

Collective Agreement

Between

Brock Canada Industrial Ltd.

(Hereinafter referred to as the Employer)

And

**United Brotherhood of Carpenters
And Joiners of America Local Union 2010**

(Hereinafter referred to as the Union)

October 19th, 2024 - October 18th, 2027

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ARTICLE 1. OBJECTS

The Objects of this Agreement are to: stabilize the construction industry; provide fair and reasonable working conditions and job security for Employees in the industry; promote harmonious employment relationships between Employers and Employees; provide a mutually agreed method of resolving disputes and grievances arising out of the terms and conditions of this Agreement; prevent strikes and lock-outs; enable the skills of both Employers and Employees to operate to the end that waste and avoidable and unnecessary expense and delays are prevented; promote good public relations.

ARTICLE 2. DURATION OF AGREEMENT

This Agreement shall be in full force and effect from **October 19th, 2024** until **October 18th, 2027** and thereafter shall be continued, terminated or renewed pursuant to the provisions of the Alberta Labour Relations Code.

ARTICLE 3. SCOPE AND PURPOSE

PREAMBLE- INCLUSION AND DIVERSITY

Except where specifically stated to the contrary, all terms of this agreement shall be considered to apply to all employees equally.

The Parties recognize the market in which this business operates is multicultural and gender diverse. Therefore, the Parties are committed to ensuring an inclusive and non-discriminatory work environment.

The parties agree that there shall be no discrimination, bullying or any form of intimidation towards any Employee, by any other employee because of race, colour, creed, nationality, gender identity, gender expression or sex, or any other prohibited ground under the Human Rights Act.

- (a) The Employer recognizes the Union as the sole and exclusive Collective Bargaining Agent for all employees working in the main yard located at 2308 8th St, Nisku, AB T9E 7Z2. This Agreement does not cover office, clerical and management employees. Work scope shall be subject to change with mutual agreement by both parties.
 - (i) All storing and handling of scaffold material and scaffold related products or the use of machinery or equipment, shall be carried out by members of the United Brotherhood of Carpenters Union, when such work is under the control of the Employer.
- (b) All working Foreperson will be considered as part of the Bargaining unit.
- (c) The purpose of this agreement is to maintain a sound and satisfactory relationship between the employer and the Union and to set out wages, hours of work, and other working conditions of employment for all employees within the bargaining unit.

- (d) The parties to this agreement recognize all the clauses and articles contained herein are subject to the grievance procedure.

ARTICLE 4. UNION SECURITY

- (a) The Employer, the Union, and the Employees, agree to cooperate individually and collectively, for the benefit, security and wellbeing of both the Employees and the Employer.
- (b) All Employees shall, as a condition of employment, become Union members on initial date of hire and be signed up with the Union within calendar 30 days and shall maintain such membership as a condition of employment.
- (c) Within the first (1st) month of hire, subject to ARTICLE 4 b), all Employees will be required to pay an Initiation Fee as well as first (1st) and last months of Union Dues. An Authorization of Deduction and Initiation Fee and Monthly Dues form will be added to the Onboarding Paperwork which all Employees must sign, and a copy will be sent to the Union. Upon receipt of written authorization, signed by an Employee, the Employer agrees that it will deduct from each Employee's wages, the applicable initiation fee, assessments, monthly Union dues and/or permit fee, each month as stipulated by the Union for all Employee's employed under the terms of this Collective Agreement. The Employer will send remittances for Initiations, Union Dues and Permit Fee (if applicable), along with a complete list with such deductions, to the Local Union 2010- 2626 23 Street NE, Calgary, AB T2E 8L2, no later than the fifteenth (15) day of the month following the month that the hours were worked.
- (d) All Employees who have completed a ninety (90) days probationary period will be considered a regular Employee and will be increased to the level of Yard 2.

