

**Roadbuilding and Heavy Construction**

**Sewer and Water Division**

**Collective Agreement**

**CONSTRUCTION AND GENERAL WORKERS' UNION**

**LOCAL 92**

**May 1, 2023– March 31, 2025**

**CALGARY CONSTRUCTION – LABOURERS 92 (May 1, 2023 – March 31, 2025)**

**COLLECTIVE AGREEMENT**

**(Hereinafter referred to as the “Agreement”)**

**TO COVER:**

**Roadbuilding and Heavy Construction of the Sewer and Water Division in  
Calgary**

**BETWEEN**

**STANDARD GENERAL Calgary,  
A Division of Colas Western Canada Inc.**

**(Hereinafter referred to as the “Employer”)**

**AND**

**CONSTRUCTION AND GENERAL WORKERS’ UNION LOCAL 92**

**Calgary, Alberta**

**(Hereinafter referred to as the “Union”)**

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## **ARTICLE ONE- OBJECTS, INTERPRETATION AND EXTENT**

- 1.01 The object of this Agreement is to establish a clear relationship between the Employer, the Union and the employees and clarify the expectation in all aspect of employment. It is the intention and purpose of the Employer and the Union to promote and foster harmonious industrial relations between the Employer and its employees.
- 1.02 The headings of each Article of this Agreement may be referred to but not included in the interpretation of the various sections thereunder. This Agreement shall be interpreted as a whole.
- 1.03 In the event that any word, phrase, sentence, Section, or Article of this Agreement is declared invalid by any Court of competent jurisdiction only such word, phrase, sentence, Section, or Article shall be affected and this Agreement shall be otherwise unaffected and shall continue in full force and effect.
- 1.04 (a) Masculine and feminine -the masculine or feminine gender may be used interchangeably throughout this agreement. Wherever one (1) gender is used, it shall be construed as meaning the other if the facts or context so require.
- (b) Singular or plural -Whenever the singular is used the same shall be construed as meaning the plural if the facts or context so require.

## **ARTICLE TWO- EFFECTIVE DATE**

- 2.01 This Agreement shall be in full force and effective as of May 1, 2023, and continue in effect until March 31, 2025.
- 2.02 Either party desiring to amend this Agreement or to commence collective bargaining may do so in writing to the other party, not less than sixty (60) days, or not more than one hundred twenty (120) days prior to the expiry date of this Agreement.
- 2.03 If amendment is desired, the contents of the amendment shall be transmitted to the other party at the first collective bargaining meeting and the existing agreement shall remain in force until the process of collective bargaining has been completed in accordance with the provisions of the Labour Relations Code or the parties hereto are in a legal position to conduct a lockout or strike vote, whichever first occurs. Changes to this agreement agreed upon by the parties hereto, however, may be made at any time, provided that such changes are properly reduced to writing and executed by authorized

representatives of the parties to this Agreement. Such changes shall form part of the Collective Agreement and are subject to the grievance and arbitration procedure.

- 2.04 If notice to negotiate has been given by either party, this Agreement shall remain in full force and effect during any period of negotiations, even if such negotiations may extend beyond the said expiry date of this Agreement until a strike or lockout is allowed by law.

### **ARTICLE THREE- TERRITORIAL JURISDICTION**

- 3.01 The terms of this Agreement shall apply to work within that part of the City of Calgary and Calgary greater areas contained within the present jurisdictional area of the Construction and General Workers' Union Local 92.
- 3.02 For greater clarity, this Agreement applies to Standard General Calgary only. Standard General Inc. (Edmonton) and its affiliates are not in any way affected by this Agreement.

### **ARTICLE FOUR- UNION SECURITY**

#### **Coverage:**

- 4.01 The Employer recognizes the Union as the sole and exclusive bargaining agent for all the Employer's employees as listed under the wage classifications of this Agreement.

#### **Membership:**

- 4.02 All employees covered by this Agreement must be members in good standing of the Union.
- 4.03 Any employee who does not remain a member in good standing shall not be retained in the employment of the Employer.
- 4.04 Any employee who has been laid off for any reason and who does not retain his membership in the Union will not retain his seniority with the Employer.

#### **Strike and Lockout:**

- 4.05 During the term of this Agreement there shall be no lockout by the Company and no strike, stoppage of work or slow-down, either partial or general, authorized by the Union.

