

**NEW BRUNSWICK**

**REFRIGERATION**

**AGREEMENT**

**BETWEEN**

The Mechanical Contractors Association of N. B. Inc.,  
hereinafter called the Employer,

OF THE FIRST PART:

AND

Local Union 325 of the United Association of Journeymen and Apprentices of the  
Plumbing and Pipefitting Industry of the United States and Canada,  
hereinafter called the Union,

OF THE SECOND PART:

**September 1, 2008 to August 31, 2011**

## TABLE OF CONTENTS

ARTICLE 1	PURPOSE.....	3
ARTICLE 2	DEFINITIONS.....	3
ARTICLE 3	RECOGNITION .....	3
ARTICLE 4	NO STRIKES OR LOCKOUTS.....	4
ARTICLE 5	MANAGEMENT RIGHTS .....	4
ARTICLE 6	UNION SECURITY .....	5
ARTICLE 7	UNION REPRESENTATION.....	6
ARTICLE 8	GRIEVANCE AND ARBITRATION.....	6
ARTICLE 9	HOURS OF WORK.....	7
ARTICLE 10	RATES OF PAY AND OVERTIME (JOURNEYMEN).....	8
ARTICLE 11	EXPENSES.....	10
ARTICLE 12	BREAK PERIODS .....	10
ARTICLE 13	APPRENTICES .....	10
ARTICLE 14	VACATION PAY.....	11
ARTICLE 15	SAFETY .....	11
ARTICLE 16	TOOLS.....	12
ARTICLE 17	SHELTER .....	13
ARTICLE 18	CLOTHING .....	13
ARTICLE 19	MANAGEMENT ADMINISTRATION FUND .....	13
ARTICLE 20	TRUSTEED FUNDS .....	13
	TRAINING FUND .....	13
	HEALTH AND WELFARE FUND.....	14
	PENSION PLAN FUND.....	14
ARTICLE 21	DURATION AND TERMINATION .....	14
APPENDIX A	JURISDICTION .....	16
APPENDIX B	TOOL LIST .....	17
APPENDIX C	WAGES .....	18

## **ARTICLE 1            PURPOSE**

1.01    The purpose at this Agreement is to establish and maintain mutually satisfactory hours of work, wages and working conditions, and orderly collective bargaining.

1.02    In the interest of the promotion of peace within the industry and the elimination of interruptions of work, the contractor and Union signatory of this Agreement, and the Employees will abide by and observe the terms and conditions of this collective Agreement.

## **ARTICLE 2            DEFINITIONS**

2.01    "Association" when used herein shall mean the Mechanical Contractors Association of N. B. Inc., in its capacity as accredited bargaining agent pursuant to the order of the Industrial Relations Board, Construction Division dated May 24, 1973.

2.02    "Union" when used herein shall mean Local 325 of the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada.

2.03    "Employer" when used herein shall mean an Employer in the unit of Employers represented by the Association pursuant to the Industrial Relations Act, being chapter 1-5 R.S.N.B., 1973 and amendments thereto of the Acts of the Province of New Brunswick 1971, and such other employers who may subsequently become bound by this Agreement by virtue of the provisions of the said Act.

2.04    "Employee" when used herein shall mean an Employee of an Employer for whom the Union has or at any time in the future shall have bargaining rights whether by certification or voluntary recognition.

2.05    "Journeyman" when used herein shall mean any Employee who, by virtue of his experience, has been recognized by the Apprenticeship & Occupational Certification Act of the Province of New Brunswick and issued a license permitting him to work in the Refrigeration and Air Conditioning Industry.

      "Apprentice" means an Employee who is indentured in the Refrigeration and Air Conditioning construction trade as specified by the New Brunswick Apprenticeship and Occupational Certification Act.

## **ARTICLE 3            RECOGNITION**

3.01    The Employer recognizes the Union as the sole bargaining agent within the Union's jurisdiction for the following classification of Employees: (A) Journeyman and (B) Apprentice.

3.02 Local 325 recognizes the Mechanical Contractors Association as the sole bargaining agent for the Employers. No conditions of work, different from the conditions set out in this agreement, will be maintained or continued, sought, instituted, or condoned by the Union or the Employer.