JOB STEWARDS/ UNION DELEGATES

- (e) The Union Business Representative shall appoint a shop steward for the yard and subsequently notify the Employer in writing of such appointment. The Employer shall acknowledge the appointment of the shop Steward and shall not discriminate against them and also allow proper and reasonable time for them to carry out their duties. The Employer will notify the Union prior to terminating the shop steward.
- (f) The Employer shall allow time off work without pay, to any Employee who is required to attend Union activities away from the workplace, provided one (1) week written notice is provided to the Employer by the Union. No more than one (1) Employee will be granted such leave at one time.
- (g) An authorized agent of the Union will upon written request have supervised or escorted access to the Employer's workplace during working hours, for the purpose of carrying out investigations and dealing with any related matters pertaining to the collective agreement. The agent shall not interrupt the Employer's working schedule or interrupt Employees while they are working.

- (h) Any supervision or other Employer Employee outside the scope of this bargaining unit shall not perform the duties of Employees within the bargaining unit, except for the purpose of training, instruction, evaluation or unforeseen emergencies or unavailability of bargaining unit Employees.

ARTICLE 5. MANAGMENT RIGHTS

- (a) The Employer has the exclusive right to manage its operations in all respects; and in accordance with its commitments and responsibilities to the public, to conduct its business efficiently and to direct its workforce. The Employer has the right to hire, promote, transfer, demote or lay off Employees and to suspend, discharge or otherwise discipline Employees for just cause. The Employer agrees that any exercise of these rights shall not contravene the provisions of this agreement. All Employer rules and regulations shall be applied to a fair and non-discriminatory manner.
- (b) Upon commencement of employment all Employees will be required to undergo a physical demands assessment to determine suitability for the work.
- (c) In the event the Employer requires Employees to work outside of regular hours for repair and maintenance or equipment and or material and insufficient number of Employees commit to working extra shifts to accommodate that work, the Employer may subcontract or outsource the work required, subject to consultation with Union Business Representative.

ARTICLE 6. WAGES AND CLASSIFICATIONS

Employees will receive general wage increases:

- (a) 5% increase to base wage as per new classifications, be paid beginning on the 1st pay period after ratification. (retroactive to October 18th,2024 if applicable)
- (b) 5% on October 18th, 2025 and,
- (c) 0% on October 18th , 2026

In the event payroll can not have the increases in the system beginning the week after successful ratification, the Employees shall be paid one (1) hour per work day at straight time, to accommodate this delay. Retro pay will not be required in this case.

(Classification descriptions to be reviewed and completed by February 28th, 2025. This will include requirement for a knowledge test for Yard 2's before moving to Yard 3)

All Employees currently classified as "Start Rate" prior to ratification will be "red circled" and have their age remain at current base rate of \$25.31 until such time that they have completed a 90 day probationary period and are increased to Yard 2 wage classification. All new hires after ratification will be subject to the new Yard 1 base rate.

All Employees affected by changes in the wage table classification changes will have their base wage “red circled” and will receive individual LOU’s outlining the specifics of their “red circling” criteria.

ARTICLE 7. SENIORITY

- (a) Seniority shall commence from the date on which the Employee completes the probationary period.
- (b) Seniority, once established for any Employee, shall be forfeited under the following conditions:
 - (i) Voluntarily quitting
 - (ii) Discharge for just cause
 - (iii) Failure to report for duty after a layoff
 - (iv) Absence from work for three consecutive days without notice and approval
 - (v) A layoff exceeding ninety (90) days as per Alberta Labour Code.
- (c) Providing the Employee has the necessary qualifications and the ability to perform the work, seniority shall prevail for the purposes of determining shift preference, and selection for new positions and layoffs except where the conditions outlined in Article 12(a) and Article 22(b) apply.

ARTICLE 8. LEAVE OF ABSENCE

- (a) Employees will be granted leave of absence for personal reasons providing Employer management has given pre- authorization.
- (b) The regular work week shall be eight (8) hours of work or ten (10) hours of work per day and forty (40) hours per week Monday through Friday. The ten (10) hour shift schedules shall commence on either a Monday or a Tuesday and run through Thursday or Friday respectively. The Employer, on two (2) weeks or ten (10) working days' notice may change weekly schedules from eight (8) hour days to ten (10) hour days or change from ten (10) hour days to eight (8) hour days. The foregoing shall not be construed as a guarantee of hours per day or per week but shall service for the purpose of computing overtime.
- (c) The Employer may vary start/quit times by up to two (2) hours to accommodate any change in its business commitments. Regular shift times will be set by the Employer and Employees shall be given Forty-Eight (48) hour notice of change to the schedule or with mutual agreement between the Employee and Employer.

