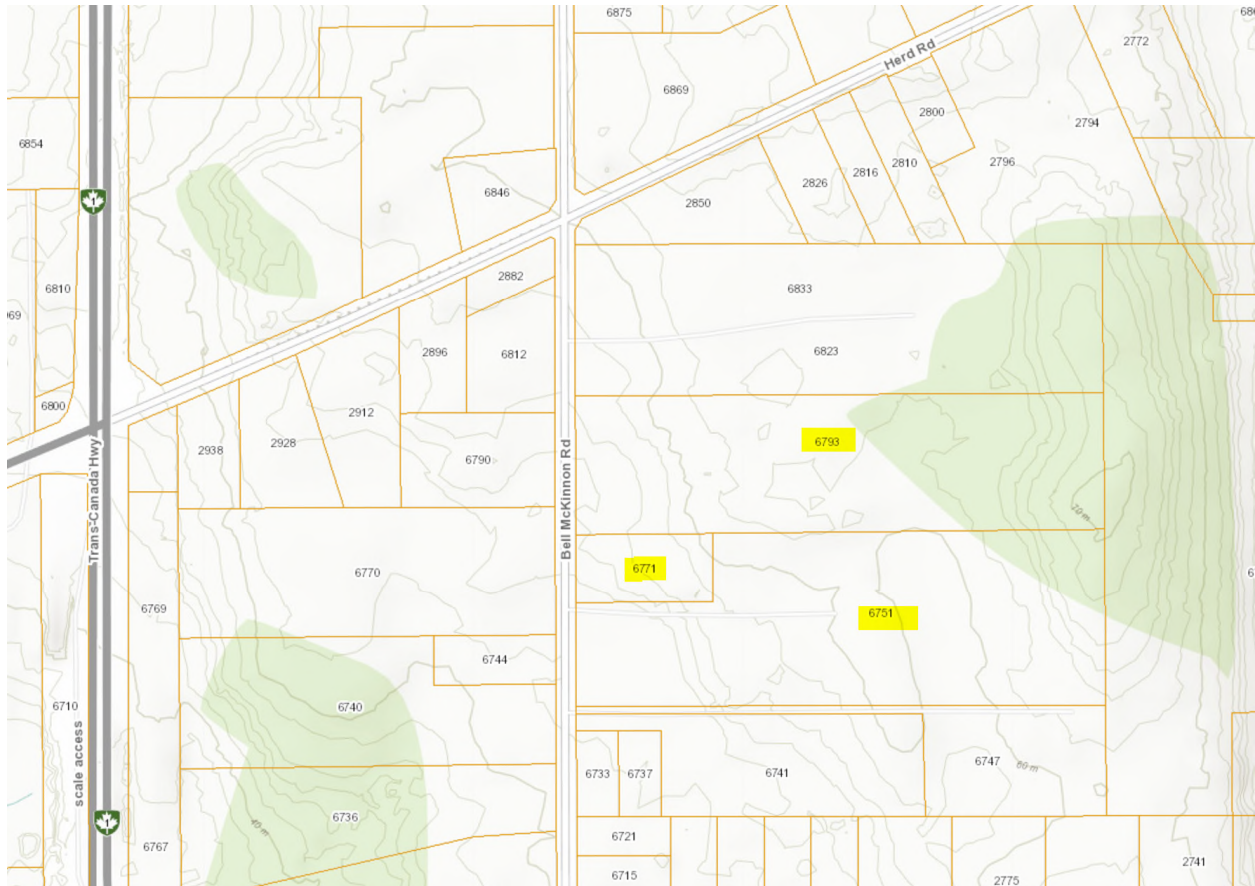
**Figure 1.**



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**Figure 2.**



**Project Description:** Construction of a replacement hospital for the current Cowichan District Hospital in North Cowichan.

**Scope of Work:**

1. **Included Scope of Work:** The following list is a general indication of work to be performed under the terms of the Community Benefits Agreement. The final scope of work to be performed under the terms of the Community Benefits Agreement will be, subject to the terms of this Appendix, the scope of work actually performed pursuant to the Contract.
  - An approximately 204 bed facility
  - A 36 space emergency department with two trauma bays and a dedicated acute psychiatric zone with two seclusion rooms
  - Seven operating rooms
  - CT and MRI facilities

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- An approximately 20 bed inpatient psychiatric unit and a four bed psychiatric intensive care unit
- A birthing unit with ten obstetrics beds and nursery
- An eight bed pediatric unit
- Culturally safe spaces to accommodate traditional healing practices and cultural practices
- 800 parking spots

2. Excluded Scope of Work: Work that is excluded from the scope of the Community Benefits Agreement is set out in Schedule “A” attached hereto.

**Applicable Community Benefits Agreement Documents:** The following documents constitute the complete Community Benefits Agreement applicable to this Project.

- 1) Master Section
- 2) Addenda
  - a. Owner Operator
- 3) Appendices
  - a. Project Definition: Cowichan District Hospital Replacement Project
- 4) Trade Sections
  - a. Trade Provisions
  - b. Wages (as set out below)

**Applicable Project Trade Section Wage Scales:** The following wage tables are applicable to work performed on this Project. Where noted, different wage tables may be applicable to different components of the work.