3.03 This Collective Agreement is applicable to all work performed within the jurisdiction of the Local Union.

#### **ARTICLE 4 NO STRIKES OR LOCKOUTS**

4.01 The Union agrees that there will be no strikes as defined by the Industrial Relations Act of the Province of New Brunswick during the life of this Agreement.

4.02 The Employer agrees that there will be no lockouts as defined by the Industrial Relations Act of the Province of New Brunswick during the life of this Agreement.

4.03 Any misunderstanding regarding the intent of any clause in this Collective Agreement and provisions herein, may be submitted to the Provincial UA/MCA Joint Conference Board for a determination and interpretation of the intent of any article or sub-article of this collective Agreement. Their decision will be final and binding.

#### **ARTICLE 5 MANAGEMENT RIGHTS**

5.01 The Union agrees and acknowledges that the Employer has the exclusive right to manage its business in all its aspects, without restriction except where inconsistent with the terms of this Agreement and without limiting the generality of the foregoing, has the following rights and powers:

A. To hire, direct, promote, demote and lay off, to discipline and discharge Employees for just and sufficient cause.

B. To organize its work; and the right to allocate the work force.

C. To determine reasonable rules and regulations that are to be observed by Employees, which may be posted for all Employees to read. Employees shall not be required to sign such articles as a condition of employment. Rules and regulations shall be communicated to the Business Manager.

5.02 Nothing in this Article shall be deemed to deny an Employee's rights to grieve under the terms of this Collective Agreement.

## **ARTICLE 6                    UNION SECURITY**

6.01    The Union shall furnish journeymen and apprentices insofar as possible. All workmen so furnished will be hired from Local 325.

        If the Employer requests men from Local 325, the Local will notify the Employer within two (2) working days of the availability, the quantity and qualifications of the requested men.

        Local men will report for work no later than the morning of the third (3rd) working day from the above request.

6.02    The Employer agrees that Employees employed within categories covered by the terms of this Collective Agreement shall be required as a condition of employment to become and remain members of the Union.

6.03    Forms authorizing the check-off of Union dues and initiation fees will be supplied by the Union of the Employee.

6.04    Any Employee who refuses or neglects to sign the appropriate forms or who revokes the authorization, or who resigns his membership in the Union, will be deemed to have voluntarily separated and his employment will be terminated.

6.05    If empowered by the authorization forms signed by each Employee, the Employer agrees to deduct from the last pay period of each month, the amount certified by the Union as dues to cover the following month.

6.06    Should the Employee be newly joining the Union, the Employer agrees to deduct the initiation fee in the amount that has been certified as the then current fee in the Union. The signature of the Employee on the proper form will authorize such deduction. If the Union agrees, such initiation fees may be deducted in weekly installments.

6.07    The Employer shall remit any amount so deducted to the Business Manager and/or Financial Secretary of the Union no later than the fifteenth (15th) day of each month, together with a list of all Employees on whose behalf such deductions have been made.

6.08    The Employer shall not discriminate against any Employee by reason of his membership in the Union and/or his participation in its lawful activity. The parties agree that this Collective Agreement is subject to the provisions of the Human Rights Code and to Section 9, sub-section (3) and (4) of the Industrial Relations Act. 1-4 R.S.N.B., 1973 and amendments thereto.

6.09 Errors in the Employee's weekly pay cheque will be corrected on the next week's pay cheque if the error is less than \$30.00. It will be corrected within one (1) working day when it is above that amount

## **ARTICLE 7 UNION REPRESENTATION**

7.01 The Business Manager shall be allowed reasonable access to shops and job sites during working hours. The Business Manager shall not disturb Employees at work or call Union meetings during working hours.

7.02 Each job or shop may have a Steward appointed by the Business Manager of the Union from among the Employees. The Union shall inform The Employer of the name of the official Steward. The Steward shall be allowed to present grievances during working hours without loss of pay. The Steward shall be the second from last journeyman laid off.

7.03 The Union agrees that the Shop Steward shall conduct himself in accordance with the duties and responsibilities outlined the Handbook of Shop Steward promulgated from time to time by the R. I. S. M. A.

