

COMMERCIAL, STRUCTURES, WATER & SEWER, AND RESIDENTIAL  
COLLECTIVE AGREEMENT  
BETWEEN  
UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA  
LOCAL #1386  
AND  
THE SAINT JOHN CONSTRUCTION ASSOCIATION INCORPORATED ON BEHALF  
OF ITS ACCREDITED MEMBERS  
2025 - 2028

## COMMERCIAL & STRUCTURES, WATER & SEWER AND RESIDENTIAL

ARTICLE		PAGE
1	PURPOSE	1
2	RECOGNITION	1
3	MANAGEMENT RIGHTS	2
4	HIRING	2
5	HOURS OF WORK	3
6	VACATION AND STATUTORY HOLIDAYS	4
7	APPRENTICESHIP TRAINING	5
8	MAINTENANCE OF TOOLS	6
9	JOB CONDITIONS	6
10	UNION REPRESENTATIVES, SHOP STEWARD, DISCRIMINATION	7
11	UNION SECURITY AND CHECK-OFF	7
12	JURISDICTIONAL DISPUTE	8
13	TERMINATION OF EMPLOYMENT OR LAY-OFF	8
14	PAYMENT OF WAGES	9
15	HEALTH AND SAFETY	9
16	STRIKES AND LOCKOUTS	10
17	LABOUR-MANAGEMENT COMMITTEE	10
18	LEAVE OF ABSENCE	10
19	GRIEVANCE AND ARBITRATION	11
20	SUB CONTRACTING	12
21	HEALTH AND PENSION	12
22	WAGES AND FOREMAN	14
23	PRODUCTIVITY	15
24	TRAVEL AND BOARD	16
25	TERM AND DURATION	16
	APPENDIX "A" – TOOL LIST	17
	APPENDIX "B" – RATES, BENEFITS, UNION DUES	18
	LETTER OF UNDERSTANDING	19
	UBC CANADIAN SCAFFOLD PROGRAM	20
	DEFINITIONS	21

**ARTICLE 1 – PURPOSE**

- 1.1 The purpose of this Agreement is to establish and maintain mutually satisfactory hours of work, wages and working conditions, and to provide a procedure for the prompt handling of grievances, and orderly collective bargaining.

**ARTICLE 2 - RECOGNITION**

- 2.1 LOCAL #1386  
The Employers recognize the United Brotherhood of Carpenters and Joiners of America, Local #1386 as the sole collective bargaining agent for all Carpenters, Apprentices, Foreman, and\or Tradesmen in its employ in the counties covered by the Association’s accreditation. The Employer recognizes and agrees to implement the craft jurisdiction of the Union.
- 2.2 The United Brotherhood of Carpenters and Joiners of America Local Union #1386 recognizes the Employer and agrees no conditions, separate or apart from the conditions set out in this Agreement will be sought or condoned by the Signatories to this Agreement or any other contractor who comes in the jurisdictional area of this Agreement.
- 2.3 **Resolution on Commitment to Excellence** - Whereas the best way to protect our jobs and to expand our job opportunities is for our membership to be the most productive, skilled and safe workers available, and whereas if our signatory Union contractors are to have the competitive edge that allows them to win contracts they must be able to deliver quality work on time and on budget and, whereas owners and companies are demanding safe worksites with no disruptions and, increasingly, drug and alcohol testing therefore it is resolved that the New Brunswick Council of Carpenters, Millwrights and Allied Workers adopt a Commitment to Excellence that shall include the criteria and measures set out below:  
**Commitment to Excellence** - The Standards for Excellence shall include, but not limited to: No Absenteeism; Timeliness - arriving at work on time, fit for duty with the proper tools and clothing, working a full day and keeping breaks to the prescribed limit; Superior productivity, safety and cooperation; Strict adherence to established drug and alcohol policy; No personal business conducted on company time; Respecting company property, our Employer's tools and tools of our co-workers; Follow Employer site rules, work procedures, policies and directives.  
**Honouring our Commitment:** The Commitment to Excellence shall be honoured by: Teamwork - every member working together with foremen and job stewards, on every task, to deliver a superior product in every respect; Compliance - our job stewards and Union representatives, working with the entire management team, will monitor and enforce the Standards of Excellence.

**Enforcing our Commitment to Excellence:** The Commitment to Excellence shall be Enforced. Members unwilling to comply with our Commitment to Excellence will be:

(a) The Employer will inform the Member who is unwilling to comply with the Commitment to Excellence with details as to the deficiencies observed. The Employer shall provide a verbal warning to the Member, which shall be documented.

