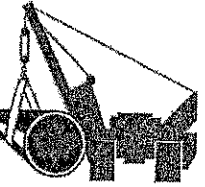


LABOUR LINE

PIPE LINE CONTRACTORS ASSOCIATION OF CANADA

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May 9, 2016

To: All Regular Members and Accredited Contractors

Bulletin Number: LL033-20160509-UA-DS Distribution Agreement 2016-2019

UNITED ASSOCIATION DISTRIBUTION AGREEMENT FOR CANADA

The Pipe Line Contractors Association of Canada and United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada have settled the terms of renewal for the United Association Distribution Agreement for Canada that is now in effect from May 1, 2016 to April 30, 2019. The amendments to the Agreement are shown below.

ARTICLE 6 - WORKING RULES

New

6.10 – Employers will work towards providing more information on the employee's paycheque statement during the term of the agreement.

ARTICLE 7 - WAGES AND CLASSIFICATIONS

Helper ** Zone	May 1 2016	May 1 2017	May 1 2018
(a)	37.82	38.41	39.02
(b)	36.22	36.78	37.36
(c)	33.81	34.36	34.93
(e)	23.27	23.63	24.00
(f)	25.19	25.59	26.00

** Rate must not be less than the applicable General Laborer for the same area.

Graded Helper Zone	May 1 2016	May 1 2017	May 1 2018
(a)	38.54	39.15	39.77
(b)	36.93	37.52	38.11
(c)	34.52	35.08	35.65
(e)	23.89	24.27	24.66
(f)	25.94	26.35	26.78

Fuser/Tech-2 Zone	May 1 2016	May 1 2017	May 1 2018
(a)	45.16	45.88	46.62
(b)	43.56	44.25	44.96
(c)	36.54	37.14	37.75
(d)	40.88	41.55	42.25
(e)	28.94	29.40	29.88
(f)	31.83	32.35	32.88

Non-Welder J'man Zone	May 1 2016	May 1 2017	May 1 2018
(a)	45.16	45.88	46.62
(b)	43.56	44.25	44.96
(c)	40.79	41.46	42.15
(e)	37.19	37.80	38.43
(f)	41.51	42.19	42.89

Welder J'man Zone	May 1 2016	May 1 2017	May 1 2018
(a)	47.78	48.55	49.33
(b)	46.04	46.77	47.53
(c)	44.06	44.79	45.54
(e)	40.06	40.72	41.40
(f)	44.87	45.62	46.38

7.1.3 For shifts commencing at or after 6:00 PM, employees will be paid a premium of \$2.00 \$2.50 per hour.

7.1.4 New Fuser Trainees will be paid per the following schedule:

Employment Duration	Hourly Rate
0 - 800 Hours	60% of Fuser
801 to 2400 Hours <i>or successful completion of client fuser</i>	80% of Fuser Rate
After 2400 Hours	Paid at Fuser

ARTICLE 8 - EMPLOYER CONTRIBUTIONS

8.2 Canadian Pipeline Industry Trust Funds:

The rates at which the Employer shall contribute to jointly administered Canadian Pipeline Industry Trust Funds on behalf of each of the following employees employed under the terms of this Agreement and for the following purposes shall be:

8.2.1 National Pension Plan Fund:

Journeyman, Fusers/Gas Tech 2 & Helpers:

May 1, 2013 - \$6.50	<u>May 1, 2016 - \$7.50</u>
May 1, 2014 - \$7.00	<u>May 1, 2017 - \$7.75</u>
May 1, 2015 - \$7.25	<u>May 1, 2018 - \$8.00</u>

The National Pension Plan shall be administered by a Board of Trustees consisting of three (3) members appointed by the Director of Canadian Affairs of the Union and three (3) members appointed by the President of the Association.

8.2.2 National Training Fund:

Journeyman, Fusers/Gas Tech 2 & Helpers:

May 1, 2013-~~2016~~ - \$0.20

Five cents (\$0.05) of this amount will be applied to the UA Industry Enhancement Fund. The National Training Fund shall be administered by a Board of Trustees consisting of three (3) members appointed by the Union and three (3) members appointed by the Association.

8.2.3 National Distribution Fund:

Journeyman, Fusers/Gas Tech 2 & Helpers:

May 1, 2013- ~~2016~~ - \$0.36

The National Distribution Fund shall be administered by a Board of Trustees appointed by the United Association Director of Canadian Affairs.