## **ARTICLE 8 GRIEVANCE AND ARBITRATION**

8.01 Where there is a grievance by an Employee, the same shall be made in writing to the Steward within three (3) days of the occurrence. The Steward shall take the grievance up with the immediate supervisor of the aggrieved Employee.

8.02 An answer shall be given no later than the commencement of the shift on the day following the presentation of the grievance by the Steward.

8.03 If the decision has not been given within the prescribed time or, the decision is not acceptable, then the grievance shall be submitted in writing to the Superintendent of the Employee.

8.04 The Superintendent shall render his decision within twenty-four (24) hours of being presented with the grievance.

8.05 The Local Union shall be entitled to submit a grievance in writing directly to the Superintendent of the Employer, or the senior official of the Employer on the project, who shall render a decision not later than twenty-four (24) hours following the presentation of the grievance to him.

8.06 The Employer, or his representative, shall be entitled to submit a grievance in writing directly to the Local Union. The Union shall render their decision not later than twenty-four (24) hours following the presentation of the grievance to them.

8.07 Failing settlement of any grievance it shall be subject to Arbitration in accordance with the following clauses.

8.08 The grievance shall be referred to the Joint Conference Board which will be required to hear the grievance and give an answer within forty-eight (48) hours of receiving the grievance. Should the grieving party not be satisfied with the results of this, the procedure will be as follows.

8.09 There shall be a group of Arbitrators within the areas of each Local Union which have agreed to act in this capacity under the terms of this agreement.

8.10 The Arbitrator shall hold a hearing within four (4) days after the grievance is submitted to him and shall render his decision within seventy-two (72) hours after the completion of the hearing, provided that a failure to make an award within the time prescribed, or as extended by the parties, shall not invalidate the proceedings or terminate the authority.

8.11 It is understood and agreed in the application of this article that there is no power in the participants to any settlement to add to, subtract from or modify the terms of this agreement. The sole function of an Arbitrator shall be to interpret the meaning of the articles of this agreement and to render a decision that shall be binding on the parties. The Arbitrator shall have no power to add to, subtract from or modify the terms of this agreement.

8.12 The costs of the arbitrator shall be borne equally by the parties thereto

8.13 The times fixed by this Article are mandatory but may be extended by mutual agreement in writing. If the grievance or arbitration is not processed within the time allowed, the grievance or arbitration shall be deemed to have been abandoned.

Saturdays, Sundays and Holidays shall be excluded in computing the time allowed.

## **ARTICLE 9 HOURS OF WORK**

9.01 The regular workweek shall be five (5) days, Monday to Friday, of eight (8) hours each. The regular hours of work shall be 8:00 a.m. to 12:00 Noon; 12:30 p.m. to 4:30 p.m. If agreed upon by the Employer and a simple majority of the Employees, the lunch period may be from 12:00 Noon to 1:00 p.m. with quitting time at 5:00 p.m. or from 8:30 a.m. to 5:30 p.m. with one hour for lunch.

9.02 All Employees shall be at their places of work with their tools at the starting time of their shift. All travel time, before and after an employee's regular hours of work, shall be paid at the straight time rate of pay.

9.03 Journeymen shall install all refrigeration and air-conditioning work in accordance with Municipal Rule, Code Requirements, contract specifications, in safe and workmanlike manner.

9.04(a) The Union shall not supply members to any company or Employer who is not a party to this Agreement.

9.04(b) No Employee shall work for another Employer or do refrigeration or air-conditioning work on his own account while in the employ of the Employer.

9.05 The Employer shall be responsible to provide for and exercise proper supervision to guide and direct the working force. On each job employing four (4) men, one man will be a foreman who will be permitted to work with the tools. After eight (8) men, including the foreman, there shall be no working foreman. Any additional foreman will be at the absolute discretion of the Employer.

9.07 Employees who have worked more than ten (10) hours shall be entitled to a hot meal, supplied by the employer, or an allowance of \$15.00. He shall also be entitled to the same every four (4) hours thereafter.