(b) The Employer will inform the Union of a Member who is continually unwilling to comply with the Commitment to Excellence with details as to the deficiencies observed. The Employer and a representative of the Union will meet with the Member to inform them of the Employer's concerns, which will be confirmed in writing.

(c) If the Member continues to be unwilling to comply with the Commitment to Excellence, the Employer and a representative of the Union will meet with the Member to inform them of the Employer's concerns. At this stage, the Member will be placed on an unpaid decision-making leave of up to three (3) days to reflect on their compliance with the Commitment to Excellence.

(d) If the Member continues to be unwilling to comply with the Commitment to Excellence, the Employer may require the Union to remove the Member from the workplace. If a Member is removed from the workplace under this procedure, they shall not be dispatched to another Employer unless and until steps have been taken to retrain the Member to enable them to comply with the Code of Excellence.

(e) Nothing in this clause affects the Employer's right to discipline Employees for disciplinary or safety infractions.

### **ARTICLE 3 - MANAGEMENT RIGHTS**

- 3.1 Subject to this Agreement the Union recognizes the right of the company to manage its business and direct the work force.

### **ARTICLE 4-HIRING**

- 4.1 The Employer agrees to hire and continue to employ only members of the Union in good standing with Local Union #1386. The Employer agrees to communicate the names of Carpenters, apprentices, foremen and or tradesmen employed to the local Union by email, when requested. The Employer will stipulate the type of work to be performed and the Union will provide Members qualified to do the work involved. The Union will email the referral slip to the Employer. The work referral slip issued by the Union shall contain a comprehensive history of all trade certifications, qualifications and work experience in the skills required and/or apprenticeship status. The Employer will have the right to select all Employees from the Membership of the Union. The Employee will be required to accurately complete an "Employee Record" form supplied by the Employer at the time of initial employment.

- 4.2 The Union shall maintain a Skills Inventory for each Union member covered by this Collective Agreement. Each Skills Inventory shall include formal education (if available), trade qualifications and/or apprenticeship status, additional training acquired including all current safety certifications. This information shall be available to prospective Employers upon request for employment, accompanying the referral slip from the union. The Union shall continue to give Employers access to the Union's TRAIN Program under the guidelines that are in place by the Union's International Training Center. This information shall be available to the prospective Employers' designated staff person.
- 4.3 If the Local Union is unable to provide the required manpower within two (2) working days, the Employer is free to hire manpower from other sources, providing such manpower shall be in good standing or apply for Membership in the Union.
- 4.4 The Employer will, once a month if requested, provide a list of names of foremen and sites where members are working. The Employer will, once a month if requested, provide names of foremen and the sites where members are working.
- 4.5 The Employer will have the right to transfer Employees between Industrial projects; between Commercial projects; and between Industrial and Commercial projects. When Employees are transferred, the Employer will inform the Local Union.

**ARTICLE 5 - COMMERCIAL AND RESIDENTIAL HOURS OF WORK**

- 5.1 A regular working week consisting of not more than fifty (50) hours of work to be performed during regular shift periods, and a regular shift period consisting of not more than ten (10) hours of work per day, with one-half hour for lunch, unpaid, which is to be taken between the hours of 12:00 Noon and 12:30 P.M. When it is necessary that one (1) hour be taken for lunch, the workday shall end at 5:00 P.M.
- 5.2 All Employees shall be at their place of work at the start of the shift and the place of work is the location where the work is actually performed.

**ARTICLE 5 HOURS OF WORK - STRUCTURES AND WATER AND SEWER DAYSHIFT  
DAY SHIFT**

- 5.3 A regular working week consisting of not more than fifty (50) hours of work to be performed during regular shift periods, and a regular shift period consisting of not more than ten (10) hours of work per day, between the hours of 7:00 A.M. and 7:00 P.M. with a one-half hour for lunch, unpaid, which is to be taken as near to the middle of the shift as possible.
- 5.4 When work is available and an Employee does not reach fifty (50) hours worked due to inclement weather from Monday to Friday, the Employer will attempt to schedule additional hours to enable the Employee to achieve up to 50 hours.

- 5.5 All hours worked on Saturday and Sunday and Statutory Holidays shall be paid at the rate of time and one-half, except for inclement weather make-up time. All hours worked in excess of fifty (50) hours per week will be paid at time and one half (X 1½).

**CONTINUOUS POURING**

- 5.6 (A) When it is necessary to work three (3) continuous shifts for the purpose of continuous concrete pouring and all related form work to this pour, the following hours of work shall prevail:

Three (3) shifts namely:

8:00 A.M. – 4:00 P.M.