AFFILIATED UNION	TRADE SECTION – WAGES Applicable Wage Table
British Columbia Regional Council of Carpenters	CA
Construction Maintenance and Allied Workers (Carpenters)	CA
International Association of Bridge, Structural, Ornamental & Reinforcing Ironworkers Local Union 97	IR
International Association of Heat & Frost Insulators & Asbestos Workers Local Union 118	IN

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<b>AFFILIATED UNION</b>	<b>TRADE SECTION – WAGES Applicable Wage Table</b>
International Association of Sheet Metal, Air, Rail and Transportation Workers Local Union 280, Local Union 276	SH-276-CDHRP (set out in Schedule “B” attached hereto)  SHR-276-CDHRP (set out in Schedule “B” attached hereto)
International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers Lodge 359	BM
International Brotherhood of Electrical Workers Local Union 213, Local Union 993, Local Union 1003, and Local Union 230	EW-230-CDHRP (set out in Schedule “B” attached hereto)
International Brotherhood of Teamsters Local Union 213	TE
International Union of Bricklayers & Allied Craftworkers Local Union No. 2	BR, TI, TR
International Union of Operating Engineers Local Union 115	OP
International Union of Painters & Allied Trades District Council 38 Painters 138, Glaziers 1527, and Drywall Finishers 2009	PA, GL, DR
Labourers International Union of North America Construction and Specialized Workers Union Local 1611	LA, LAP, LAM
Move Up – A Movement of United Professionals	OF
Operative Plasterers’ and Cement Masons’ International Association of the United States and Canada Local Union 919	CE, PLA
United Association of Journeymen and Apprentices of the Plumbing & Pipefitting Industry of the United States and Canada Local Union 170, Local Union 516, Local 324	PL-324-CDHRP (set out in Schedule “B” attached hereto)  RE
United Brotherhood of Carpenters and Joiners of America Floorlayers Local Union 1541	FL

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AFFILIATED UNION	TRADE SECTION – WAGES Applicable Wage Table
United Brotherhood of Carpenters and Joiners of America Millwrights, Machine Erectors & Maintenance	MW
United Brotherhood of Carpenters and Joiners of America Piledrivers Local Union 2404	PI
UNITE-HERE Local 40	CU

**Modifications to Community Benefits Agreement for this Project:** The following modifications are made to the Community Benefits Agreement only for and only in respect of this Project:

- (a) Article 2.309 of the Community Benefits Agreement is modified to read as follows:

“2.309     **“Employee(s)”** shall be those persons hired by the Employer to perform construction work upon the Project including Owner Operators, and those Employees of the Employer or any Contractor who are employed as Security Guards and Fire Prevention personnel on the Site.

The term “Employee(s)” shall not include:

- (a) Security, Fire Prevention and Personnel performing health and safety and investigative functions;
- (b) Professional Engineering, Geological and Architectural staff of the Contractor, Consultants or the Owner performing sporadic, occasional and non-repetitive recording, testing, or drafting (with or without tools);
- (c) Instructors and Consultants doing needs analysis, training and instruction;
- (d) Contractors or persons working subject to, or as a result of, an agreement with the Government of British Columbia or the Owner in respect of standing offer-type arrangements for the supply and installation of specialized medical equipment or clinical systems or both (but not construction work that supports such medical equipment or clinical systems);
- (e) Persons involved in the construction of any pre-fabricated heliport manufactured off-Site;

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- (f) Specialized manufacturer/supplier provided persons required for the installation, fit-out, commissioning and acceptance testing of the following:
  - (i) conveying equipment, such as elevators, escalators, dumbwaiters, automatic dishwasher systems and air glide systems (but not construction work that supports such equipment);
  - (ii) pre-fabricated heliport. For clarity, if the rooftop bridge connecting the hospital to the pre-fabricated heliport is not included in the pre-fabricated heliport package, then the construction work for such bridge will be performed under the terms of this Agreement; and
  - (iii) University of British Columbia Faculty of Medicine Technology Enabled Learning Rooms (but not construction work that supports such Learning Rooms);
- (g) Persons from equipment or system manufacturers/suppliers or their subcontractors, who the manufacturer/supplier requires to be utilized for the purposes of connecting, installing, commissioning and acceptance testing and warranty work in order that the equipment or system warranty becomes valid and is maintained in full force and effect; the Council or Appropriate Affiliate shall also issue a clearance to such persons to work with tools to undertake their work;
- (h) Artists, craft-persons, knowledge-holders or other persons required for the creation and installation of art, artist elements and culturally relevant activities and elements (which culturally relevant activities and elements may include, without limitation, the creation of wayfinding signs and the harvesting and cutting of trees) or specialized interpretive signage or recognition elements, such as donor walls;
- (i) One clerical person per Contractor in a Site office whose duties include confidential and financial matters;
- (j) Architects, Professional Engineers and other non-trade professionals, including scientists, who are employed in a professional or scientific capacity;
- (k) Persons moving patients, arranging furniture, setting-up information technology devices, or similar type functions, who are employees of, or consultants to, the Owner;
- (l) Persons performing oversight (excluding trade forepersons), quality management, commissioning, acceptance and certification, who are employees of, or consultants to, the Owner or the Contractor;
- (m) Employees of the Employer or Contractors who are on the Site to perform work outside the coverage of this Agreement;

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- (n) Employees of the Owner who are on the Site to perform any type of work, such as information technology set-up work or work related to the medical device reprocessing department, the biomedical engineering department and facilities maintenance and operations work;
  - (o) Persons and firms performing relocation work for municipal sewer and water works and utility companies (e.g. telecommunications and internet, natural gas supply, cable T.V. companies, electric power lines, etc.), and any other work on Site for utility companies and municipal works; and
  - (p) Persons and firms performing Indigenous cultural, archeological and environmental monitoring oversight, and other related indigenous investigative work, including excavation and removal of Indigenous cultural and archeological items.”
- (b) Article 2.315(a) of the Community Benefits Agreement is modified to read as follows:
  - “(a) A Local Resident shall be a person who resides on Vancouver Island and within one hundred (100) Road Kilometres of the Site.”
- (c) A definition for “Other Vancouver Island Resident(s)” is added as new Article 2.316A of the Community Benefits Agreement as follows:
  - “2.316A **“Other Vancouver Island Resident(s)”**
    - (a) An Other Vancouver Island Resident shall be a person who resides on Vancouver Island but beyond one hundred (100) Road Kilometres of the Site.
    - (b) Other Vancouver Island Resident status may require proof of actual residency such as documentation of ownership, rental or mortgage payments. If additional documentation is required, it shall be mutually agreeable to the Parties not to be unreasonably withheld.”
- (d) Article 9.101 of the Community Benefits Agreement is modified to read as follows:
  - “9.101 To ensure the greatest opportunities for Indigenous peoples, Equity Groups, Local Residents and Other Vancouver Island Residents, the Parties agree the hiring will be done in the following priority:
    - (a) Qualified Indigenous peoples in accordance with Government’s other commitments and agreements with First Nations determined on a Project basis.
    - (b) Qualified Indigenous peoples and Equity Groups, who are members of an Affiliated Union and Local Residents.