## **ARTICLE 10 RATES OF PAY AND OVERTIME (JOURNEYMEN)**

10.01(a) The hourly rate of pay for a journeyman doing industrial refrigeration work shall be \$30.82 per hour worked. It is the intention of the parties, where practical and efficient to do so, to have the wages for employees in this category to be reflective of the same or similar category in the Nova Scotia Agreement, therefore the parties agree to re-open this Agreement prior to September 1, 2009 to amend this Article for this purpose only. (Please refer to page 18 of this Agreement for updated wage scale)

Industrial Refrigeration being defined as work which is done under the Canadian Standards Association (CSA) Code B52 Refrigerant Group B2 R717

The hourly rate of pay for a journeyman doing commercial refrigeration and HVAC work shall be \$23.03 per hour worked. Effective September 1, 2009 the hourly rate of pay for a journeyman doing commercial refrigeration and HVAC work shall be \$24.25 per hour worked. Effective September 1, 2010 the hourly rate of pay for a journeyman doing commercial refrigeration and HVAC work shall be \$25.47 per hour worked.

Employees doing industrial work shall be paid one and one half (1.5) times the applicable hourly rate for all hours worked in excess their regular hours of work in a day. Work on Saturday, Sunday or a Holiday shall be paid at on and one-half (1.5) times the applicable hourly rate.

Employees doing service work shall be paid one and one-half (1.5) times the applicable hourly rate for all hours worked in excess of the regular hours worked in a day, except for the first hour which shall be at straight time rates. Work on Saturday, Sunday or a Holiday shall be paid at one and one-half (1.5) times the applicable hourly rate. Hours spent traveling, which are paid at straight time rates, shall not be considered as time worked in calculating hours worked in a day.

Overtime hours are those hours which are scheduled by the Employer or are required to meet customer requests and are outside of the regular workday.

10.01(b) Foreman rate shall be two dollars (\$2.00) per hour above applicable base Journeyman rate.

10.01(c) General Foreman rate shall be three dollars (\$3.00) per hour above applicable Journeyman rate.

10.01(d) Employees who are included in an "on call" rotation schedule shall be paid an additional fifty cents (\$0.50) for all hours worked.

10.02 Wages owing an Employee shall be paid on Thursday of each week on the job site not later than 2:30 p.m. The cheque or pay envelope shall show the gross, the net, all sources of income, i.e., regular hours, premiums, overtime, vacation pay, board, travel allowances, etc., and all deductions, i.e. income tax, CPP, EI, dues, etc., for the pay period.

If the pay cheque is not available on Thursday, the Employee may be paid in cash on Friday or by cheque; if by cheque, he shall be given one (1) hour off with pay to allow him to cash the cheque.

Cheques shall be negotiable at any chartered bank in New Brunswick without charge to the Employee.

10.03(a) If the regular payday or the day after is a holiday, then the pay shall be one day earlier.

10.03(b) Where employment is terminated by the Employer, except in cases of disciplinary termination, the Employee shall be given at least two (2) hours notice during which time the Employee shall maintain his current work activity or return Company equipment to stores, whichever is required by the Employer.

The Employee shall be paid his regular hourly rate during the two (2) hour period.

10.03(c) When Employees are laid off; they shall be given their wages and EI Record of Employment within two (2) working days of when they were laid off.

10.03(d) Where employment is terminated by the Employee, he shall give sixteen (16) working hours notice in order to receive his earned wages in full, vacation pay, if any, and his EI Record of Employment on the same day.

10.04 Except in case of emergency or in circumstances beyond the control of the Employer, the Business Manager and the Shop steward shall be notified twenty-four (24) hours in advance of the scheduled lay-off.

## **ARTICLE 11           EXPENSES**

11.01 It is recognized that from time to time employees are required to pay expenses using their own funds. Such expenses are to be submitted to the Employer, with receipts, on a weekly basis and employees will be reimbursed within two (2) weeks.

## **ARTICLE 12           BREAK PERIODS**

12.01 All Employees shall be entitled to a ten (10) minute break in the first and second half-shift occurring in accordance with operation requirements and in a manner and place specified by the Employer, but close to the mid-point of each half-shift.