4:00 P.M. – 12:00 Midnight

12:00 Midnight – 8:00 A.M.

including one-half hour in each shift for lunch which will be paid by the Employer, but will be so scheduled for the Employees to permit the continuous pouring of concrete. Any Employee working beyond his shift of ten (10) hours shall receive time and one-half. A pre-job conference between the Association and the Business Agent must be held before commencing work, which is subject to 5.6.

(B) It is agreed and understood that on three shift operations, the fifteenth (15th) shift may be worked on straight time on Saturday, subject to Make-Up in Article 5.4.

- 5.7 **TIDE WORK ON A SPECIAL SHIFT**

In recognition of the unusual restrictions that are imposed on any Employer engaged in work that is subject to the ebb and flow of the tides, it is agreed the starting and quitting time of the regular day shift may be altered to accommodate the particular work.

1) When tide work is required, Employees shall receive eight (8) hours pay for seven (7) hours worked.

2) At least twelve (12) hours' notice will be given to the Employees prior to commencement of tidal shift work. Once an Employee commences work on tide work, he shall receive the applicable condition for that day.

- 5.8 All Employees shall be at their place of work at the start of the shift and the place of work is the location where the work is actually performed.

**ARTICLE 6 - VACATION AND STATUTORY HOLIDAYS**

- 6.1 The following listed Holidays shall be recognized and observed as Statutory Holidays, with the exception of National Truth and Reconciliation Day, for purposes of this Collective Agreement.

New Years Day	Labour Day
Family Day	National Day for Truth and Reconciliation (*)
Good Friday	Thanksgiving Day
Queen's Birthday	Remembrance Day
Canada Day	Christmas Day
NB Day	Boxing Day

If any of the above Holidays fall on a Saturday or Sunday, the following Monday will be the recognized Holiday, except where Christmas falls on a Saturday or Sunday, then the following Monday will be the Holiday for Christmas and Boxing Day.

(\*) The National Day for Truth and Reconciliation is not a Statutory Holiday in New Brunswick. However, Employees may choose to observe the day on the day that it falls. Those who elect to take the day off may do so without pay, while Employees who work on this day will receive their regular rate of pay.

- 6.2 Vacation Pay shall be paid in accordance with the New Brunswick Vacation Pay Act, payable at 10 % during the life of the Agreement for those Carpenters working at general carpentry. Vacation Pay shall be paid in accordance with the New Brunswick Vacation Pay Act, payable at 10 % during the life of the Agreement for those Carpenters working on Drywall.
- 6.3 Vacation Pay shall be paid weekly.
- 6.4 Labour Day shall be a paid Holiday. When an Employee works on Labour Day, he shall receive double time plus his regular days' pay. To be eligible for Labour Day, the Employee must work the working day before and the working day after Labour Day.
- 6.5 Vacation time off shall be taken at a mutually convenient time arranged between the Employee and the Employer.

**ARTICLE 7 - APPRENTICESHIP TRAINING**

- 7.1 All apprentices shall be employed in accordance the provisions of the New Brunswick Training Certification Act and the Parties hereto agree to observe all the provisions of the said Act.  
The ratio of apprentice to journeyman shall normally be one (1) apprentice to one (1) journeyman. However, the Employer, at his discretion, may employ apprentices in a ratio of not greater than three (3) apprentices to one (1) journeyman or two (2) journeymen to one (1) apprentice.
- 7.2 The rate for each twelve (12) month period is as follows:

First year apprentice	80% of Journeyman's rate
Second year apprentice	85% of Journeyman's rate
Third year apprentice	90% of Journeyman's rate
Fourth year apprentice	95% of Journeyman's rate

Should any apprentice fail to pass their divisional examination as set down by the

Department of Labour, then such apprentice shall not be entitled to receive their next incremental increase in pay.

7.3 The burden of proof in respect to time actually worked at the trade and Divisional Examinations successfully completed is entirely the responsibility of the apprentice and must be substantiated to the complete satisfaction of the Employer prior to receiving an adjustment in hourly rate as outlined in Article 7.2.

7.4 Apprentices must also become a member of the Union and remain a member in good standing. All apprentices must attend school when notified.

