

Memorandum of Agreement between UA Local 179 and Honeywell for the Province of Saskatchewan

Italics – Current Language, **Bold** – New Language, ~~Strikethrough~~ – Deletion of Current Language

1. Amend Article 2 – Sub-Contractors

Add an additional sentence to 2.01

In the case of spontaneous equipment failure where a local union contractor is not readily available, any local contractor may be employed to rectify the emergency.

2. Amend Article 8.01 WAGES

Replace current article 8.01 paragraphs 1 and corresponding chart & paragraphs 3 & 4.

~~Paragraph 1 The minimum basic rate for journeymen will be as listed below, per hour. Vacation pay and holiday pay will be paid weekly.~~

~~Chart Current Wage rate table included.~~

Paragraph 2 (Covered in proposal #3)

~~Paragraph 3 The parties agree that the Employer will make Health & Welfare contributions per hour worked per Employee to the Local 179 Health & Welfare Trust Fund.~~

~~Paragraph 4 The parties agree that the Employer will make training contributions per hour worked per Employee to the Local 179 Training Fund for both Local 179 Training Fund and Canadian Training Fund.~~

Paragraph 5 (covered in proposal #4)

New Text to read:

All workers covered by this Agreement shall be classified and paid in accordance with the classification and wage scales as outlined in the attached wage summary. All pay, including vacation and holiday will be paid weekly or biweekly.

~~The minimum rate of wages for foreman shall be \$1.15 per hour~~ **5% above the basic journeyman rates.**

Foreman certified in the CODC Better SuperVisioin course, UA Foreman Course or equivalent shall be paid 10% above the Journeyman Rate.

The Employer agrees to contribute the amounts as outlined in the attached wage summaries on a per hour basis for every hour of labour worked by his Employees covered by the terms of this agreement for the following funds:

- a. **Basic Rate**
- b. **Vacation Pay**
- c. **Holiday Pay**
- d. **Health & Welfare Education Fund**
- e. **Pension**
- f. **Education Fund**
- g. **Industry Service Fund**
- h. **Canadian Training Fund**
- i. **Political Action Fund UA Canada**
- j. **Government Relations Fund**
- k. **International Training Fund**

3. Amend Article 8.02 Apprentices

Take the current paragraph 5 from Article 8.01, amend it and include it with current 8.02 (renumbered 8.03).
That paragraph shall read:

8.03 *Apprenticeship Period will be approximately four years in length and consist of ~~7200~~ 8000 hours of experience gained from on the job training and four school sessions. Specific Apprentice Programs will be determined by the Provincial Government Program and Joint Apprenticeship Council* **Committee**.

4. Amend Article 8.04 Transportation Expenses

Amend article 8.04, and throughout the agreement

The parties agree that the Employer will reimburse the Employee for personal use of vehicle at ~~a rate of .40 cents per kilometer~~ the maximum CRA rate per kilometre

5. Amend Article 8.05 paydays

*Paydays shall be weekly **or biweekly** by cheque or by bank deposit and not more than five (5) days pay may be held back unless other arrangements are made between the Employer and the Union.*

6. Amend Article 8.06 Layoffs remove last sentence:

When Employees are laid off or discharged they shall be paid the wage due to them at the time of lay-off or discharge and given their separation record and apprenticeship book, if applicable. ~~If the payroll cheques are issued from a location which is not within the confines of the Employer's shop the Employee's cheque shall be delivered to said Employee's home address within five (5) working days of lay-off or discharge.~~

7. Add Article 8.10– Electronic deposit:

Wages shall be paid by electronic direct deposit into the Employee's bank account of choice at no cost to the employee. The method of payment shall be as determined by the Employer. A printed confirmation of earnings and deductions shall be included with the cheque, or electronic direct deposits and will be delivered to the job site or mailed to the employee's address on record or sent electronically if the Employee provides the Employer with an email address. Pay stubs may also be accessible online.

8. Add Article 8.11– Dual Ticket:

Employees holding a General Gas Fitter Installers License will receive a premium of \$1.00 per hour worked added to their base wage rate.

9. Add new article 10.03

Apprentices will not be paid beyond their demonstrated Saskatchewan Apprentice and Trade Certification Commission level, unless mutually agreed upon by the Employer and the Union.

10. Amend Article 12.01

Change ~~Dominion Day~~ to **Canada Day** and add **Family Day**

11. Amend Article 14:02 – TOOL LIST

Add:

Adjustable Wrenches crescent type 16" wrench, Refrigeration service wrenches (3/16" to 1/2"), Soldering and Brazing Kit (Turbo torch)*, Cordless electric drill (3/8")*, Clamp on volt-Amp meter (Amprobe or better)*, One digital multi-meter (Fluke or equivalent)*, For winter operations a deflection meter is recommended*

***Not required for Apprentices**

12. Amend Article 14.06 Safety Boots

Add an additional sentence:

Steel toed safety boots will be reimbursed to a maximum of three hundred and fifty (\$350) every two (2) years with submission of a receipt.

13. Amend Article 21.01 & 21.03 Pension Trust Fund

21.01 All Employees covered by this agreement will ~~have the option to~~ participate in the Saskatchewan Piping Industry Pension Plan...

21.03 The rate of contributions to the Saskatchewan Piping Industry Pension Plan will match ~~the current rate of contributions under the Commercial Provincial Utility Core Agreement. The contribution rate from May 1, 2007 until April 30, 2010 is \$4.08 per hour. The Union will provide the Employer with updated contribution information as soon as the new Commercial Provincial Utility Core Agreement is ratified.~~ those established in the respective wage schedule for every hour of labour earned by employees covered by this agreement. Contributions will be made on the basis of full or half-hours.

14. Agreement to Expire on **August 31, 2017**

15. Add new letter of Understanding regarding UA Standard for Excellence (As per Industrial Agreement). A copy is included in this package.

16. Wages:

Effective Date – 3.5% increase on Journeyman Total Package (\$1.79)

Effective November 1, 2015 – 3.47% increase on Journeyman Total Package (\$1.84)

Effective October 30, 2016 – 2.34% increase on Journeyman Total Package (\$1.28)

Recommendation for allocation of wage increases:

-\$0.75 over agreement on Pension (recommendation from the Pension, Health & Welfare Committee)

-\$0.10 increase to Education Trust Fund (recommendation from the Joint Training Committee)

-\$0.01 increase to the Industry service fund: to be contributed to Helmets to Hardhats. (Recommendation from the Refrigeration Negotiations Committee)

All other money gets applied to wage increases.

(Full wage summaries with two options for the allocation of funds are attached)

LETTER OF UNDERSTANDING

BETWEEN

**Honeywell Limited, Building Services Division;
(Hereinafter referred to as the "EMPLOYER")**

- AND -

**LOCAL 179 OF THE UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND
PIPEFITTING INDUSTRY OF THE UNITED STATES AND CANADA;
(Hereinafter referred to as the "UNION")**

Re: UA Canadian Standard for Excellence

WHEREAS the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of United States and Canada has developed the Canadian Standard for Excellence Disciplinary Guidelines and Operating Rules and Regulations;

THEREFORE IT IS AGREED that, while it will not form part of this Agreement, the Parties agree to recognize and endorse the Union's Standard for Excellence Program. It is further agreed that this agreement may not be raised by, referred to, or relied upon in any grievance or arbitration.

This Letter of Understanding shall expire the same day as the Saskatchewan Honeywell Provincial Refrigeration Agreement.

Signed this ____ day of _____, 2014.

For the Union

For the Employer