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- (c) Qualified Indigenous peoples and Equity Groups and who are Local Residents but who are not Affiliated Union members. The Employer shall notify the Affiliated Union of these hires and the Affiliated Union shall provide clearance.
  - (d) Qualified Union members who are Local Residents.
  - (e) Qualified Local Residents who are not members of an Affiliated Union. The Employer will notify the Affiliated Union of these hires and the Affiliated Union shall provide clearance.
  - (e1) Qualified Indigenous peoples and Equity Groups, who are members of an Affiliated Union and Other Vancouver Island Residents.
  - (e2) Qualified Indigenous peoples and Equity Groups and who are Other Vancouver Island Residents but who are not Affiliated Union members. The Employer shall notify the Affiliated Union of these hires and the Affiliated Union shall provide clearance.
  - (e3) Qualified Union members of Affiliated Unions which have a local on Vancouver Island who are Other Vancouver Island Residents.
  - (e4) Qualified Other Vancouver Island Residents who are not members of an Affiliated Union but when hired would become a member of an Affiliated Union which has a local on Vancouver Island. The Employer will notify the Affiliated Union of these hires and the Affiliated Union shall provide clearance.
  - (f) Qualified Indigenous peoples and Equity Group Affiliated Union members who are residents of B.C. but are not Local Residents or Other Vancouver Island Residents.
  - (g) Qualified Indigenous peoples and Equity Group workers who are non-union residents of B.C. but who are not Local Residents or Other Vancouver Island Residents. The Employer will notify the Affiliated Union of these hires and the Affiliated Union shall provide clearance.
  - (h) Qualified B.C. Union members who are not Local Residents.
  - (i) Qualified B.C. residents who are not Local Residents. The Employer will notify the Affiliated Union of these hires and the Affiliated Union shall provide clearance.”
- (e) Article 22.104 of the Community Benefits Agreement is modified to read as follows:

“22.104 Daily travel reimbursement for Employees shall be calculated as per the current CRA Guidelines maximum tax-free allowance reimbursement. Daily travel reimbursement shall be paid for call out days, partial days worked, and days when reporting pay is paid for all work-related travel. Daily travel shall be reimbursed



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only for mileage driven outside of the Lower Mainland and Fraser Valley (Lions Bay to Prest Road, Chilliwack) and outside of a twenty (20) road kilometre “free zone” each direction from the applicable Site.”

- (f) The Owner Operator Addendum of the Community Benefits Agreement is modified to add the following as new 00 5.00 Vancouver Island Rates at the end:

**“00 5.00 Vancouver Island Rates**

00 5.01 For Cities, Towns & Villages

On all jobs situated within eighty (80) km (fifty (50) road miles) of the centre of any city, town or village such Owner/Operators Dependent Contractors who are residents of said city, town or village, shall be paid the established area rates as follows:

<b>Area Rates:</b>	<b>July 2020</b>	<b>July 2021</b>	<b>July 2022</b>	<b>July 2023</b>	<b>July 2024</b>
Truck	\$98.00	\$100.00	\$102.00	\$104.00	\$106.00
Truck & Pup	\$127.00	\$129.00	\$131.00	\$133.00	\$135.00

The above rates apply to all locations on Vancouver Island and surrounding gulf islands including but not limited to Victoria, Sooke, Port Renfrew, Duncan, Parksville, Nanaimo, Courtenay (including Mt. Washington), Campbell River, Gold River, Tahsis, Port Hardy, and Port McNeill.”

- (g) Appendix “EW”, Appendix “SH” and Appendix “SHR” of the Trade Sections – Provisions attached to the Community Benefits Agreement are modified to the extent set out in Schedule “C” attached hereto.

In the event of any conflict between the above provisions and any other provision, express or implied, in the remainder of the Agreement, the above provisions shall take precedence.

## Schedule "A"

### Work Excluded From Scope Of Community Benefits Agreement

1. Off-site civil works, such as improvements to road, water, sewer and power-related infrastructure to the main hospital site, that are performed by other developers. For clarity, if such work is performed as part of the Contract, such work will be performed under the terms of the Community Benefits Agreement.
2. All work associated with the following components:
  - (a) components identified as "Owner" responsibilities in Appendix 2D – Information Management and Information Technology (IMIT) Responsibility Matrix of Schedule 2 – Alliance Works and Project Description of the Contract, an initial draft copy of which has been provided to the Council. For clarity, such Appendix may be amended, supplemented or restated from time to time to identify additional components as "Owner" responsibilities, and the Employer will advise the Council of any changes to such Appendix; and
  - (b) components identified as "Owner" responsibilities in Appendix 2I – Equipment and Furnishing of Schedule 2 – Alliance Works and Project Description of the Contract, an initial draft copy of which has been provided to the Council. For clarity, such Appendix may be amended, supplemented or restated from time to time to identify additional components as "Owner" responsibilities, and the Employer will advise the Council of any changes to such Appendix.
3. The removal of existing installed equipment at the legacy Cowichan District Hospital, and the transportation of such equipment to, and the installation of such equipment at, the new facility, such equipment to be confirmed by the Employer after the Project has commenced and before the move-in date for the new facility, and which equipment will be identified as "Owner" responsibilities in Appendix 2I – Equipment and Furnishing of Schedule 2 – Alliance Works and Project Description of the Contract, an initial draft copy of which has been provided to the Council. For clarity, such Appendix may be amended, supplemented or restated from time to time to identify additional equipment as "Owner" responsibilities and the Employer will advise the Council of any changes to such Appendix.