#### **Job Stewards**

- 4.06 A Job Steward shall be recognized on all jobs and shall not be discriminated against. The Job Steward, when possible, shall be the last one to be laid off. The Union shall be notified

in writing if a Job Steward is discharged for cause and such cause shall be stated in the reasons. Job Stewards may be members of the Safety Committee. Job Stewards shall be allowed sufficient time to perform their duties including assisting in settlement of grievances and settlement of jurisdictional disputes. All Job Stewards shall be appointed by the Business Representative of the Local Union and the Employer shall be notified in writing of the names of all Job Stewards.

- 4.07 Job Stewards shall be present, if requested by the employee, whenever the employee is being interviewed over a formal disciplinary matter.

#### **Authorized Union Representatives**

- 4.08 In the carrying out of regular duties Union Representatives of the Union shall have access to Employer premises covered by this Agreement. Notice is to be given to available manager, superintendent or foreman prior to visiting the Employer's premises.

- 4.09 Authorized Union Representative(s) shall have access to Employees covered by this Agreement provided, they do not interfere with the Employees or cause them to neglect their work. Further such Union Representative(s) shall comply with the Employer or client's safety and security policies and regulations.

The Union Representative(s) shall, before proceeding upon their business, notify the senior representative of the Employer on the job of their presence, and complete any and all site specific safety orientation(s).

- 4.10 The Union shall have the right to post notices at the designated places on the jobs. All such notices must be authorized by the Union and approved by the Employer's authorized representative on the job.
- 4.11 The Employer agrees to deduct monthly membership dues and hourly working dues for each, and every hour worked by employees as set by the Union. The Union shall notify the Employer in writing of any changes in dues, structure and/or amounts. Initiation fees, Reinstatement fees and/or assessments pertaining to the Union business, shall be submitted to the Secretary Treasurer of the Union accompanied by a list of employees' names from whom the deductions are made, before the fifteenth (15<sup>th</sup>) day of the month following.
- 4.12 The Union shall at all times, ensure that the signatory contractors are supplied with sufficient manpower for their needs before allowing members to work for contractors not signatory to this Agreement.

- 4.13 The parties to this Agreement recognize the status of the individual labourer as a tradesperson. Neither party shall knowingly allow any labourer to be discriminated against in respect to their rights under this Agreement.

#### **ARTICLE FIVE- MANAGEMENT RIGHTS, PROBATION AND DISCIPLINE**

- 5.01 The Union recognizes the right of the Employer to the management of its Company, and the direction of its working forces, including the right to select, hire, promote, demote, transfer, classify, discipline and/or discharge any Employee for cause. The Union further recognizes the right of the Employer to operate and manage its business in accordance with its commitment and responsibilities, including methods, processes and means of production or handling except as otherwise provided in this Agreement.
- 5.02 Employees party to this Agreement shall work under the conditions herein set out. The Employer shall be given preference in the supplying of the Union employees.
- 5.03 The Employer may make such rules as it deems necessary or convenient for the proper conduct of the Employer's business and observance of such rules shall be a condition of its Employees' employment.
- 5.04 The Employer's Safety Requirements and Policies will be a condition of employment. Any disciplinary action taken in this regard by the Employer will be disclosed immediately to the Business Manager of the Union.

#### **PROBATION PERIOD**

- 5.05 All new Employees covered by this Agreement shall serve a probationary period of ninety (90) days worked from date of hire.
- 5.06 If, in the opinion of the Employer, an Employee on probation is found to be unsatisfactory for whatever reason the Employer deems appropriate, the Employer may terminate the Employee without notice and without recourse to the grievance and arbitration procedure.

#### **DISCIPLINE**

- 5.07 (a) Written warning notices may be given to Employees for poor conduct, unsatisfactory job performance or infractions of the Employer's rules, regulations and/or policies;
- (b) A copy of all warnings shall be signed by the Employee and the Employer;
- (c) A copy of all such warnings shall be placed on the Employee's personnel file.

- 5.08 When an Employee is to be disciplined, the Employee may request a Union Representative to be present at any meeting with the Employer.
- 5.09 The Employer will provide the Union copies of all discipline letters prior to placing them in the Employee's file.
- 5.10 Nothing prevents the Employer from pursuing the Employee's immediate suspension without pay or immediate dismissal without notice or pay in lieu of notice. The Employee shall be advised that they have the right to have Union representation present in such cases.

**ARTICLE SIX- GENERAL HOLIDAY AND VACATIONS**

- 6.01 The twelve (12) recognized Statutory Holidays shall be:

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

And any such day as may be declared by the Alberta Provincial Government.