#### **ARTICLE 8 - MAINTENANCE OF TOOLS**

8.1 (A) All Employees at the beginning of their engagement shall have tools in good working conditions, subsequent to this, tools shall be maintained in such conditions on Employers time with Employers permission. On notice of lay-off of the Employees, if employed one week shall be given one (1) hour to be used for conditioning tools. If saw filers are employed on the site, they shall be members of the Union. All power tools shall be supplied by the Employer and kept in safe operating conditions. The minimum tool list is attached as Appendix "A".

8.1 (B) The Employer shall provide a suitable secure building for Employees to store their tools and is responsible for compensation, or for the replacement of tools by their "brand name" destroyed or damaged by fire or lost by theft when in the place of storage and under the Employer lock and key. The liability shall not exceed the value of the tools or the sum of \$1,000.00 whichever is the lesser, and payable within a ten (10) day limit. Liability under this clause shall relate only to tools on the list of tools filed by the Employee at the commencement of work. A claim must be filed within two (2) days of the loss, damage or destruction, unless good reason can be shown for not having done so. All Employees (Carpenters, Apprentices, etc.) shall have a tool box in good condition which can be locked.

#### **ARTICLE 9 - JOB CONDITIONS**

9.1 A ten-minute paid break shall be allowed at the midpoint of each half shift, to be taken at place of work.

9.2 The Employer agrees to furnish a dry, locked shed or room for safekeeping of all Carpenter's tools on all jobs, same to be kept locked when Carpenters are not working.

9.3 Employees shall have five (5) minutes before quitting time for purpose of picking up and storing of tools.

9.4 Adequate toilet facilities shall be provided on all jobs, same to be kept clean and sanitary at all times. Where there is running water on site, the Employer shall supply flush toilets.

9.5 The Employer shall provide sanitary drinking water facilities on all jobs. Ice will be added in summer months when a container is used and when ice is readily available.

9.6 Adequate quarters, heated, when necessary, shall be provided on all jobs for

- Employees to change their clothes and eat their lunch.
- 9.7 The Employer will provide where necessary, raincoats, rubber boots, safety helmets, safety goggles for use of the Employees, such equipment shall be under the care of Employees and shall be returned on termination of employment or at Employers request.
- 9.8 The Employer shall be responsible for any additional site-specific PPE that may be required on a work site.
- 9.9 If power tools, patent mitre boxes or staplers are required, they shall be supplied by the Employer. The use, handling, maintaining, storage of same will be directed by the Employer and shall be in charge of a journeyman or an Apprentice under the direction of a Journeyman.

**ARTICLE 10 - UNION REPRESENTATIVES- SHOP STEWARD- DISCRIMINATION**

- 10.1 Union Representatives shall have access to all job sites after first informing the Project Manager or person in charge. Whenever security regulations prevent access to any job or project, the Employer shall assist the Union Representatives in obtaining the necessary pass or permission to gain access to the sites.
- 10.2 When there are three (3) or more Employees of the Employer on a job site, the Business Agent of the Union may appoint a job steward from among the qualified Journeymen of the Employees of the Employer. A second steward may be appointed when there are more than fifty (50) journeymen Carpenter members of the Union on the site of the Employer. The Job Steward may be verbally appointed but immediately thereafter written notice of the appointment shall be given to the Employer and where possible the Association. Recognition of the Job Steward shall be effective from receipt of notification of appointment and shall be effective until written notice is received or revocation.
- 10.3 The Employer agrees to give an authorized representative of the Union the names of the Employees on the job at least once a month, if requested. This will apply to tradesmen and apprentices only.
- 10.4 Notwithstanding Article 4, or Article 10.2, when a newly certified Employer intends to hire three (3) or more Employees on a job site, the Union may name from its membership the third Employee to be hired. Such Employee shall be a qualified Journeyman and shall be appointed by the Business Agent to be the Steward. For the purpose of this Article, a “newly certified Employer” means an Employer who has been certified on or after July 20, 2025, and such Employer shall retain that status until the end of this current Collective Agreement.

**ARTICLE 11 - UNION SECURITY AND CHECK-OFF**

- 11.1 All Carpenter Foremen, Journeymen, Carpenter Tradesmen, and Carpenter Apprentices, as a condition of Employment and continued employment, must be Members of the Union.

11.2 The Employer further agrees to deduct from the wages of new Employees, the regular authorized Union initiation fees and forward in the same manner to the Local Union.