**Schedule "B"**

**Project Specific Wage Tables**

(see attached)

EW-230-CDHRP	Community Benefits Wage Schedule - Inside Wireperson IBEW Local 230 – Commercial/Institutional								
Job Classification	Rate	Jul-2018	Jul-2019	Jul-2020	Jul-2021	Jul-2022	Jul-2023	Jul-2024	
Pre-Apprentice	40%	\$ 15.96	\$ 16.28	\$ 16.61	\$ 16.94	\$ 17.28	\$ 17.63	\$ 17.98	
Pre-Apprentice	45%	\$ 17.95	\$ 18.31	\$ 18.68	\$ 19.05	\$ 19.43	\$ 19.82	\$ 20.22	
Electrician Apprentice 1st	55%	\$ 21.94	\$ 22.38	\$ 22.83	\$ 23.29	\$ 23.76	\$ 24.24	\$ 24.72	
Electrician Apprentice 2nd	60%	\$ 23.93	\$ 24.41	\$ 24.90	\$ 25.40	\$ 25.91	\$ 26.43	\$ 26.96	
Electrician Apprentice 3rd	65%	\$ 25.93	\$ 26.45	\$ 26.98	\$ 27.52	\$ 28.07	\$ 28.63	\$ 29.20	
Electrician Apprentice 4th	70%	\$ 27.92	\$ 28.48	\$ 29.05	\$ 29.63	\$ 30.22	\$ 30.82	\$ 31.44	
Electrician Apprentice 5th	75%	\$ 29.92	\$ 30.52	\$ 31.13	\$ 31.75	\$ 32.39	\$ 33.04	\$ 33.70	
Electrician Apprentice 6th	80%	\$ 31.91	\$ 32.55	\$ 33.20	\$ 33.86	\$ 34.54	\$ 35.23	\$ 35.93	
Electrician Apprentice 7th	85%	\$ 33.91	\$ 34.59	\$ 35.28	\$ 35.99	\$ 36.71	\$ 37.44	\$ 38.19	
Electrician Apprentice 8th	90%	\$ 35.90	\$ 36.62	\$ 37.35	\$ 38.10	\$ 38.86	\$ 39.64	\$ 40.43	
<b>Journeyman</b>	<b>100%</b>	<b>\$ 39.89</b>	<b>\$ 40.69</b>	<b>\$ 41.50</b>	<b>\$ 42.33</b>	<b>\$ 43.18</b>	<b>\$ 44.04</b>	<b>\$ 44.92</b>	
Instrument Technician	100%	\$ 39.89	\$ 40.69	\$ 41.50	\$ 42.33	\$ 43.18	\$ 44.04	\$ 44.92	
Serviceperson	112%	\$ 44.68	\$ 45.57	\$ 46.48	\$ 47.41	\$ 48.36	\$ 49.33	\$ 50.32	
Cable Splicer	112%	\$ 44.68	\$ 45.57	\$ 46.48	\$ 47.41	\$ 48.36	\$ 49.33	\$ 50.32	
Cable Splicer Foreperson	120%	\$ 47.87	\$ 48.83	\$ 49.81	\$ 50.81	\$ 51.83	\$ 52.87	\$ 53.93	
B Foreperson	112%	\$ 44.68	\$ 45.57	\$ 46.48	\$ 47.41	\$ 48.36	\$ 49.33	\$ 50.32	
A Foreperson	120%	\$ 47.87	\$ 48.83	\$ 49.81	\$ 50.81	\$ 51.83	\$ 52.87	\$ 53.93	
General Foreperson	130%	\$ 51.86	\$ 52.90	\$ 53.96	\$ 55.04	\$ 56.14	\$ 57.26	\$ 58.41	
Vacation and Holiday Pay	10%								

Year	Jul-2018	Jul-2019	Jul-2020	Jul-2021	Jul-2022	Jul-2023	Jul-2024
Benefit Total	8.69	\$ 8.86	\$ 9.04	\$ 9.22	\$ 9.40	\$ 9.59	\$ 9.78

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

PL-324-CDHRP		Community Benefits Wage Schedule - Plumbers & Pipefitters Local 324 – Commercial/Institutional						
Job Classification	Rate	Jul-2018	Jul-2019	Jul-2020	Jul-2021	Jul-2022	Jul-2023	Jul-2024
Apprentice -950 to 0 Hours	40%	\$ 15.68	\$ 15.99	\$ 16.31	\$ 16.64	\$ 16.97	\$ 17.31	\$ 17.66
Apprentice 1 - 950 Hours	45%	\$ 17.64	\$ 17.99	\$ 18.35	\$ 18.72	\$ 19.09	\$ 19.47	\$ 19.86
Apprentice 951 Hours	55%	\$ 21.57	\$ 22.00	\$ 22.44	\$ 22.89	\$ 23.35	\$ 23.82	\$ 24.30
Apprentice 1900 Hours	60%	\$ 23.53	\$ 24.00	\$ 24.48	\$ 24.97	\$ 25.47	\$ 25.98	\$ 26.50
Apprentice 2850 Hours	65%	\$ 25.49	\$ 26.00	\$ 26.52	\$ 27.05	\$ 27.59	\$ 28.14	\$ 28.70
Apprentice 3800 Hours	70%	\$ 27.45	\$ 28.00	\$ 28.56	\$ 29.13	\$ 29.71	\$ 30.30	\$ 30.91
Apprentice 4750 Hours	75%	\$ 29.41	\$ 30.00	\$ 30.60	\$ 31.21	\$ 31.83	\$ 32.47	\$ 33.12
Apprentice 5000 Hours	85%	\$ 33.33	\$ 34.00	\$ 34.68	\$ 35.37	\$ 36.08	\$ 36.80	\$ 37.54
Apprentice 6650 Hours	90%	\$ 35.29	\$ 36.00	\$ 36.72	\$ 37.45	\$ 38.20	\$ 38.96	\$ 39.74
Apprentice 7600 Hours	100%	\$ 39.21	\$ 39.99	\$ 40.79	\$ 41.61	\$ 42.44	\$ 43.29	\$ 44.16
<b>Journeyman</b>	<b>100%</b>	<b>\$ 39.21</b>	<b>\$ 39.99</b>	<b>\$ 40.79</b>	<b>\$ 41.61</b>	<b>\$ 42.44</b>	<b>\$ 43.29</b>	<b>\$ 44.16</b>
Foreperson (Wood Frame and Small Commercial)	100% + \$3.68	\$ 42.89	\$ 43.67	\$ 44.47	\$ 45.29	\$ 46.12	\$ 46.97	\$ 47.84
Foreperson (C/I and Light Industrial)	115%	\$ 45.09	\$ 45.99	\$ 46.91	\$ 47.85	\$ 48.81	\$ 49.79	\$ 50.79
General Foreperson	120%	\$ 47.05	\$ 47.99	\$ 48.95	\$ 49.93	\$ 50.93	\$ 51.95	\$ 52.99
<b>Vacation and Holiday Pay</b>	<b>10%</b>							