No work shall be performed on Labour Day except where safety to life and/or property makes it necessary.

National Day for Truth and Reconciliation shall be observed as a holiday as follows:

Employees will be provided with the option to take the day off, or work provided work is available. Employees who choose to work on this day shall be paid at one and one-half times (1 1/2x) the regular rate. Where the provincial government declares this day or another day recognizing Indigenous people, such declared day shall replace this day and be added to the list of holidays above and paid in the same manner as other general holidays outlined above, specifically at two times (2x) the base rate for hours worked.

- 6.02 For work performed on the day upon which it has been agreed (between the Employer and the Union), the holiday shall be observed and shall be paid for at double time rates.
- 6.03 Monies for vacation pay and Statutory Holidays shall be credited to the Employees at the rate of six percent (6%) and four percent (4%) respectively of regular earnings for all hours worked. Monies so credited shall be disbursed with every pay cheque.



#### **ARTIVE SEVEN- HOURS WORKED, OVERTIME, SHIFTS**

- 7.01 The following sections of this Article are intended to define the normal hours of work and shall not be construed as a guarantee of hours of work per day or per week or of days of work per week.
- 7.02 Eight (8) hours shall constitute a day's work and forty-four (44) hours shall constitute a week's work in each week of six (6) days, Monday to Saturday inclusive, subject to any change by a Labour Relations Board Order.
- 7.03 OVERTIME- All hours specified below shall be paid at the following rates:
- (1) Time and one-half (1-1/2) the regular rate for all hours worked over eight (8) hours per day, or over forty-four hours (44) regular hours per week, whichever is greater, based on a six (6) day work week, Monday through Saturday inclusive.
  - (2) Double time (2X) for all hours worked on Sunday or Statutory Holidays with the exception of travel time which will be paid at the regular rate of pay.
  - (3) All hours worked when a full eight (8) hours rest period has not been given, the Employee(s) shall be paid at the overtime rates that the Employee(s) was last working under, until the Employee(s) has a full eight (8) hours rest per period.
  - (4) If a Statutory Holidays falls in a work week, the work week will be reduced to thirty-six (36) regular hours based on a five (5) day work week, Monday through Saturday inclusive.
  - (5) If two (2) Statutory Holidays fall in a work week, the work week shall be reduced to twenty-eight (28) regular hours based on a four (4) day work week, Monday through Saturday inclusive.

#### **No discrimination**

- 7.04 Employees shall not be discriminated against, disciplined, or threatened for requesting time off, including Sundays, provided the Employee has just cause and has given reasonable notice to the Employer.

#### **ARTICLE EIGHT- TRANSPORTATION, TRAVEL TIME, ROOM, AND BOARD**

- 8.01 On jobs within the corporate boundaries and up to sixty-five (65) kilometers from the City of Calgary city limits (hereinafter referred to as the Free Zone) no transportation shall be supplied to the initial work site of the day. If an Employee is transferred from his/her initial work site of the day, the Employer shall provide transportation from the initial work

site and return, at no cost to the Employee. No Employee(s) shall be required to use their own vehicle(s) to transport tools or any other equipment from job to job.

- 8.02 For work beyond the above Free Zone from which the Employees return home daily, travel time shall be paid from the Free Zone to the job site and from the job site to the Free Zone at the rate of one (1) minute per kilometer at the Employees regular rate of pay.
- 8.03 For work beyond the above Free Zone from which the Employee does not return home daily, travel time shall be paid as in Article 8.02 and transportation will be supplied provided the Employee works fifteen (15) calendar days or for the duration of the job if the duration of the job is shorter. Employees shall qualify for return of transportation and travel time as in Article 8.02 after sixty (60) calendar days unless laid off earlier, in which event; the Employee shall receive travel time and transportation. If an Employee is discharged for just cause after thirty (30) working days, the Employer shall provide return transportation but not travel time.
- 8.04 If an Employee is required to work beyond the above Free Zone where he/she does not return home daily, the Employer shall give the Employee forty-eight (48) hours' notice to his/her departure except in the case of an emergency.
- 8.05 The Employer shall provide adequate and suitable room and board or subsistence allowance on all projects where Employees, at the direction of the Employer, for Employees that do not return home daily, at no cost to the Employee.