- (d) Employees who have completed their probationary period will be entitled to two (2) days per calendar year of paid sick leave paid at straight time rates based on an eight (8) hour regular day.

ARTICLE 9. HEALTH AND SAFETY

- (a) It will be the obligation of the Employer to provide a safe and healthy workplace and ensure all repairs and training for the proper and efficient use of all tools and equipment comply with the requirements of the Alberta Occupational Health and Safety Act.
- (b) All Employees shall comply with all of Brock Canada Industrial Ltd. safety and quality policies and procedures.
- (c) The yard covered by this collective agreement will have a health and safety committee which shall meet monthly and for which an Employee shall be appointed to the committee and rotated every six (6) months.

ARTICLE 10. TRAINING

- (a) Members to be paid one (1) day's wages (8 hours) and the cost of the course to certify or recertify for Job related training.

ARTICLE 11. PAY AND HOURS OF WORK

- (a) All Employees covered by this agreement shall be paid weekly by direct deposit.
- (b) The regular work week shall be eight (8) hours of work or ten (10) hours of work per day and forty (40) hours per week Monday through Friday. The ten (10) hour shift schedules shall commence on either a Monday or a Tuesday and run through Thursday or Friday respectively. The Employer, on two (2) weeks or ten (10) working days' notice may change weekly schedules from eight (8) hour days to ten (10) hour days or change from ten (10) hour days to eight (8) hour days. The foregoing shall not be construed as a guarantee of hours per day or per week but shall serve for the purpose of computing overtime.
- (c) The Employer may vary start/quit times by up to two (2) hours to accommodate any change in its business commitments. Regular shift times will be set by the Employer and Employees shall be given Forty-Eight (48) hour notice of change to the schedule or with mutual agreement between the Employee and Employer.
- (d) A non-paid lunch break of one-half (1/2) hour will be taken as close as possible to the midpoint of each shift. A fifteen (15) minute coffee break shall be taken at the midpoint of the morning and afternoon portions of the shift.
- (e) When Employees are required to work extended hours in excess of twelve (12) hours, the Employer shall provide a hot meal at no cost to the Employees at the end of the tenth hour and a one (1) half hour paid break at the straight time rate of pay to consume that meal.

- (f) When an Employee is laid off or discharged, all outstanding wages, vacation and statutory holiday pay will be paid in accordance with employment standards. El statement of earnings and any other relevant documentation or records that belong to the Employee, will be returned. In no event shall they be given or mailed to the Employee any later than the working day following the time of termination.

ARTICLE 12. OVERTIME

- (a) Overtime rates shall be paid once an Employee has worked forty (40) hours during the week, except when an Employee has an excused absence during the week. All hours worked over forty (40) hours will be paid at one and one half times (1.5x) the standard rate of pay (reduced appropriately when a general holiday occurs during the week or in the event there is no scheduled work).
- (b) To be eligible for priority in the assignment of unscheduled or scheduled overtime, an Employee must have completed forty (40) regular hours of work, except when an Employee has an excused absence during the week. Where an Employee possesses the required qualifications and ability to perform the work, productivity metrics shall govern the assignment of overtime. For Employees handling shipment returns, performance will be measured by their average pieces processed per hour per day, calculated over a monthly period.
- (c) Overtime shall be deemed "scheduled" when the Employer provides a minimum of seventy-two (72) hours' notice to the Employees. Employees may decline scheduled overtime for bona fide reasons, such as childcare responsibilities or unavailability of transportation, etc.
- (d) All hours worked on a "General Holiday" as set out in Article 13, shall be paid at Double time (2x) the standard rate.
- (e) Employees are permitted to exceed twelve (12) hours per day only in emergency circumstances.
- (f) When an Employee reports to work at the regular start time and is not put to work the Employee will be entitled to a minimum of two (2) hours of pay at their regular rate of pay.