Year	Jul-2018	Jul-2019	Jul-2020	Jul-2021	Jul-2022	Jul-2023	Jul-2024
Benefit Total	9.03	\$ 9.22	\$ 9.40	\$ 9.59	\$ 9.78	\$ 9.98	\$ 10.18

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

SH-276-CDHRP		Community Benefits Wage Schedule - Sheetmetal Standard Local 276 – Commercial/Institutional							
Job Classification	Rate	Jul-2018	Jul-2019	Jul-2020	Jul-2021	Jul-2022	Jul-2023	Jul-2024	
Pre Apprentice	40%	\$ 15.91	\$ 16.23	\$ 16.56	\$ 16.89	\$ 17.22	\$ 17.57	\$ 17.92	
Apprentice 0 - 1600 Hours	50%	\$ 19.89	\$ 20.29	\$ 20.70	\$ 21.11	\$ 21.53	\$ 21.96	\$ 22.40	
Apprentice 1601 - 3200 Hours	60%	\$ 23.87	\$ 24.35	\$ 24.83	\$ 25.33	\$ 25.84	\$ 26.35	\$ 26.88	
Apprentice 3201 - 4800 Hours	70%	\$ 27.85	\$ 28.41	\$ 28.97	\$ 29.55	\$ 30.14	\$ 30.74	\$ 31.36	
Apprentice 4801 - 6000 Hours	80%	\$ 31.82	\$ 32.46	\$ 33.11	\$ 33.78	\$ 34.45	\$ 35.14	\$ 35.84	
Material Person	50%	\$ 19.89	\$ 20.29	\$ 20.70	\$ 21.11	\$ 21.53	\$ 21.96	\$ 22.40	
Welder	85%	\$ 33.81	\$ 34.49	\$ 35.18	\$ 35.89	\$ 36.60	\$ 37.33	\$ 38.08	
<b>Journeyman Welder</b>	<b>100%</b>	<b>\$ 39.78</b>	<b>\$ 40.58</b>	<b>\$ 41.39</b>	<b>\$ 42.22</b>	<b>\$ 43.06</b>	<b>\$ 43.92</b>	<b>\$ 44.80</b>	
1st year Journeyman	90%	\$ 35.80	\$ 36.52	\$ 37.25	\$ 38.00	\$ 38.75	\$ 39.53	\$ 40.32	
<b>Journeyman</b>	<b>100%</b>	<b>\$ 39.78</b>	<b>\$ 40.58</b>	<b>\$ 41.39</b>	<b>\$ 42.22</b>	<b>\$ 43.06</b>	<b>\$ 43.92</b>	<b>\$ 44.80</b>	
"A" Foreperson	100% + \$5.00	\$ 44.78	\$ 45.58	\$ 46.39	\$ 47.22	\$ 48.06	\$ 48.92	\$ 49.80	
"B" Foreperson	100% + \$3.50	\$ 43.28	\$ 44.08	\$ 44.89	\$ 45.72	\$ 46.56	\$ 47.42	\$ 48.30	
"C" Foreperson	100% + \$2.00	\$ 41.78	\$ 42.58	\$ 43.39	\$ 44.22	\$ 45.06	\$ 45.92	\$ 46.80	
<b>Vacation and Holiday Pay</b>	<b>10%</b>								

Year	Jul-2018	Jul-2019	Jul-2020	Jul-2021	Jul-2022	Jul-2023	Jul-2024
Benefit Total	8.24	\$ 8.41	\$ 8.58	\$ 8.75	\$ 8.93	\$ 9.11	\$ 9.29

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

SHR-276-CDHRP	Community Benefits Wage Schedule - Sheetmetal Roofer Local 276 – Commercial/Institutional							
Job Classification	Rate	Jul-2018	Jul-2019	Jul-2020	Jul-2021	Jul-2022	Jul-2023	Jul-2024
Material Handler*	50%	\$ 16.00	\$ 16.32	\$ 16.65	\$ 16.98	\$ 17.32	\$ 17.67	\$ 18.02
Apprentice 1st term (0 - 300 Hours)*	50%	\$ 16.00	\$ 16.32	\$ 16.65	\$ 16.98	\$ 17.32	\$ 17.67	\$ 18.02
Apprentice 2nd term (301 - 600 Hours)*	55%	\$ 17.60	\$ 17.95	\$ 18.31	\$ 18.68	\$ 19.05	\$ 19.43	\$ 19.82
Apprentice 3rd term (601 - 1300 Hours)*	60%	\$ 19.20	\$ 19.58	\$ 19.97	\$ 20.37	\$ 20.78	\$ 21.20	\$ 21.62
Apprentice 4th term (1301 - 2000 Hours)	65%	\$ 20.80	\$ 21.22	\$ 21.64	\$ 22.07	\$ 22.51	\$ 22.96	\$ 23.42
Apprentice 5th term (2001 - 2700 Hours)	70%	\$ 22.40	\$ 22.85	\$ 23.31	\$ 23.78	\$ 24.26	\$ 24.75	\$ 25.25
Apprentice 6th term (2701 - 3600 Hours)	80%	\$ 25.60	\$ 26.11	\$ 26.63	\$ 27.16	\$ 27.70	\$ 28.25	\$ 28.82
New Journeyperson	85%	\$ 27.20	\$ 27.74	\$ 28.29	\$ 28.86	\$ 29.44	\$ 30.03	\$ 30.63
<b>Journeyman Roofer</b>	<b>100%</b>	<b>\$ 32.00</b>	<b>\$ 32.64</b>	<b>\$ 33.29</b>	<b>\$ 33.96</b>	<b>\$ 34.64</b>	<b>\$ 35.33</b>	<b>\$ 36.04</b>
"A" Foreperson	100% + \$5.00	\$ 37.00	\$ 37.64	\$ 38.29	\$ 38.96	\$ 39.64	\$ 40.33	\$ 41.04
"B" Foreperson	100% + \$3.50	\$ 35.50	\$ 36.14	\$ 36.79	\$ 37.46	\$ 38.14	\$ 38.83	\$ 39.54
<b>Vacation and Holiday Pay</b>	<b>10%</b>	<b>* classifications are not entitled to Pension Contributions</b>						