11.3 Union Working dues of three and one-half percent (3.5%) per basic hourly rate for all hours worked by the Employees shall be deducted from the Employees hourly rate. The Union Working Dues and initiation fees deducted shall be remitted to the Financial Secretary of the Local Union not later than the fifteenth (15<sup>th</sup>) day of the month following such deductions, together with a list of all Employees and their Social Insurance Numbers on whose behalf such deductions have been made. The Employer further agrees to the following graduated interest schedule for each day that remittances are delinquent:

First infraction – 1% per day

Second infraction – 2% per day

Third and subsequent infractions – 3% per day

If the Employer maintains a record free of delinquencies for a continuous period of twelve (12) months, the infraction count shall reset to zero.

11.4 The Employer also agrees to deduct and remit from each Employee, based on the amounts below, per hour on or before the fifteenth (15<sup>th</sup>) day of each month, together with a list of all Employees and Social Insurance Numbers thereof to:

Carpenters Union Local# 1386

82 Timothy Ave. S

Fredericton, N. B.

E3C 2B8

Journeymen: Twenty Cents (\$0.20) per hour

Apprentices: Twenty Cents (\$0.20) per hour

#### **ARTICLE 12 - JURISDICTIONAL DISPUTE**

12.1 In the event that any jurisdictional dispute shall arise over the assignment of work represented by this Agreement, an immediate assignment of the work in question shall be made by the company representative, based upon local area practice, and decision and agreements of record or other information available. The work is then to continue and if any of the Unions involved are not satisfied with the assignment, the matter shall be referred to the International Office of the Unions involved for a decision. There will be no stoppage of work due to a jurisdictional dispute.

#### **ARTICLE 13 - TERMINATION OF EMPLOYMENT OR LAY-OFF**

13.1 Except in the case of discharge for just cause, the Employer shall give Employees two (2) hours' notice of lay-off or termination. Employment is to end at the beginning of the lunch period or the end of the shift.

13.2 When employment is terminated by an Employer, the earned wages in full of the Employee shall be paid within seven (7) calendar days. His vacation pay and his

separation slip shall be mailed to him, by registered mail within seven (7) regular working days of the termination; if the Employee prefers, he may inform the Employer when he leaves the jobsite that he will pick up the above items at the on-site office of the Employer at a mutually agreed time, not later than the next pay period after the termination of his employment. When an Employee is discharged for disciplinary reasons, he shall be paid wages within twenty-four (24) hours or shall receive two (2) hours pay at regular hourly rate.

- 13.3 On lay-off of Apprentices, the ratio of Article 7.1 shall apply.

#### **ARTICLE 14-PAYMENT OF WAGES**

- 14.1 Wages are to be paid either by direct deposit or by cheque, negotiable at par at a chartered bank, not later than Thursday.
- 14.2 An earnings statement shall accompany each payment of wages giving the name of the Employer, the name of the Employee, the date of payment. The statement shall show particulars of the number of hours worked at regular, overtime premium and other rates, the gross amount of wages, the amount of vacation pay, the nature and amount of the wages. If payment is made by cheque, the earnings statement may be the cheque stub, if the required information is set out on the stub. Travel and Board Allowances shall be shown separately. If earnings statements are provided electronically, the Employer shall provide a printed copy upon request by the Employee.
- 14.3 If the regular pay day is a Holiday, then the pay day shall be one day earlier.

#### **ARTICLE 15 - HEALTH AND SAFETY**

- 15.1 On all projects provisions of the New Brunswick Occupational Health and Safety Act will be adhered to.
- 15.2 The Employer and the Union agree that they mutually desire to maintain a high standard of Safety and Health on the projects and for the Employer to make adequate and reasonable provisions for the Safety and Health of the Employees.
- 15.3 An Employee who is injured during working hours and requires hospitalization shall be paid until the end of the shift.
- 15.4 An Employee absent by reason of illness or accident and wishes to return to work shall be reinstated by the Employer if work is available.
- 15.5 Both the Union and Employer recognize safety as a priority and place a high value on both safe working conditions and on Employees working in a safe manner. It is recognized that improving safety must be as a result of proper training and a commitment to work safe at all times. The Employee is responsible to ensure when that training/certification, or retaining/recertification, is required, they make themselves available when the training is available. Failing to do so could mean a loss of their employment or dispatch status.
- 15.6 All Employees who are duly referred to an Employer from the out-of-work list pursuant to Article 4.1 or name-hired by an Employer pursuant to Article 4.1, will be in possession of valid safety certifications with respect to WHMIS and Fall

Arrest, which includes Safety Orientation. It is agreed, where necessary, and as required by the Employer, Employees so hired shall have valid safety certificates with respect to Confined Space (Level 1), Manlift training and First Aid.