ARTICLE 13. GENERAL HOLIDAYS

- (a) The Employer agrees to recognize the following as Statutory Holidays.

New Years Day	Labour Day
Family Day	Day of Truth and Reconciliation
Good Friday	Thanksgiving Day
Victoria Day	Remembrance Day
Canada Day	Christmas Day
Heritage Day	Boxing Day

- (b) No work shall be performed on Labour Day except in the case of an emergency.
- (c) When one General Holiday falls on a Saturday or Sunday (or the Monday or Friday off if a compressed work week is in effect), the following regular working day shall be observed as the holiday.
- (d) When Christmas and Boxing Day fall on a Saturday or Sunday the following Monday and Tuesday shall be observed as the holidays.
- (e) In order to qualify for payment for the foregoing holidays, an Employee must:
- (i) Be in the employ of the Employer for at least thirty (30) calendar days or more immediately preceding the holiday.
 - (ii) Have worked the regularly scheduled shift immediately before and immediately after the particular holiday, unless the reason for the absence is acceptable to management. A doctor's certificate is required for non-appearance due to illness. Should there be a cost for the doctor's certificate, it will be reimbursed by the Employer.

ARTICLE 14. WORKING CONDITIONS

- (a) The Employer agrees to provide clean and adequate lunchrooms, equipped with a fridge, and microwave oven in adequate numbers for use by all Employees. Proper washroom facilities will also be provided with flush toilets and hot running water.
- (b) All current Employees who purchase new CSA approved work boots will be entitled to a work boot allowance up to 100% of the purchase price to a maximum reimbursement of \$200.00. All new Employees who have completed six (6) months of work will receive the same reimbursement. Every eighteen (18) months of work thereafter, the Employees would be entitled to the same allowance. If an individual quits prior to one year after receiving the reimbursement the Employer will recover the full amount reimbursed to the Employee from the Employee's final pay.
- (c) The Employer agrees to provide Employees on an as needed basis coveralls and appropriate gloves at no cost to the Employee. The Employer agrees to provide winter coveralls and/or

winter parkas for use when an Employee is required to be outside for any length of time, however winter coveralls and/or winter parkas are the property of the Employer and are not to be removed from the premises.

ARTICLE 15. VACATION AND STATUTORY HOLIDAY PAY

Each Employee will receive 6% vacation and 4% statutory holiday pay, paid weekly. Employees with five (5) or more years of service, will receive 8% vacation and 4% statutory holiday pay, paid weekly. This provision shall take effect as of January 1, 2025. In addition, each Employee will receive unpaid time off work in accordance with their years of service. Employees with more than five (5) consecutive years of service in the scaffold yard shall be entitled to 8% vacation pay and 4% statutory holiday pay. This provision shall take effect as of January 1, 2025.

1-4 Years – 10 days unpaid vacation

5-10 Years – 15 days unpaid vacation

11-20 Years – 20 days unpaid vacation

20+ Years – 25 days unpaid vacation

Increased vacation entitlement will be earned and come into effect each following calendar year. Vacations may be taken at any time during the calendar year by agreement between the Employee and the supervisor, provided that the work schedules can be met. In the event there are competing times between Employees, seniority will prevail. There will be no carry-over of vacation entitlement and the Employer reserves the right to schedule the vacation if not booked by June 1 of the calendar year.

ARTICLE 16. NO STRIKE OR LOCKOUT

During the life of this agreement, there shall be no lock-out by the Employer or any strike, sit down, work stoppage, or suspension of work, either complete or partial for any reason by the Union and its members.

ARTICLE 17. VALIDITY OF ARTICLES

In the event of legislation enacted subsequent to the signing of this agreement, invalidating the application of any article, the relevant section only of this agreement shall be nullified and the applicable legislation will form part of this agreement.