#### **ARTICLE NINE- WORKING CONDITIONS**

- 9.01 The Employer shall provide suitable, clean, and enclosed sanitary facilities on all job sites where practical.
- 9.02 The Employer shall provide a lunchroom, when and wherever possible, of adequate size, heated in cold weather and kept clean. This lunchroom shall not be used as a storage room. Drinking water in clean, closed containers and individual paper cups shall be provided on all jobs.
- 9.03 Protective clothing which is not normally worn by the Employee in the ordinary performance of his/her work shall be supplied by the Employer at no cost to the Employee. The Employee will be responsible for equipping himself/herself with an acceptable work boots and/or safety boots, if required by the Employer or by the Occupational Health and Safety Regulations.

- 9.04 When a prospective Employee, properly attired and qualified for the job is requested to report to a job for hiring, and he/she is not hired, two (2) hours pay shall be given to the Employee by the Employer.
- 9.05 When an Employee reports to work and no work is available, he/she shall receive two (2) hours pay at his base rate, unless prior notice has been given to the Employee by the Employer not to report. If work commences and must be cancelled the Employee shall be paid for all hours working but a minimum two (2) hours pay at his/her base rate shall be paid. If an Employee refuses to work or refuses to continue to work, no pay shall be required for hours not worked. Show up on time shall not be paid under any circumstances if inclement weather conditions prevent the commencement of work unless the Employer specifically directs an Employee to report to work when the Employee calls his/her immediate supervisor prior to the commencement of his workday.
- 9.06 Two (2) coffee breaks of fifteen (15) minutes duration shall be granted during normal working hours. Such breaks shall be as close to the center of each half of the shift as possible. A third (3<sup>rd</sup>) coffee break of ten (10) minutes duration shall be granted immediately after the tenth (10<sup>th</sup>) hour of work. This third (3<sup>rd</sup>) coffee break shall be granted if work exceeds ten (10) hours per day. All coffee breaks shall be initiated by the Employer. The breaks will be taken as soon as job conditions permit.
- 9.07 The initial site of the day and the starting time of the day shall be designated by the Employer or their representative. If an Employee is sent home for any reason, he/she shall be returned to the yard or his vehicle.
- 9.08 If an Employee is required to work in excess of twelve (12) hours in a shift, the Employer shall provide the Employee a meal free of charge, or eight dollars (\$8.00) in lieu of.
- 9.09 The Employer shall supply all tools for the performance of the Employees work. If the Employee fails to return the tools as requested of the Employer, the Employer has the right to charge the Employee the cost of tools not returned.

## **ARTICLE TEN - WAGES AND CLASSIFICATIONS**

	<b>Current</b>	<b>Year 1</b>	<b>Year 2</b>
<b>Position Description</b>			
Labourer	\$21.18	\$21.39	\$21.81
Pipelaye Trainee	\$28.85	\$29.41	\$30.06
Pipelaye 3	\$30.60	\$31.24	\$31.95
Pipelaye 2	\$31.77	\$32.46	\$33.21
Pipelaye 1	\$33.17	\$33.92	\$34.71
Manhole Builder - Helper	\$23.01	\$23.31	\$23.78
Manhole Builder 3	\$24.75	\$25.12	\$25.65
Manhole Builder 2	\$27.27	\$27.76	\$28.36
Manhole Builder 1	\$29.12	\$29.69	\$30.35
Topman - Leadhand	\$33.40	\$34.16	\$34.96
Foreman - Labourer	\$34.19	\$34.99	\$35.81
Foreman 1	\$37.85	\$38.81	\$39.75
Foreman 2	\$36.80	\$37.72	\$38.62
General Foreman	\$39.43	\$40.46	\$41.45

## **ARTICLE ELEVEN- PAYMENT CONDITIONS**

- 11.01 Wages shall be paid weekly or every second week by direct deposit on Friday before quitting time and not more than seven (7) days' pay will be held back.
- 11.02 When an Employee is laid off, all wages, vacation pay, and statutory holiday pay shall be paid at the time of termination. When an Employee quits or is discharged, all monies due to him/her, as above, shall be deposited to him/her not later than ninety six (96) hours after his/her termination of employment, excluding Saturdays, Sundays and Statutory holidays and for the purpose of hereof, if the Employer mails such papers and deposits monies due the Employee at his/her last known address within ninety six (96) hours, this paragraph thereafter will be deemed to have been satisfied. If the Employee is kept waiting, he/she shall be paid at the rate he/she has been receiving for such time as he/she is kept waiting.
- 11.03 Payroll Statements shall be given to each Employee with each pay cheque as required by the Employment Standards Code, Chapter E-10.2 Province of Alberta 1988.