8.2.4 Distribution Industry Advancement Fund:

Journeyman, Fusers/Gas Tech 2 & Helpers:

May 1, 2013-~~2016~~ - \$0.20

The UA Distribution Industry Advancement Fund shall be administered by a committee appointed by the United Association and the Pipe Line Contractors Association of Canada.

8.2.5 National Building Trades Fund:

Journeyman, Fusers/Gas Tech 2 & Helpers:

May 1, 2013-~~2016~~ - \$0.02

The National Building Trades Fund shall be administered by the UA Canadian office.

8.3 Health and Welfare Fund:

The rate at which the Employer shall contribute to Local Union Health and Welfare Funds on behalf of each of the following employees employed under the terms of this Agreement shall be:

Journeyman, Fusers/Gas Tech 2 & Helpers:

All Locals Excluding Local 46

May 1, 2013-~~2016~~ - \$3.40 and \$0.03 for Bill 162

May 1, 2014-~~2017~~ - \$3.40 and \$0.03 for Bill 162

May 1, 2015-~~2018~~ - \$3.40 and \$0.03 for Bill 162

Local 46 Only

May 1, 2013-~~2016~~ - \$1.65 and \$0.03 for Bill 162

May 1, 2014-~~2017~~ - \$1.65 and \$0.03 for Bill 162

May 1, 2015-~~2018~~ - \$1.65 and \$0.03 for Bill 162

8.3.1 Contributions shall be recorded on the standard remittance form provided by the Union and remitted by electronic transfer with a copy of the standard remittance report sent by fax transmission to the Health and Welfare Fund of the Local Union having area jurisdiction over the work being performed on or before the twentieth (20th) day of the month following the month for which contributions are to be made.

ARTICLE 10 - WAREHOUSE, TRAVEL, AND SUBSISTENCE

10.3 If by reason of the distance to the work or the Employer's requirements, an employee is required to work away from the Employer's permanent base of operations where he was hired and cannot be expected to return daily, such employee shall receive a subsistence allowance as follows:

May 1, ~~2013~~ **2016** - ~~\$120.00~~ **\$135.00** per working day.

May 1, ~~2014~~ **2017** - ~~\$125.00~~ **\$140.00** per working day.

May 1, ~~2015~~ **2018** - ~~\$130.00~~ **\$145.00** per working day.

In the event that an employee is required to work three hundred twenty-five (325) kilometres or more away from his point of hire, such employee shall receive subsistence allowance on a calendar day basis.

In the event the Employer establishes additional temporary bases of operations, an employee shall receive a travel allowance for each working day of:

May 1, ~~2013~~ **2016** - \$0.65 per highway kilometre over the shortest route for all kilometres travelled in excess of forty (40) kilometres daily each way up to a maximum of ~~sixty-five dollars (\$65.00) per day~~ **the daily subsistence allowance defined in 10.3 above** for the distance travelled between the Local Union dispatch office and the job, or his permanent residence and the job, whichever is less.

10.4 Any employee called for by the Employer or dispatched by the Union shall be entitled to travel expense as follows:

10.4.1 After fifteen (15) working days on the job, or at job completion, whichever first occurs:

May 1, ~~2013~~ **2016** - \$0.65 per highway kilometre via the shortest route from the city where he was hired to the point of commencement of employment. Waiting time days and testing days shall be included in computing the fifteen (15) days.

10.4.2 After twenty-one (21) working days on the job if he is performing his work satisfactorily and is terminated by the Employer or is terminated through circumstances beyond the control of the employer or himself, or at job completion, whichever is later, return travel expense at:

May 1, ~~2013~~ **2016** - \$0.65 per highway kilometre via the shortest route from point of termination of employment to city of hire.

ARTICLE 19 - EFFECTIVE DATE, TERMINATION, AND RENEWAL

19.1 This Agreement shall become effective on the first day of May, A.D. ~~2013~~ **2016**, and shall continue in full force and effect until the thirtieth day of April, A.D. ~~2016~~ **2019**, and thereafter from year to year unless terminated upon written notice of either Party within one hundred twenty (120) days prior to any anniversary of the terminal date

Any questions relating to this bulletin should be directed to the Pipe Line Contractors Association of Canada.