Year	Jul-2018	Jul-2019	Jul-2020	Jul-2021	Jul-2022	Jul-2023	Jul-2024
Benefit Total	8.14	\$ 8.30	\$ 8.47	\$ 8.64	\$ 8.81	\$ 8.99	\$ 9.17

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

**Schedule "C"**

**Trade Sections – Provisions**

**A. Amendments to Appendix "EW"**

Appendix "EW" is deleted in its entirety and replaced with the following:

**"APPENDIX "EW"**

**ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL**

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS**

**ELECTRICIANS (INSIDE WIRE) TRADE SECTION**

**INDEX**

EW.100 WAGES AND FUNDS

EW.110 WAGE RATES AND CLASSIFICATIONS

EW.120 VACATION AND STATUTORY HOLIDAY PAY RATES

EW.130 HEALTH AND WELFARE, AND PENSION PLAN FUNDS

EW.140 OTHER FUNDS

EW.200 FOREPERSON

EW.300 DUES

EW.400 SPECIAL CONDITIONS

EW.410 GENERAL

EW.420 UNDERGROUND

EW.430 TOOLS

EW.500 LEAVES OF ABSENCE



**ARTICLE EW.100 - WAGES AND FUNDS**

EW.110 Wage Rates and Classifications

EW.111 Definitions

Service Electrician

An electrician doing service work and driving a contractor's vehicle.

Cable Splicer

An Inside Wire Journeyman who has been qualified by training and admitted to the status of Journeyman Cable Splicer by the Affiliated Union. Cable Splicers shall undertake work in connection with lead covered cables, and other high voltage cables involving jointing, splicing, testing, bonding, racking and repairing excepting low voltage control and signal cables not requiring wiping.

Cable Splicing Foreperson

When two (2) or more Cable Splicers are employed on a job not supervised by a General Foreperson or any Foreperson appointed under the Master Section and Addenda "predominant trade" or "composite crew" provisions, one (1) Cable Splicer must be appointed a Cable Splicer Foreperson.

Cable Splicers' Helpers or Apprentices must be Inside Wire Journeymen.

Journeyman Winder

A Journeyman who is classified as such and is qualified by training to wind, overhaul, maintain and repair electric motors, generators, transformers, regulators, coils and other electrical apparatus.

Journeyman Instrument Technician

A Journeyman Instrument Technician is responsible for the servicing, maintenance, installation and overhaul of hydraulic, electric and electronic automatic control equipment associated with boilers and turbines and their auxiliary equipment and data logging, plant load hauling, and closed circuit T.V. monitoring equipment and process control. A Journeyman who has been admitted to the status of Instrument Technician shall have been an Instrument Technician Apprentice, Instrument Mechanic, Electrician, Electronic Technician or Communications Technician. This person may perform the normal work

of an Inside Electrician as required. Journey Electrician may perform the work of an Instrument Technician.

Inside Wire Journey Electrician

An electrical worker who has earned a B.C. Certificate of Qualification or Interprovincial Red Seal Certificate and is qualified by training to perform the work described as the Inside Jurisdiction of the I.B.E.W. Constitution.

EW.112 (A, B, C, & D) Wage Rates - Local 213, 230, 993, & 1003

See *Trade Sections – Wages* for tables of wages.

Security Technician

Security Systems Technician - means a person who performs the physical work of installing, repairing, maintaining, replacing, testing, and servicing the operation of all electronic security alarm systems in accordance with the provisions of Security Services Act and regulations administered by Ministry of Public Safety & Solicitor General, Policing and Community Safety Branch, Security Programs and Police Technology Division. Security Systems Technicians must maintain their License.

EW.113 NOTE: Included in the above wage rates is a Fifteen cent (\$0.15) per hour tool allowance.

EW.114 For the intent and purpose of this Agreement the words, “prevailing rate” shall be interpreted to mean the wages prevailing at the time the work is in progress.

EW.115 Apprentice Electrician

An Apprentice Electrician is an Electrical Worker who is serving an Apprenticeship to become an Inside Wire Journey Electrician. An Apprentice shall use tools but shall not be called upon to come into direct contact with conductors or equipment which is potentially alive until the last six (6) months of apprenticeship and then only when accompanied by an Inside Wire Journey Electrician.

EW.116 An Apprentice shall be under direct supervision of an Inside Wire Journey Electrician at all times.

When an Inside Wire Journey Electrician and an Apprentice are working together and it becomes necessary for the Inside Wire Journey Electrician to leave for a short period of time it should not be necessary for an Apprentice to accompany the Inside Wire Journey Electrician.

EW.117 The ratio of Apprentices combined to Inside Wire Journey Electricians on the Contractor's payroll should be one (1) apprentice up to three (3) Inside Wire Journey Electricians and an additional apprentice for each additional three (3) Inside Wire Journey Electricians, i.e., one (1) to three (3) Inside Wire Journey Electricians - one (1) Apprentice; four (4) to six (6) Inside Wire Journey Electricians - two (2) Apprentices; seven (7) to nine (9) Inside Wire Journey Electricians - three (3) Apprentices, etc.