- 15.7 Employees who are hired as per Article 4.3 shall be required to possess valid safety certifications in WHMIS and Fall Arrest, which includes Safety Orientation, but these qualifications shall be acquired at the cost of the Employer or Employee and shall not be the responsibility of the Union training fund. In addition, they shall be required to have Confined Space qualifications in the same manner and under the same terms as outlined in 15.6. If Confined Space Training cannot be provided for such Employees before the required date of hire, they may be hired provided the Employer commits to the Union that such Employees will not be exposed to confined space work prior to training and the Employee must commit to become trained in Confined Space within a year of hire.
- 15.8 Notwithstanding Article 15.7, the Union may, on a case specific basis, agree to offer and fund safety training to all Employees of a particular Employer where it is satisfied this is in the best interest of the membership and ensures that the Employer remains competitive against the non-union sector.
- 15.9 Should legislated safety regulations change, such that Employees are required to certify or re-certify, as the case may be, such re-training shall be the responsibility of the Union.

#### **ARTICLE 16 - STRIKES AND LOCKOUTS**

- 16.1 It is agreed that there will be no strikes, lockouts, slowdowns, by either Party during the life of this Agreement. Refusal to cross a legally established picket line will not be considered a violation of this Agreement.

#### **ARTICLE 17 - LABOUR MANAGEMENT COMMITTEE**

- 17.1 A Labour Management Committee consisting of the Union, an affected Employer and the Employer's Association representative/CEO may be established, on a case-by-case basis, when necessary, at the request of the Union and/or affected Employer.

#### **ARTICLE 18 - LEAVE OF ABSENCE**

- 18.1 The Employer shall allow designated members of the Union leave of absence, without pay, to attend official Union conventions or Union business.
- 18.2 In the event of the death of his mother or father, any Employee shall be granted a leave of absence without pay of seven (7) days.
- 18.3 In the event of the death of a brother or sister, grandparent or grandchild of an Employee, a leave of absence without pay of four (4) days will be granted to attend the funeral.

- 18.4 The Employer will comply with the leave provisions of the Employment Standards Act and ensure Employees are provided any greater right of benefit contained in the Act.
- 18.5 Bereavement time off with pay of up to three (3) regularly scheduled days shall apply to any Employee whose spouse or child dies.

**ARTICLE 19 - GRIEVANCE AND ARBITRATION**

- 19.1 Except in the case of dismissal, the griever or Shop Steward shall present his/her grievance verbally to the Foreman under whose direction he/she is working. The Employee may be accompanied by his Steward. The Foreman shall give his answer not later than 12:00 Noon following the day on which the grievance is presented to him. If the decision of the Foreman is unacceptable, the grievance shall be submitted in writing, not later than two (2) working days following the day of the Foreman's answer, to the Superintendent of the Employer concerned, or the Employer representative who shall render his decision not later than 12:00 Noon of the working day following the day on which the grievance is presented to him.
- 19.2(A) The Union shall be entitled to submit a grievance in writing directly to the Superintendent of the Employer concerned or Employers representative who shall render his decision not later than two (2) working days following the presentation of the grievance to him.
  - (B) The Employer or his representative shall be entitled to submit a grievance in writing directly to the Business Agent and/or Representative concerned who shall render his decision not later than two (2) working days following presentation of the grievance to him.
- 19.3 Where a policy grievance arises, Articles 19.1, 19.2 shall not be required and the Parties can proceed directly to arbitration. Before introducing policy grievances to arbitration all efforts shall be made to settle the grievances.
- 19.4 After exhausting the procedures set out in the foregoing paragraphs, either of the Parties involved shall notify the other Party in writing of its desire to submit the differences or allegations to arbitration and the notice shall contain a recommended arbitrator. If the Parties cannot agree to the selection of an arbitrator, either Party may request that an arbitrator be appointed by the Minister of Post-Secondary Education, Training, and Labour.
- 19.5 The Arbitrator shall hold a hearing within four (4) days after the grievance is submitted to them and the Board shall render their decision not later than seven (7) days after the completion of the hearing.
- 19.6 The Arbitrator shall have the jurisdiction and authority to:
  - (A) Alter any discipline imposed by an Employer, including altering a discharge or suspension.
  - (B) Make such award or other direction as the Arbitrator considers just and necessary in the circumstances to resolve the grievance.
  - (C) Award compensation, including damages.
  - (D) The Arbitrator shall in no way be empowered to alter or amend the terms of the

Collective Agreement without the written consent of both Parties to this Agreement.