ARTICLE 18. BEREAVEMENT LEAVE

- (a) When a death occurs to a member of a regular Employee's family, the Employee shall be granted, if requested, a leave of absence. The Employee shall be compensated a maximum of one (1) day's pay at straight time rates based on an eight (8) hour regular day for days preceding, during or after the funeral.
- (b) An Employee's immediate family shall be defined as their parents, the spouse's parents, children, their own siblings and their spouse's siblings, their grandparents and their as well as their spouse, and any others as defined by Alberta Labour Code.

ARTICLE 19. HEALTH AND WELFARE

Employees will be eligible for the Employer to pay contributions to the Alberta Carpenters and Allied Workers Health and Welfare Plan (ACAW) and any subsequent increases from the Employees initial date of hire. The Employer will submit payment of contributions to the Alberta Carpenters Fund Office no later than the fifteenth (15th) day of the following month in which the hours were worked.

*****ARTICLE #s AFTER THIS POINT ARE +1 FROM PREVIOUS VERSION*****

ARTICLE 20. RRSP

The Employer agrees to deduct at source a stipulated amount from the Employee and will match that contribution amount up to a maximum of \$2500 per year, effective upon ratification for the 2024 tax year. The Employee must inform the administration if they wish to participate in this option or if they want to opt out of this now.

Employees must be employed for one (1) year to be eligible to enroll and begin contributing to the RRSP plan.

Effective January 1st, 2025 the Employer will increase the Employer contributions to match up to \$2750 per year.

Effective January 1st, 2026 the Employer will increase the Employer contributions to match up to \$3000 per year.

ARTICLE 21. GRIEVANCE PROCEDURE

In the event the Union or the Employer wish to process a grievance resulting from a violation of this agreement, it shall be adjusted and settled within the terms and conditions as set forth in this agreement and in the manner provided by this article.

Step 1

Either party to this collective agreement shall within ten (10) working days of the alleged violation, submit the grievance in writing to the other party and shall include the following:

1. Summary of circumstances giving rise to the grievance
2. Provisions of the agreement considered to be violated
3. Particulars of the remedies sought

Step 2

If the complaint is not settled, by the Employer Representative and the Union Representative within a further ten (10) day period, the matter will proceed to step 3.

Step 3

Failing settlement under step 2, the matter will be referred to an arbitrator mutually agreed upon by the Union and the Employer.

In the event the parties cannot agree upon a neutral arbitrator, the Director of Mediation Services will be requested to appoint an arbitrator and will be contacted by either party within five (5) working days.

The Arbitrator's decision will be final and binding, and shall be applied forthwith. The cost of the Arbitrator will be borne by the losing party in the grievance.

The Arbitrator shall not have the right to alter or change any provision of this agreement, or substitute any new provisions in lieu thereof, or to give any decisions inconsistent with terms and provisions of the agreement.

ARTICLE 22. TERMINATION OF EMPLOYMENT

- (a) In the event of a temporary layoff due to a shortage of work, Employees shall receive twenty-four (24) hours notice in advance of layoff except in cases of emergency. The Employer shall notify the Shop Stewards of such layoffs. Where reasonable, the Employer will provide more notice to the Employees. Where the temporary layoff exceeds the maximum recall period of ninety (90) days as prescribed in Article 7(b), the Employee shall receive termination pay in accordance with Article 22(d) below.
- (b) Temporary Employees shall be given one (1) hour notice of layoff due to a shortage of work and the Employer shall notify the Shop Steward of such layoff.
- (c) In the event of a layoff due to shortage of work, Employees with active disciplinary records may be laid off first. Once these Employees have been exhausted, further layoffs will proceed in order of seniority.
- (d) In the event of a permanent layoff due to a shortage of work, or a temporary layoff that exceeds ninety (90) days in duration and results in the expiration of seniority rights, notice shall be given to the Employee in accordance with Alberta Labour Standards and any subsequent changes. The following schedule is the standard as of 2024:

- (i) twenty-four (24) hours if the Employee has been employed by the Employer less than three (3) months;
- (ii) one (1) week if the Employee has been employed by the Employer for three (3) months or more, but less than two (2) years;
- (iii) two (2) weeks if the Employee has been employed by the Employer for two (2) years or more, but less than four (4) years;
- (iv) four (4) weeks if the Employee has been employed by the Employer for four (4) years or more, but less than six (6) years;
- (v) five (5) weeks if the Employee has been employed by the Employer for six (6) years or more, but less than eight (8) years;
- (vi) six (6) weeks if the Employee has been employed by the Employer for eight (8) years or more, but less than ten (10) years;
- (vii) eight (8) weeks if the Employee has been employed by the Employer for ten (10) years or more.