## **ARTICLE 13           APPRENTICES**

13.01 The employment of Apprentices shall be in accordance with the provisions of the Joint Apprenticeship and Training Committee and the New Brunswick Apprenticeship & Occupational Certification Act and any new amendments which may be proclaimed thereof.

13.02 The ratio of employment shall be one Apprentice to every one (1) Journeyman employed. While the Local Unions are expected to have sufficient apprentices to maintain this ratio, no new apprentices shall be hired until the Local Union's out-of-work list is exhausted

It is further agreed that the ratio shall be altered by the Joint Conference Board depending on local conditions.

13.03 It is recognized that apprentices who have reached Level 7 as described in Article 13.05 have reached a competency level that would permit them work with only the direction of a Journeyman and not necessarily working directly with a Journeyman.

13.04 All Apprentices will maintain progress record books signed by provincial department having jurisdiction indicating that they have passed each period examination and have worked the required hours.

All Apprentices are required to ensure that their progress record book is up to date and shall give their progress record book to the Employer when hired. It will be made available to the Apprentice at any time upon his request. If during a term of employment an Apprentice advances to his next level, the Employer shall notify the Joint Apprenticeship and Training Committee. The Employer shall give the progress book to the Apprentice when his employment is terminated.

13.05 Apprentices shall be hired at fifty per cent (50%) of the current Journeyman rate, and shall be increased in the following manner:

Level 1	Hired.....	50%
Level 2	900 hours worked.....	55%
Level 3	1800 hours worked.....	60%
Level 4	2700 hours worked.....	65%
Level 5	3600 hours worked.....	70%
Level 6	4500 hours worked.....	75%
Level 7	5400 hours worked.....	80%
Level 8	6300 hours worked.....	85%
Level 9	7200 hours worked.....	90%
Completion	Certificate of Qualification successfully completed	100%

13.06 The hours used for credit in determining an apprentice’s eligibility shall be all hours worked in the trade and shall also include hours in attendance at trade school.

It is expected that apprentices will attend trade school when scheduled which normally would correspond with hours worked at Level 3 (first years), Level 5 (second year), Level 7 (third year) and Level 9 (fourth year). Apprentices, who fail to achieve the completion of the blocks required for these levels, even though they have the hours worked, will not be allowed to progress more than two Levels without completing these blocks. In no case will an apprentice progress beyond Level 9 without completing the required blocks.

**ARTICLE 14            VACATION PAY**

14.01 Vacation Pay 10% of gross earnings, and 1% in lieu of all paid holidays.

14.02 All necessary vacation pay deductions will be shown on the Employees weekly pay cheque.

**ARTICLE 15            SAFETY**

15.01 The Occupational Health and Safety Act and Regulations (NB) shall be final and binding.

15.02 No Employee shall be required to perform work where the conditions are considered to be unsafe, but nothing herein shall give an Employee the right to leave the job site during working hours until the said unsafe conditions have been reported to the Employee's Supervisor and he authorizes the Employee to leave the job site.

15.03 Any Employee having alcoholic beverages or non-medical drugs in his possession or consuming alcoholic beverages on the job site will be subject to immediate dismissal.

15.04 The Employers signatory and working under collective agreements between the parties to this Agreement will contribute an additional ten cents (\$0.10) per hour to the Provincial Journeymen and Apprenticeship Training Fund.

These monies are to be segregated and accounted for separately and are to be used exclusively for safety training, which is currently the initial training, and re-training or re-certification, if required, in Workplace Hazardous Material Information System, Safety Orientation, Fall Protection – Basic for Workers and Confined Space – General Awareness as offered by the New Brunswick Construction Safety Association. The parties agree to add First Aid Training to the list safety-related training courses, however, this course will not be mandatory for all members as the other courses.

The Unions agree to undertake to provide their members with the training as above, and further agree that all members will be trained by November 1, 2004. The Union agrees that this training, and the subsequent renewals thereof, will be taken by their members on their own time.

The parties agree to meet on a regular basis to review progress and to determine the monetary and training requirements of this program.

## **ARTICLE 16 TOOLS**

16.01 All Journeymen and Apprentices shall have the tools, as set out in Appendix B attached hereto, to efficiently perform assigned duties and shall be responsible for all tools supplied him by the Employer after signing a card assuming such responsibility.