EW.118 Helicopters

In the event that a helicopter is used by the Contractor during the course of construction a worker shall be paid wages in the manner following:

- (a) A worker who during the course of a day is not required to work with a helicopter but who is transported on the job by helicopter shall for that day be paid one additional hour of normal straight time wages.
- (b) A worker who during the course of a day is assigned to work directly with a helicopter and whose work during the day requires the worker to work on the ground shall for that day be paid a premium equal to 25% of the worker's prevailing rate for all hours worked during that day and shall be classified as an Inside Wire Journey person.
- (c) A worker who during the course of a day is assigned to work directly with a helicopter and whose work during that day requires the worker to work above ground shall for that day be paid a premium equal to fifty percent (50%) of the worker's prevailing rate for all hours worked during that day and shall be classified as an Inside Wire Journey person.
- (d) Nothing contained herein shall be construed or interpreted in such a manner as shall entitle a worker in any one day in respect of the use of a helicopter to claim a premium exceeding an amount equal to fifty percent (50%) of the worker's prevailing rate for all hours worked during the day.
- (e) The words, "assigned to work directly with a helicopter" contained therein shall be deemed to apply only to a worker expressly and specifically directed to perform work simultaneously and in conjunction with the use of a helicopter at this station of work and nothing recited herein shall be construed or interpreted in such a manner as shall entitle a worker to claim helicopter premiums for any other work performed on materials

subsequently carried by helicopter or for work in advance of or preparatory to operations subsequently performed with the use of helicopters.

- (f) A worker being transported on the job by helicopter shall carry hand tools and safety belt together with lunch and rain clothing when appropriate. Other tools and rigging supplies and miscellaneous materials necessary for performance of the work shall be carried together with a worker. No slung loads shall be carried while transporting workers.
- (g) [DELETED]
- (h) There shall be radio contact between the helicopter pilot and workers receiving or hooking or stringing, at all times.
- (i) A worker who during the course of the day is assigned to work directly with a helicopter shall be covered by a death and dismemberment insurance in the amount of \$130,000.00 at the cost of the Contractor and in accordance with the following:

The hazards against which insurance is provided, are injuries sustained by an Employee in the course of employment in consequence of:

The use of helicopters by or on behalf of the Contractor.

This insurance does not cover any loss, fatal or non-fatal, caused or contributed to by suicide or self-destruction, or any attempt there at, while sane or insane. The Employee shall advise the Contractor of a beneficiary and complete a beneficiary card.

EW.120      Vacation and Statutory Holiday Pay Rates

*See Trade Sections – Wages* for tables of wages.

EW.130      Health and Welfare, and Pension, and other Plan Funds

EW.131      Retirement

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

EW.132      Health and Welfare

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

EW.140 Other Funds

EW.141 Joint Industry Promotion Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

EW.143 Industry Funds

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

**ARTICLE EW.200 - FOREPERSON**

EW.210 Duties & Definitions of Forepersons and Journeypersons

EW.211 General Foreperson

The General Foreperson shall be an Inside Wire Journeyperson. The General Foreperson shall supervise the work of other Forepersons and direct all orders through them. When a job requires thirty (30) or more workers, a General Foreperson shall be appointed.

EW.212 "A" Foreperson

The "A" Foreperson shall be an Inside Wire Journeyperson. An "A" Foreperson shall be appointed when directing four (4) or more workers. An "A" Foreperson shall be allowed to supervise the work of a maximum of ten (10) workers except that where there is a "B" Foreperson working under the "A" Foreperson. Then the "A" Foreperson shall be allowed to supervise up to fifteen (15) workers. When an "A" Foreperson has more than four (4) Inside Wire Journeypersons under supervision, the Foreperson shall not be allowed to work with the tools.

Where in the opinion of the Affiliated Union and the Contractor the job shall require four (4) or more workers, the "A" Foreperson rate shall be paid from the start of the job.

Example of job build up: Total Employees:

1 = "A" Foreperson (working)

7 = "A" Foreperson (working) plus 4 Inside Wire Journeypersons and 2 Apprentices

11 = "A" Foreperson (non-working) plus 10 workers

16 = "A" Foreperson (non-working) plus "B" Foreperson and 14 workers.

Sequence of build up to be repeated until thirty (30) workers on job than a General Foreperson shall be appointed.

EW.213 "B" Foreperson

The Foreperson shall be an Inside Wire Journeyman.

A "B" Foreperson shall be allowed to supervise the work of a maximum of three (3) workers. A "B" Foreperson must be appointed when two (2) or more workers are employed on a job if one of the Journeymen is required to give orders to one (1) or more Journeymen. A "B" Foreperson shall be required to use tools.

EW.214 Notwithstanding the above, appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

**ARTICLE EW.300 - DUES**

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

**ARTICLE EW.400 - SPECIAL CONDITIONS**

EW.410 General

EW.411 Journeymen shall install all electrical work in accordance with municipal rule, code requirements and contract specifications in a safe and worker like manner. When corrections have to be made to bring the work up to code and contract specification requirements, because of faulty or careless work, the Journeyman, unless the work was performed under specific instructions of the Foreperson, shall make such correction up to a maximum of eight (8) hours at no labour cost to the Contractor.

EW.412 Each job shall have adequate secondary (750 volts) testing equipment available on site. No potentially live equipment over 750 volts shall be worked on unless adequate testing equipment is available on the jobsite.

EW.413 All high voltage equipment must be tested and adjusted by qualified people before being energized.