## **ARTICLE TWELVE- GRIEVANCE PROCEDURE**

- 12.01 All differences between the Employer and the Union regarding the interpretation, application, operation, or an alleged violation of the Agreement, shall be settled without stoppage of work or lockout, by negotiations, as hereafter provided.
- 12.02 Either the Union or the Employer may institute a grievance under the terms of this Agreement. If they fail to settle within five (5) calendar days, or an extension of time mutually agreed upon, either of the parties may proceed under Article 12.05.
- 12.03 An aggrieved party shall submit his/her complaint in writing to the Steward or, in his/her absence, the Business Agent of the Union within five (5) days from the triggering event which is the basis of the grievance. The Steward or the Business Agent of the Union shall endeavor to settle the complaint, at the level of Site management within a time of five (5) days (excluding Saturday, Sunday, or Holidays) of the basis for the grievance arising.
- 12.04 If the complaint is not settled under 12.03 above, it shall be referred to the Company Management and the Senior Official of the Union who shall attempt a settlement within five (5) days, excluding Saturday, Sunday, or Holidays of the date of the Article 12.03 meeting.
- 12.05 Should the Union or Employer fail to comply with any of the time limits specified above, the grievance will be considered abandoned. Timelines in any clause of this article may be extended upon consent of both parties.
- 12.06 If the parties are unable to resolve the differences referred to in 12.02 either party may notify the other party in writing of its desire to submit the difference to arbitration, and the notice shall contain a statement of the difference and nominate its choice of Arbitrator by notice in writing.
- 12.07 If the recipient of the notice fails to appoint an Arbitrator or the parties are not able to agree on an Arbitrator within the time limits under 12.05, the appointment shall be made by the Minister of Labour upon the request of either party.
- 12.08 The Arbitrator shall hear and determine the differences and shall issue an award in writing and the decision is final and binding on the parties and upon any Employee affected by it.
- 12.09 Each party to the difference shall bear equally the expense of the Arbitrator.
- 12.10 The Arbitrator by their decision shall not alter, amend, or change the terms of the Collective Agreement.
- 12.11 When an Employee has been suspended or dismissed, the Arbitrator may:

- (1) direct the Employer to reinstate the Employee and pay to the Employee a sum equal to his/her wage loss by reason of his/her suspension or dismissal, or such lesser sum as, in the opinion of the Board, is fair and reasonable.
- (2) Direct the Employer to maintain the suspension or dismissal as it considers that under circumstances, Employer actions were reasonable.
- (3) make such other directive varying the penalty as it considers fair and reasonable having regard to the terms of the Collective Agreement.

#### **ARTICLE THIRTEEN- HEALTH AND WELFARE**

- 13.01 The Employer shall contribute two dollars and nine cents (\$2.09) per hour for all hours worked by Employees covered under this Agreement to the Labourers' Health and Welfare Trust Fund of Western Canada.
- 13.02 Upon the wages of an Employee coming due, the contribution outlined in 13.01 shall be calculated by the Employer and set aside for the Trustees of the said Fund and the gross contributions from the Employer for all hours worked by all Employees in the said classifications in a month, shall be forwarded by the Employer to the said Fund c/o Funds Administrative Services 10154 - 108 Street, NW Edmonton, Alberta T5J 1L3, no later than the fifteenth (15<sup>th</sup>) day of the month following.
- 13.03 It is understood that the contributions negotiated under this clause are for the benefit of the members of the Union as recognized by the Trustees of the said Fund who shall continue to have full discretion to make from time-to-time reasonable rules in this regard. The Fund shall be administered by the Board of Trustees with equal representation from the Union and contributing Employers. Employer Trustees appointed for the purpose of this Trust Fund shall only be from those persons employed by and representing a bonafide contributing Employer subject to this Agreement.

#### **ARTICLE FOURTEEN- JURISDICTION DISPUTES**

- 14.01 There shall be no strikes or lockouts by the Union or the Employer during the term of this Agreement because of jurisdictional dispute.
- 14.02 In the event of a jurisdictional dispute the Employer shall make an immediate assignment in writing of the disputed work and shall not change the assignment until a settlement is reached between the disputing parties. If no settlement is affected then the dispute will be settled finally in accordance with the Labour Relations Code Chapter L-1.2 1988 with amendments in force as of July 5, 1990 not including not proclaimed amendments.

