

B. Where no operative vacation and recognized holiday pay plan is in existence in a locality, the employer will maintain its current practice with respect to the payment of vacation and recognized holiday pay entitlements.

1105
Administration

A. The Union agrees to supply the Employers with Administrative material and information regarding the Funds identified in this Section.

1106
Assignment of
Benefits

A. The trustees of the employee benefit plans referred to in this collective agreement shall promptly notify the union of the failure by any employer to pay employee benefit contributions required to be made under this collective agreement and which are owed under the said plans in order that the program administrator of the Employee Wage Protection Plan may deem that there has been an assignment of compensation under the said program in compliance with the regulation to the following regulations to the current, Employment Standards Amendment Act in relation to the Employee Wage Protection Program.

SECTION 12 TRAVEL AND ROOM AND BOARD ALLOWANCE

1200
Daily Travel
Allowance

A. The daily travel allowance will be paid by the Employers to their employees who are not living in camp or receiving a subsistence allowance as referred to in Subsection 1201, on the following basis:

- (i) If an employee lives less than fifty (50) road-driven kilometers from the work location or declared assembly point* no travel allowance will be paid.
- (ii) If an employee lives within fifty (50) to seventy (70) road-driven kilometers from the work location or declared assembly point, he shall receive \$27.90 effective May 1, 2020 (\$28.18 effective May 1, 2021; \$ 28.46 effective May 1, 2022, \$28.74 effective May 1, 2023; \$29.03 effective May 1, 2024) per day travel allowance for each day worked or reported for.
- (iii) If an employee lives within seventy (70) to ninety-six (96) road-driven kilometers from the work location or declared assembly point, he shall receive \$32.08 effective May 1, 2020 (\$32.40 effective May 1, 2021; \$32.72 effective May 1, 2022; \$33.05

* For the purpose of this Section, "declared assembly point" is a material yard, field office or other location that may from time to time be designated by the Employer as a location for assembling prior to leaving for the work location.

effective May 1, 2023; \$33.38 effective May 1, 2024) per day travel allowance for each day worked or reported.

- (iv) If an employee lives within ninety-six (96) to one hundred and ten (110) road-driven kilometers from the work location or declared assembly point, he shall receive \$36.25 effective May 1, 2020 (\$36.61 effective May 1, 2021; \$36.98 effective May 1, 2022; \$37.35 effective May 1, 2023; \$37.72 effective May 1, 2024) per day travel allowance for each day worked or reported for.
- (v) If an employee lives greater than or equal to one hundred and ten (11) road-driven kilometers from the work location or declared assembly point, and does not qualify for subsistence allowance under Subsection 1201 below, he shall receive \$40.15 effective May 1, 2020 (\$40.55 effective May 1, 2021; \$40.96 effective May 1, 2022; \$41.37 effective May 1, 2023; \$41.78 effective May 1, 2024) per day travel allowance for each day worked or reported for provided the employee continues to travel greater than or equal to 110 road-driven kilometers daily.
- (vi) Employees using company vehicles are not entitled to daily travel. For purposes of clarity, this does not prevent an employee from any entitlements under LOU #4.

- B The Employer reserves the right to base daily travel allowance on the distance in road-driven kilometers from where an employee lives to either the work location or declared assembly point, depending on where the employee is directed to report.
- C. For the purpose of the Collective Agreement, "road-driven kilometres" is based on the shortest available road-driven distance from where an employee lives to either the work location or declared assembly point, depending on where the employee is directed to report, as measured through Google Maps.

1201
Room and Board
Allowance

- A. The following conditions will apply for employees whose regular residence* is greater than or equal to one hundred and ten (110) road-driven kilometers from the work location:

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- * For the purpose of this Section "regular residence":
1. The place where the employee maintains a self-contained, domestic establishment (a dwelling house, apartment or similar place of residence where a person generally eats and sleeps and for which he can show proof of financial commitment). This is in contrast to a boarding house facility which is not self-contained; and
 2. The employee normally resides in the residence except for those periods of time when, because of the location of the work, the employee obtains temporary accommodation for that work location.
 3. The calculation of distance shall be from the employee's regular residence.

- (i) An Employer may supply either:
 - (a) free room and board in camp or a good standard of board and lodging; or
 - (b) a subsistence allowance; or
 - (c) a travel allowance.

- (ii) An employee may exercise his option not to stay in a camp or accept free room and board. An employee who exercises this option shall receive a subsistence allowance as follows:
 - (a) When an employee's regular residence is greater than or equal to 110 road-driven kilometres from a work location which is North of the French River and the employee maintains temporary accommodation at or near the work location the employee shall be paid a subsistence allowance of \$105.38 effective May 1, 2020 (\$106.43 effective May 1, 2021; \$107.49 effective May 1, 2022; \$108.56 effective May 1, 2023; \$109.65 effective May 1, 2024) per day for each day worked or reported for.

South of the French River an employee will be paid \$95.19 effective May 1, 2020 (\$96.14 effective May 1, 2021; \$97.10 effective May 1, 2022; \$98.07 effective May 1, 2023; \$99.05 effective May 1, 2024) per day for each day worked or reported for.
 - (b) When an employee's regular residence is more than six hundred (600) road-driven kilometres from the work location and the employee is working a 4 day per week by 10 hour per day shift, the employee will be paid subsistence allowance for the fifth day.
 - (c) When an employee's regular residence is greater than or equal 110 road-driven kilometers from the work location, and the employee commutes to work daily, the employee shall receive \$42.18 effective May 1, 2020 (\$42.60 effective May 1, 2021; \$43.03 effective May 1, 2022; \$43.46 effective May 1, 2023; \$43.89 effective May 1, 2024) per day for each day worked or reported for.