16.02 Should the employee's tools, as set out in Appendix B, become stolen or damaged while on the employer's property (job box, job shack, vehicle, etc.) due to the negligence of the employer, fire, flood or forced entry, the employer shall replace them. In the event of forced entry the police and management shall be notified immediately.

16.03 It will be considered a violation of this agreement should a contractor solicit an employee to supply tools other than the ones listed in the appendix of this agreement.

## **ARTICLE 17            SHELTER**

17.01 The Employer shall furnish a dry shed, reasonably heated, for both the safe-keeping of Employees' tools and for Employees to change clothes and eat their lunch. The shed shall be locked during non-working hours and Employees shall be responsible for maintaining the shed in neat and tidy condition.

## **ARTICLE 18            CLOTHING**

18.01 When required by the employer to wear uniforms they shall be supplied by the employer, the cost of which shall be equally shared by the employer and the employee. When required by the employer to wear approved safety footwear the employee shall purchase same and will be compensated at 50% of the value of the purchase up to a maximum of \$75. It will be the employee's responsibility to maintain the uniform.

## **ARTICLE 19            MANAGEMENT ADMINISTRATION FUND**

19.01 The Employer will contribute eight cents (\$0.08) for every hour worked by a journeyman or apprentice under the terms of this Agreement

These monies shall be paid to the Mechanical Contractors Association of New Brunswick Inc., its successors or assigns.

Contributions for the Management Administration Fund be remitted monthly to the NB Pipe Trades Administration Office, PO Box 910, Station A, Fredericton, NB, E3B 5B4 or such other organization as the Board of Directors of Mechanical Contractors Association of NB Inc from time to time shall determine. These contributions shall be remitted prior to the 15th day of the month following that in which the said hours were worked and to be accompanied by a list of employees for whom the contributions were made

## **ARTICLE 20            TRUSTEED FUNDS**

### **TRAINING FUND**

20.01 The Employer will contribute to the Provincial Journeymen and Apprenticeship Training Fund the sum of thirteen cents (\$0.13) for every hour worked. Effective September 1, 2009 this contribution will increase to eighteen cents (\$0.18) and on September 1, 2010 it will increase to twenty-three cents (\$.23).

## **HEALTH AND WELFARE FUND**

20.02 The Employer will contribute to the NB Pipe Trades Health and Welfare Trust Fund the sum of two dollars and thirty cents (\$2.30) for each hour worked by each employee. Effective September 1, 2009 this contribution will increase to two dollars and forty cents (\$2.40) and on September 1, 2010 it will increase to two dollars and fifty cents (\$2.50).

## **PENSION PLAN FUND**

20.03 The Employer will contribute to the Pension Plan Trust Fund the sum of four dollars and seventy cents (\$4.70) for each hour worked by each employee. Effective September 1, 2009 this contribution will increase five dollars and twenty cents (\$5.20) and on September 11, 2010 it will increase to five dollars and seventy cents (\$5.70).

20.04 Contributions will be remitted in the said amount and in the manner specified in this Article and in accordance with the trust agreement mentioned hereafter. All trust fund contributions are to be remitted monthly by cheque mailed in sufficient time as to be received by the NB Pipe Trades Administration Office not later than the 15th day of the month following that in which the said hours were worked for which contributions were made. Contributions are to be made on the proper forms supplied for this purpose, with the names of the employees, social insurance numbers, dates and hours worked and the company's name from whom the contributions came.

The Trustees may change the above date at their discretion at any time: in the interest of efficiency.

20.05 Participation in the Pension and Health and Welfare Plans shall be mandatory for all employees who are covered by this collective agreement. Participation in the Health and Welfare plan by other employees regardless of their affiliation with the Union shall be at the discretion of the Board of Trustees.

## **ARTICLE 21 DURATION AND TERMINATION**

21.01 This Agreement shall be in full force and effect from September 1, 2008 to and including August 31, 2011 and shall be automatically renewed thereafter for successive periods of twelve (12) months unless either party requests the negotiation of a new Agreement by giving written notice to the other party not less than sixty (60) calendar days and not more than ninety (90) calendar days prior to the expiration date of this Agreement or renewal thereof.