#### **ARTICLE FIFTEEN-PENSION PLAN**

15.01 The Employer shall contribute one dollar and seventy-five cents (\$ 1.75) in year one, and two dollars (\$2.00) in year two, per hour for all hours worked by Employees covered under this Agreement to the Labourers' Pension Trust Fund of Western Canada. Contributions shall be made on the basis of full and half hours and shall be made solely by the Employer and no Employer shall deduct such contributions or portion thereof from the Employees' wages. Such contributions are in excess of wage rates set out in the Agreement and do not constitute a payment of wages or any portion of a payment of wages.

15.02 All payments shall be made before the fifteenth (15<sup>th</sup>) day of the month following the month for which payment is to be made.

15.03 Payment to be forwarded to the Labourers' Pension fund of Western Canada c/o Funds Administrative 10154 - 108 Street, NW Edmonton, Alberta T5J 1L3 or such other address as the Trustees may designate from time to time.

15.04 This Fund shall be administered by a Board of Trustees with equal representation from the Union and contributing Employers. Employer Trustees appointed for the purpose of this Trust Fund shall only be those persons employed by and representing a bonafide contributing Employer.

15.05 Whereas the parties mutually desire to have the Employer pension contributions contained within said agreement ceased and relocated upon the conditions outlined in this and therefore it is agreed that the effected Employees will be compensated according to the wage schedule contained within this agreement upon the following conditions being met:

- (1) An Employee must be age sixty-two (62) or older and collecting pension benefits from the Labourers' Pension Fund of Western Canada and must produce documentation satisfactory to the Union and the Employer of this, and
- (2) The Employee accepts that once starting to be compensated according to the wage schedule contained in this Letter of Understanding with a particular Employer then that decision cannot be reversed as long as the Employee is in the employ of that Employer.

Furthermore, as part of the conditions for implementing this reallocation of pension contributions the parties agree to the following.

There are no requirements for the Employer to remit pension contributions under the said collective agreement to the Labourers' Pension Fund of Western Canada on behalf of Employees paid according to the wage schedule contained in this agreement.



#### **ARTICLE SIXTEEN - BEREAVEMENT CLAUSE**

16.01 When a death occurs to a member of an employee's family, including spouse, children, parents, grandparents, grandchildren, brothers and sisters, mother-in-law, father-in-law, brother-in-law, sister-in-law, the employee will be granted upon request an appropriate leave of absence. If the employee attends the funeral, the employee shall be compensated for hours lost from their regular schedule on the day prior to the funeral, the day of the funeral and the day after the funeral. Maximum compensation shall be eight (8) hours per day for the three (3) days at the employee's regular rate of pay.

#### **ARTICLE SEVENTEEN - SAVING CLAUSE**

18.01 Should any Article or any provision or any part of this Agreement be void by reason of being contrary to law the remainder of this Agreement shall not be affected thereby.

#### **ARTICLE EIGHTEEN - FILLING OF COPIES**

19.01 A copy of this Agreement shall be filed as is required by the Alberta Labour Relations Code, Chapter L-1.2 1988 with amendments in force as of July 5, 1990 not including not proclaimed amendments.

#### **ARTICLE NINETEEN- TRAINING PROGRAM**

16.01 The Employer shall contribute ten cents (\$0.10) per hour for all hours worked by Employees covered under this Agreement to the Secretary Treasurer of the Union accompanied by a list of Employees' names from whom the deductions are made, before the fifteenth (15<sup>th</sup>) day of the month following.

16.02 Such contributions shall be remitted to the Construction & General Workers' Training Trust Fund of Alberta and Northwest Territories and be payable by the fifteenth (15<sup>th</sup>) day of the month following. Payment to be forwarded to this Fund at the following address:

Construction & General Workers' Training Trust Fund of Alberta and Northwest Territories  
12150 – 154 Street, NW  
Edmonton, Alberta  
T5J 1J2



DATED THIS 05 DAY OF July \_\_\_\_\_ 2023, AT CALGARY, ALBERTA

SIGNED ON BEHALF OF THE EMPLOYER:

SIGNED ON BEHALF OF THE UNION



Robert Banks, General Manager  
Standard General Calgary  
A Division of Colas Western Canada Inc.



John Desrosiers, Business Manager  
Construction & General Workers Union  
Local 92