ARTICLE 23. PROGRESSIVE DISCIPLINE

- (a) Where required to correct behavior, progressive discipline will be applied starting with a verbal warning, followed by a written warning, then suspension(s) and finally termination. Depending on the severity of the infraction/behavior some steps may be skipped and some steps may be duplicated.
- (b) All Employees shall have an opportunity to request Union representation before the beginning of any disciplinary meetings with their supervisor.
- (c) Where the discipline is a verbal or written warning the Employee's file shall not be referred to if the last warning was dated more than twelve (12) months* prior to the date of the current matter where discipline is being considered and no further discipline has been issued during that time.
- (d) Where the discipline is a suspension, the Employee's file shall not be referred to if the suspension was dated more than twenty-four (24) months* prior to the date of the current matter where discipline is being considered and no further discipline has been issued during that time.
- (e) In other words, all Employees in the bargaining unit should have a clean record provided there is no cause for discipline for a period of twelve (12) months* or twenty-four (24) months* depending on the nature of the last discipline received.
 - (i) * Employees who have been absent from work during this period of time due to medical reasons and/or leaves of absence may have this period of time extended for a period

equivalent to the period of leave, for the purposes of future disciplinary action, and such extension shall not be unreasonably denied by the Union.

- (f) In the event of either a temporary or permanent layoff, or termination of employment, Employees shall be provided with all required documentation within the applicable statutory time limits.

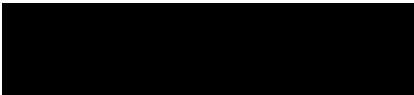
SIGNING PAGE

Signed this 16 Day of June, 2025 by and between:

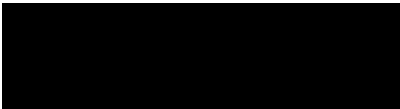
For the Union:



Kristine Byers
Business Representative

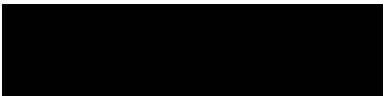


Chris Nash
Area Manager

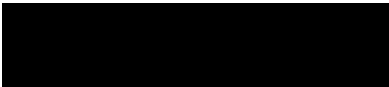


Jason Warren
Bargaining Committee Member

For the Employer:



Nicholas Mercer
SR Asset Manager



Harleen Dhaliwal
HR Business Partner

WAGE TABLE

NEW Classification	CURRENT Classification2	% Increase	Increase on base	Base Rate	Hol. & Vac. 10%	H&W	Total Package Rate	Base wage increase	Total package increase	% increase on total pkg
Yard 1 (0-90 days)	N/A							Base wage increase	Total package increase	
	Current			N/A						
	Date of Ratification (2024)	0.00%	\$0.00	\$22.00	\$2.20	\$2.10	\$26.30	\$0.00	\$26.30	100.00%
	October, 2025	5.00%	\$1.10	\$23.10	\$2.31	\$2.10	\$27.51	\$1.10	\$1.21	4.40%
	October, 2026	0.00%	\$0.00	\$23.10	\$2.31	\$2.10	\$27.51	\$0.00	\$0.00	0.00%
Yard 2 (90 days-1 year)	start rate (probation)									
	Current			\$25.31	\$2.53	\$1.85	\$29.69			
	Date of Ratification (2024)	5.00%	\$1.27	\$26.58	\$2.66	\$2.10	\$31.33	\$1.27	\$1.64	5.24%
	October, 2025	5.00%	\$1.33	\$27.90	\$2.79	\$2.10	\$32.79	\$1.33	\$1.46	4.46%
	October, 2026	0.00%	\$0.00	\$27.90	\$2.79	\$2.10	\$32.79	\$0.00	\$0.00	0.00%
Yard 3 (1+ years)	Level 1									
	Current			\$26.35	\$2.64	\$1.85	\$30.84			
	Date of Ratification (2024)	5.00%	\$1.32	\$27.67	\$2.77	\$2.10	\$32.53	\$1.32	\$1.70	5.22%
	October, 2025	5.00%	\$1.38	\$29.05	\$2.91	\$2.10	\$34.06	\$1.38	\$1.52	4.47%
	October, 2026	0.00%	\$0.00	\$29.05	\$2.91	\$2.10	\$34.06	\$0.00	\$0.00	0.00%