- B. An employee shall not qualify for daily travel allowance or room and board allowance as provided for in Subsection 1200 and Subsection 1201, Item A above, when such employee reports for work but does not remain at work for his scheduled daily hours unless excused by an authorized representative of his Employer. Such permission shall not be unreasonably denied.
- C. The Union recognizes the Employer's right to charge for board and other existing services. The Employer fixes the charge for board and other existing services in camps at \$25.00 per day. This will be applied on the following basis:
 - (i) An employee who remains in camp on a normally scheduled work day on which he does not work will be charged \$25.00 per day unless he is excused from work for a legitimate reason by an authorized representative of his Employer.
 - (ii) An employee who is absent from work on Friday without approval and who remains in camp and who is still absent from work on the following Monday without approval will be charged for room and board for Friday, Saturday, Sunday and Monday.
 - (iii) An employee who is absent from work without approval on Friday and who remains in camp but who works the following Monday will be charged for the day of absence and will not be charged for Saturday and Sunday.
 - (iv) An employee who works the Friday and who remains in camp and is absent from work without approval on the following Monday will be charged for the day of absence and will not be charged for Saturday and Sunday.
- D. Upon application, payment of Room and Board/Travel Allowance will be issued for the first two pay periods. Failure to provide satisfactory proof of eligibility during this period will result in cessation of payments and the recovery in two equal amounts. In the event of termination for any reason before full recovery, any balance owing will be deducted from the final pay.

1202
Travel Time

- A. The Employer will supply transportation between the assembly points and work locations.
- B. All travel time will be outside of normal working hours.
- C. On normal working days an employee will be paid his straight-time rate for all time spent travelling from his assembly point to his work location.

- D. On Saturdays, Sundays, Recognized Holidays and non-shift days identified in Subsection 905 A and B, an employee will be paid his premium rate for all time spent travelling from his assembly point to his work location.
- E. An employee will travel up to a maximum of one hour on his own time when returning from his work location to his assembly point.
 - (i) On normal working days an employee will be paid his straight-time rate for all time spent travelling in excess of one hour.
 - (ii) On Saturdays, Sundays, Recognized Holidays and non-shift days identified in Subsection 905 A and B, an employee will be paid his premium rate for all time spent travelling in excess of one hour.

1203
Initial and Return
Travel
Transportation

- A. On recruitment of tradesmen who live between one hundred and ten (110) and one hundred and eighty-nine (189) road-driven kilometers from the work location, the Employer shall pay \$32.00 effective May 1, 2020 for the initial trip to the work location.
- B. On recruitment of tradesmen who live beyond one hundred and eighty-nine (189) road-driven kilometers from the work location, the Employer shall pay 47¢ effective May 1, 2020 per road-driven kilometer, plus travel time based on one hour's pay for each 96 road-driven kilometers, or part thereof, of travel to a maximum of 8 hours' pay for the initial trip to the work location from where the tradesman lives or the Local Union Referral Hall, whichever is closer to the work location.
- C. To qualify for payment in Items A or B, the employee must be engaged in construction industry work under this agreement for a minimum of fifteen (15) working days or the duration of the job, whichever is lesser.
- D. Notwithstanding section 1203 B and C above, when an employee is required to report to a different location, the Employee will receive a transfer allowance between the current location and the new work location on the basis of, after forty (40) road-driven km travel free zone, one (1) hour's pay at the regular rate for each eighty (80) road-driven kms travel or part thereof, to a maximum of eight (8) hours pay at the regular rate, plus mileage at the rate of \$0.47/km effective May 1, 2020 provided the employee uses their own personal vehicle.
- E. On termination of employment due to a reduction of staff, an employee qualified for payment as a result of Item C above, shall be entitled to return travel expenses calculated in the same manner as in Items A or B above for the return trip from the current work location to where the tradesman lives or Local Union Referral Hall, whichever is closer to the current work

location. An employee whose employment terminates for any reason other than reduction of staff shall not be eligible for return payment.

F. At the end of each three (3) months of continuous employment at a construction site where the employee resides in a camp or a camp situation, he shall receive eight (8) hours' pay at his appropriate straight time rate to assist in defraying costs of returning home.

1204

Use of Personal
Vehicle

A. An employee who is requested or receives approval from an authorized representative of his Employer to use his personal vehicle for the convenience of his Employer shall be reimbursed 45¢ effective May 1, 2020 per road-driven kilometre travelled for such use of his vehicle.

SECTION 13 TOOLS AND CLOTHING

1300

Tools and Clothing

A. Employees shall be required to provide themselves with the ordinary hand tools of the trade as specified in the attached tool list*. The Employer will provide insofar as is practical, separate facilities for storing the tools, but shall not be held responsible for losses, except as noted hereunder:

- (i) When personal tools valued in excess of \$15.00 are lost due to fire, the Employer will consider replacement or payment value to a maximum of \$500.00 based on the merit of tools that a tradesman is required to have to perform his normal duties with the Employer.
- (ii) The Employer agrees to compensate employees for tools lost by theft, as supported by claims submitted in writing with substantiating evidence to establish theft resulting from forcible entry to locked storage provided by the Employer to a maximum of \$500.00.
- (iii) In the event of a loss by fire at a work location, replacement or payment of the full estimated value in excess of \$15.00 but not exceeding \$500.00 for the loss of personal clothing will be made.
- (iv) In the event of a loss by fire at an Employer operated camp, replacement or payment of the full estimated value in excess of \$15.00 but not exceeding \$750.00 for the loss of personal clothing will be made.

* *Notwithstanding the attached tool list, this Agreement does not alter existing agreements operative between individual Employers and other Local Unions of the IBEW with respect to the provision of tools.*