21.02 Where a notice requesting negotiation of a new Agreement has been given, this Agreement shall remain in full force and effect until such time as agreement has been

reached in respect to a renewal, amendment or substitution hereof, or until such time as the parties are authorized to declare a strike or lockout under the New Brunswick Industrial Relations Act, provided that this Agreement may be further extended from time to time by mutual agreement.

Dated this 19th day of August 2008

**MCA New Brunswick**

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**UA Local Union 325**

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## **APPENDIX A          JURISDICTION**

Work of the following types shall be deemed to come under the jurisdiction of this agreement:

- a. All piping, setting and hanging of all units and fixtures for air-conditioning, cooling/heating, roof cooling, refrigeration, ice making, humidifying and dehydrating, by any method and the charging, testing and servicing of all such work after completion.
- b. The laying out and cutting of all holes, chases and channels, the setting and erection of bolts, inserts, stands, brackets, supports, sleeves, thimbles, hangers, conduits and boxes used in connection with the pipefitting industry.
- c. All acetylene and arc welding, brazing, lead burning, soldered and wiped joints, caulked joints, rolled joints, or any other mode or method of making joints in connection with the pipefitting industry.
- d. Laying out, cutting, bending and fabrication of all pipe work of every description relating to (a) by whatever mode or method.
- e. All methods of stress relieving of all pipe joints made by every mode or method.
- f. The assembling and erecting of tanks used for mechanical manufacturing or industrial purposes, to be assembled with bolts, packed or welded joints.
- g. The handling and using of all tools and equipment that may be necessary for the erection and installation of all work and materials used in the refrigeration and air-conditioning industry.
- h. The operation, maintenance, repairing, servicing and dismantling of all work installed by Journeymen members of the United Association [work type (a)].
- i. All piping for cataracts, cascades, i.e. artificial water falls when in conjunction with refrigeration and/or air conditioning, make-up water fountain, captured water, water towers, cooling towers, and spray ponds used for industrial manufacturing, commercial or for any other purpose.
- j. Piping herein specified means pipe made from metals, tile, glass, rubber, plastics, wood or any other kind of material or product manufacturing into pipe usable in the pipe-fitting industry, regardless of size of shapes.
- k. Hoisting, setting up, handing and installing all equipment supplied by refrigeration and air-conditioning contractors.

## APPENDIX B      TOOL LIST

- 1      hack saw
- 1      hammer
- 1      tube cutter - 1 and 1/8
- 1      set combination wrenches under 1”
- 1      set flaring tools
- 1      measuring tape
- 1      screw drivers of assorted sizes (blade, Philips, Robertson)
- 1      pair pliers
- 2      adjustable wrenches
- 1      set gauges
- 1      set Allen wrenches
- 1      valve wrench
- 1      thermometer
- 1      1" pipe wrench
- 1      flashlight
- 1      complete socket set (3/8” and 1/2”

## APPENDIX C WAGES

The hourly wage package is summarized as below:

	INDUSTRIAL*			COMMERCIAL/HVAC		
	1/9/2008	1/9/2009**	1/9/2010**	1/9/2008	1/9/2009	1/9/2010
Hourly Rate	30.82	31.74	32.65	23.03	24.25	25.47
Vacation Pay	3.40	3.50	3.59	2.53	2.66	2.79
Pension	4.70	5.20	5.70	4.70	5.20	5.70
Health & Welfare	2.30	2.40	2.50	2.30	2.40	2.50
Training Fund	0.13	0.18	0.23	0.13	0.18	0.23
Safety Training Fund	0.10	0.10	0.10	0.10	0.10	0.10
On Call [Art 10.01(d)]	0.50	0.50	0.50	0.50	0.50	0.50
Subtotal	41.95	43.62	45.27	33.29	35.29	37.29
Industry Fund	0.08	0.08	0.08	0.08	0.08	0.08
Employers' Contribution	42.03	43.70	45.35	33.37	35.37	37.37

\* Industrial Refrigeration being defined as work which is done under the Canadian Standards Association (CSA) Code B52 Refrigerant Group B2 R717

\*\* refer to Article 10(a)