- EW.414 A Journeyperson shall not be allowed to work on high voltage alone, or in a hazardous position alone, but must be accompanied by another Journeyperson. 450 volts A.C. or 300 volts D.C. to be considered high voltage for electricians. Cable Splicers shall not work on live cables where the difference in potential is more than 300 volts between the conductor and ground.
- EW.415 In the event of accidental damage by Employees to customer's property, said damage shall be paid by Contractor or by suitable insurance scheme carried by the Contractor. It is understood and agreed that the average liability insurance policy that covers both the Contractor and the Employees, which is now carried by a majority of Contractors, shall be determined and implemented as the minimum amount that shall be carried by all Contractors.
- EW.416 When requested by the Contractor to use explosive activated tools, time spent to obtain certificate shall be during working hours and considered as time worked. (High explosive activated tools shall not be used).
- EW.417 Leather and rubber gloves, coveralls and other necessary clothing shall be supplied by the Contractor and shall be manufactured union where possible. Employees making use of clothing shall be responsible for the return of such articles subject to normal wear. Failure to return such articles shall subject the Employee to paying for same at cost unless the loss of these articles is due to fire or theft from lockup.
- EW.418 When employing an "electrician on service work" the business office of the Affiliated Union shall be notified of the name of such servicepersons on service work.
- The Contractor shall supply a copy of the current Canadian Electrical Code Book to servicepersons operating a service vehicle.
- EW.419 An older Journeyperson, Journeypersons with a recognized disability, or a pregnant employee entering their second trimester, shall be given due consideration for the position of Electrical Warehouseperson where the Contractor establishes a warehouse.

EW.420 Underground

- EW.421 Workers shall have access to sniffer and take readings periodically when working underground.
- EW.422 In underground work the Contractor shall provide at designated places, safe dry lockers to keep high voltage tools and equipment, when not in use.

EW.423 The Contractor shall provide a water-tight roof and wooden floor for all underground transformer banks and switchgear stations. Metal nails or bolts shall not be driven through flooring. Rubber mats shall be provided.

EW.430 Tools

EW.431 Inside Wire Journeypersons and Apprentices shall provide themselves with the following minimum tools:

- Knife
- Pencil
- Twenty-five-foot (25') rule
- Pliers, 7" or 8" (cutting side)
- Screwdrivers, not over 8"
- Tap Wrench
- Crescent Wrenches to 10"
- Allen Wrenches (3/16, 7/32, 1/4, 5/16, 3/8)
- Hammer
- Pliers 8" (Diagonal)
- Pipe Wrenches (10", 12" or 14")
- Wood Chisel (small)
- Square Level
- Pliers (gas)
- Hacksaw
- Key Hole Saw
- Tin Snips
- Nutdriver 7/16"
- Wire Strippers (Ideal #45120 or equivalent)

**ARTICLE EW.500 - LEAVES OF ABSENCE**

EW.510 Bereavement Leave

Employees will receive three (3) days leave at no cost to the Employer in the event of a death in their immediate family. Immediate family will be recognized as the employee's spouse (including common-law spouse), parent, child, sibling, (including adopted children), grandparent or grandchild. Additional unpaid bereavement leave may be granted on request. Note: Contact your local 230 union office for lost wages reimbursement forms.

EW.511 Jury Duty and Court Leave

The Employer will grant employees an unpaid leave of absence for jury duty or to appear in court as a subpoenaed witness except in one's own defense. Note: Contact your local union 230 office for lost wages reimbursement forms.



EW.512 Pregnancy and Parental Leave

Employees shall be entitled to Pregnancy and Parental Leave in accordance with the provisions of the Employment Standards Act.

EW.513 Canadian Forces Military Leave

The Parties agree to cooperate to facilitate broad and liberal unpaid leaves for operations and training military leave for workers who serve as members of the Canadian Forces Reserves, in accordance with Provincial and Federal law and the "Declaration of Support for the Reserve Forces" signed by the Canadian Office of the Building and Construction trades Department and the National Construction Labour Relations Alliance, dated May 12, 2010."

**B. Amendments to Appendix "SH"**

1. Add the following as a new SH.144:

"SH.144      Additional Funds

Apprenticeship Training Fund  
Trade Promotion  
Building Fund  
Canadian Building Trades  
Vancouver Island Sheet Metal Contractor Association

For each of the above, contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table."

2. SH.202 is modified to read as follows:

"SH.202      The Contractor shall designate a Journeyperson Sheet Metal Worker as a "C" Foreperson, when (4) to (5) workers are under their supervision."

3. SH.203 is modified to read as follows:

"SH.203      The Contractor shall designate a Journeyperson Sheet Metal Worker as a "B" Foreperson, when (6) to (8) workers are under their supervision."

4. SH.204 is modified to read as follows:

"SH.204      The Contractor shall designate a Journeyperson Sheet Metal Worker as a "A" Foreperson, when over (9) workers are under their supervision."

5. SH.414 is deleted in its entirety without replacement.

6. SH.423 is modified to read as follows:

"SH.423      Applicants for membership in the Sheet Metal Workers Local 267 as Journeyperson Welders must prove their capabilities. A valid C.W.B. or D.P.W certification shall be accepted as proof."

**C. Amendments to Appendix “SHR”**

1. The sentence immediately above SHR.111 is modified to read as follows:

“See *Trade Sections – Wages* for tables of wages. The wage rates applicable to a Journeyman Roofer, foreperson and Apprentice will be increased by twelve cents (\$0.12) per hour worked for a tool allowance.”

2. Add the following as a new SHR.144:

“SHR.144      Additional Funds

Apprenticeship Training Fund  
Trade Promotion  
Building Fund  
Canadian Building Trades  
Vancouver Island Sheet Metal Contractor Association

For each of the above, contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.”

3. SHR.202 is modified to read as follows:

“SHR.202      The Contractor shall designate a Journeyman Roofer as a “B” Foreperson, when (5) to (7) workers are under their supervision.”

4. SHR.203 is modified to read as follows:

“SHR.203      The Contractor shall designate a Journeyman Roofer as a “A” Foreperson, when over (8) workers are under their supervision.”

5. SHR.421 is modified to read as follows:

“SHR.421      A Journeyman Roofer shall possess in good condition, at the Employee’s own expense, a minimum standard set of hand tools and accessories to enable the Employee to carry out work efficiently as follows:

1 screwdriver	1 set of roofing knives
1 crescent wrench (8”)	1 roofer’s hatchet
1 pair combination snips	1 pointing trowel
1 hammer (straight claw)	1 safety hat
1 measuring rule	1 tool box or bag
1 pair of gloves	1 Field & Detailing Roofing Torch”