NEW Classification	CURRENT Classification2	% Increase	Increase on base	Base Rate	Hol. & Vac. 10%	H&W	Total Package Rate	Base wage Increase	Total package Increase	% Increase on total pkg
Operator	Level 2									
	Current			\$28.43						N/A
	Date of Ratification (2024)	5.00%	\$1.42	\$29.85	\$2.99	\$2.10	\$34.94	\$1.42	\$34.94	N/A
	October, 2025	5.00%	\$1.49	\$31.34	\$3.13	\$2.10	\$36.58	\$1.49	\$1.64	4.49%
	October, 2026	0.00%	\$0.00	\$31.34	\$3.13	\$2.10	\$36.58	\$0.00	\$0.00	0.00%
Lead Hand	Lead Hand									
	Current			\$30.94	\$3.09	\$1.85	\$35.88			
	Date of Ratification (2024)	5.00%	\$1.55	\$32.49	\$3.25	\$2.10	\$37.84	\$1.55	\$1.95	5.16%
	October, 2025	5.00%	\$1.62	\$34.11	\$3.41	\$2.10	\$39.62	\$1.62	\$1.79	4.51%
	October, 2026	0.00%	\$0.00	\$34.11	\$3.41	\$2.10	\$39.62	\$0.00	\$0.00	0.00%
Foreperson	Forperson									
	Current			\$33.45	\$3.35	\$1.85	\$38.65			
	Date of Ratification (2024)	5.00%	\$1.67	\$35.12	\$3.51	\$2.10	\$40.73	\$1.67	\$2.09	5.13%
	October, 2025	5.00%	\$1.76	\$36.88	\$3.69	\$2.10	\$42.67	\$1.76	\$1.93	4.53%
	October, 2026	0.00%	\$0.00	\$36.88	\$3.69	\$2.10	\$42.67	\$0.00	\$0.00	0.00%

APPENDIX A



LOCAL 2010 CARPENTERS' REGIONAL COUNCIL

United Brotherhood of Carpenters & Joiners of America
2626 23rd Street NE, Calgary, AB T2E 8L2

T: (403) 283-0747 Toll Free: +1 (888) 331-0563 F: (403) 283-6425

COMPANY	LOCAL 2010 CONTRACTORS	
New Members:	The following items must accompany initiation fees and remittances : UBC Membership Application and Dues Authorization Slip	
Initiation:	New members \$30.00 – to be deducted from first pay cheque	
	New Members in addition to \$30 Initiation must pay first and last months dues for a total of \$90.	NOTE: If an individual is rehired or comes back to work from a lay-off, a new application must be sent to the Union. No \$30.00 is charged if a member of Local Union 2010 in the last 24 months
Dues:	Two times the hourly rate of pay per month to a maximum of \$30.00 per month.	
	These items must be sent directly to :	Local Union 2010, Carpenters Union 2626 23 St NE, Calgary, AB T2E 8L2
Health and Wellness	Health and Wellness papers will be sent to the individual worker by the Health and Wellness Administration:	ACAW Trust Funds, Suite 101, 15315 123 Ave, Edmonton, AB T5V 1S6 Phone: 780.477.9131 Fax: 780.477.9134
2010 Administration:	Administration of 2010 members will be done through our Calgary Union Hall:	Local Union 2010, Carpenters Union 2626 23 St NE, Calgary, AB T2E 8L2
Business Representative for Local 2010:	Kristine Byers Phone : 403.283.0747 Ext 5224 Email : kbyers@ubcja.ca	