- 19.7 The Arbitrator shall hear and determine the difference or allegation and shall issue a decision and the decision is final and binding upon the Parties and upon any Employee or Employer affected by it. The Association and the Union will co-operate in making sure that if an award is made and not appealed, that either Party will institute the Arbitrators decision at the earliest possible date.
- 19.8 The cost of each arbitrator case shall be borne equally.
- 19.9 Timelines throughout Article 19 may be waived or extended upon mutual consent of the Employer and the Union.

#### **ARTICLE 20 - SUB CONTRACTING**

- 20.1 The Employer shall not contract out, subcontract or sublet directly or indirectly, either in whole or in part any of the work within the Union jurisdiction as recognized in Article 2 of the Collective Agreement, except as provided in this Article.
- 20.2 An Employer who wishes to contract out or subcontract work covered by this collective agreement shall provide a notice of tender to all unionized Employers capable of performing the needed work. The Union and Association shall collaborate in maintaining an up-to-date list of unionized employers for this purpose.
- 20.3 Where no unionized Employer submits a bid compliant with the requirements of such a tender, the Employer may contract or subcontract any of the work to a non-unionized Employer.
- 20.4 Where the quoted price for the tendered project submitted by the unionized Employer with the lowest bid compliant with the requirements of the tender exceeds the quoted price of the lowest non-unionized Employer whose bid is compliant with the requirements of the tender by 25 % or more, the Employer may contract or subcontract the work to the non-unionized Employer. The Union will be notified in such an event and upon request will be given such information as necessary to ensure compliance with this provision.

#### **ARTICLE 21 - HEALTH AND PENSION**

##### **HEALTH AND WELFARE BENEFITS:**

- 21.1 The Employers and the Union confirm the establishment of the Atlantic Canada Regional Council Employee Life and Health Trust Fund (the "Trust") in accordance with a Trust Agreement between the Union and Employers, and their designated Trustees. The purpose of the Trust Fund is to provide Union members with Health and Welfare benefits (the "Insured Benefits"), as determined by the Trustees in their sole discretion, and in accordance with the Trust Agreement, to the extent that funds are available in the Trust Funds. The Trust Fund is administered by an Administrator appointed by the Trustees. The Trustees may, in their discretion in accordance with the Trust Agreement, (i) establish programs to permit Employees of the Union and Employees of an Employer (including the Association) to participate in one or more of

the Insured Benefits, (ii) establish self-paid programs for retired members of the Union to participate in one or more of the Insured Benefits, and (iii) permit members of another Local of the United Brotherhood of Carpenters and Joiners of America (Affiliated Locals) to participate in one or more of the Insured Benefits.

**PENSION BENEFITS:**

- 21.3 Non-union Employees employed under Article 14 of this Collective Agreement are not entitled to participate in any of the Insured Benefits or Pension Benefits
- 21.4 Employees do not have any interest in the Trust Fund or in the monies contributed by them or an Employer, other than a Union's member's interest in his or her pension benefits. Union members are only entitled to Insured Benefits for which they are eligible in accordance with the Insured Benefits plan or plans purchased by the Trustees, and are not entitled to a refund or payment of any amount from the Trust Fund at any time, or for any reason.

**TRUST FUND CONTRIBUTIONS**

- 21.5 The Employer shall remit the following amounts to Manion, Wilkins & Associates Ltd., ACRC Joint Contribution Fund, 500-21 Four Season Place, Etobicoke, ON M9B 0A5, Toll Free 1-866-626-2179 email: [acrbenefits@manionwilkins.com](mailto:acrbenefits@manionwilkins.com); health and welfare, and pension amounts set out in this Article and Appendix "B", as amended in accordance with Article 21.10. The Trust Fund Administrator will send the pension contributions to the Pension Plan Administrator.
- 21.6 The Employer shall remit the following amounts to UBCJA Local 1386 at 82 Timothy Ave. South, Hanwell, NB E3C 2B8; training as set out in this Article and Appendix "B", as amended in accordance with Article 21.10.
- 21.7 The Employer shall remit the following amount to Manion, Wilkins & Associates Ltd., ACRC Joint Contribution Fund, 500-21 Four Season Place, Etobicoke, ON M9B 0A5: Industrial Relations and Education Trust Fund, Sixteen Cents (\$.16) per hour worked to be returned to the Saint John Construction Association Industrial Relations and Education Trust Fund, 263 Germain Street, Saint John, N.B. E2L 2G7.
- 21.8 If directed by the Union, the Trustees shall remit (net of reasonable administrative costs if considered appropriate by the Trustees) all contributions made for or on behalf of a member of an Affiliated Local who is performing work within the jurisdiction of the Union under the provisions of the Collective Agreement, to the trustees or administrator of a benefit or pension plan established by the Affiliated Local of which he or she is a member.
- 21.9 The Employer shall make all remittances for each month required under Article 11 and 21, by cheque or other legal means of payment on or before the fifteen (15<sup>th</sup>) day of the following month. The remittances shall be accompanied by a statement showing each Employee's Social Insurance Number and their total hours worked and hours earned during the month. The Employer agrees to the following graduated interest schedule for each day that remittances are delinquent:

- First infraction – 1% per day
- Second infraction – 2% per day
- Third and subsequent infractions – 3% per day

If the Employer remains free of delinquencies for a period of twelve (12) consecutive months, the infraction count shall reset.

- 21.10 The Union reserves the right to change the amounts remitted to the above funds on implementation of the increases in total package rate provided for during the life of this Collective Agreement. The Union will provide the Association with two (2) weeks' notice of any changes.

## **ARTICLE 22 - WAGES AND FOREMAN**

- 22.1 All Carpenter Foreman subject to 22.1 must be a Journeyman Member in good standing of the Carpenters Union, Local #1386.
- 22.2 The rate for Foreman shall be Four Dollars and Fifty Cents (\$4.50) above their current Journeyman or Red Seal Journeyman basic hourly rate, depending on the members' classification. The rate for a Foreman who has completed the Union Foreman's Training curriculum and provides a copy of the completed training certification, shall receive Five Dollars and Twenty Five Cents (\$5.25) per hour above their current Journeyman or Red Seal Journeyman basic hourly rate; and, those who are Gold Seal certified and complete the Union Foreman's Training curriculum and provide a copy of the completed training certification, shall receive Six Dollars (\$6.00) per hour above their current Journeyman or Red Seal Journeyman basic hourly rate. The Union shall be solely responsible for all aspects and costs associated with the delivery of its Foreman Training Program, including but not limited to instructional wages and personnel, materials, and any related expenses. The Employer shall not be responsible for paying wages or any other costs for an Employee to attend Foreman training.
- 22.3 Where there are five (5) or more Carpenters working, there will be a Working Foreman.
- 22.4 The Employer reserves the right to move a Foreman from area to area after informing the Local Union which has jurisdiction in the area.
- 22.5 Annual package increases shall be implemented as outlined below. The allocation of each annual increase shall be determined by a vote of the membership. The Union shall notify the Association of the breakdown no less than two (2) weeks prior to the effective date of the increase. See Appendix "B" Rates and Benefits - for the individual summary of rates and benefits.

CARPENTERS LOCAL #1386

Red Seal Carpenters    ISM    Journeyman Carpenter

Effective Date	Annual Raise	Annual Raise	Annual Raise
July 20, 2025	\$5.00	\$5.00	\$5.00
July 1, 2026	\$2.00	\$2.00	\$2.00
July 1, 2027	\$2.25	\$2.25	\$2.25

Scaffolding work performed exclusively on bridges and overpasses shall be compensated at the Industrial rate. All other scaffolding work conducted on Commercial sites shall be paid at the Commercial rate and shall be subject to all terms and conditions of the Commercial Collective Agreement.

**ARTICLE 23- PRODUCTIVITY**

- 23.1 It is agreed that one of the fundamental strengths of the unionized sector in the construction industry is the high level of productivity, competency and qualifications of the unionized tradesmen. In order to maintain and promote this productivity of the construction site, the following provisions shall apply:
- a) After hiring an Employee from the Hall, an Employer, without prejudice, shall be entitled to terminate the Employee's employment and refer him back to the Union, if after a reasonable period on site (normally two (2) to five (5) working days) the Employer has determined that the Employee's productivity is unsatisfactory. Where an Employee is so referred back to the Union, the Employee and the Union shall be given written notification by the Employer of the reason for termination of employment.
  - b) If an Employee is referred back to the Union for unsatisfactory productivity by three (3) separate employers, then the Union will ensure that the Employee is given the earliest opportunity to participate in appropriate retraining or upgrading.
- 23.2 In assessing whether an Employee's productivity is satisfactory, the Employer acknowledges that the work procedures may vary from company to company and from job site to job site, and that the Employee must be given fair opportunity to adjust to the prevailing work procedures before any final determination can be made.
- 23.3 The purpose of this clause is to reinforce the concept of a productive work force within the construction industry. This shall be not be interpreted and applied so as to allow piecework in the construction industry.


**ARTICLE 24 - TRAVEL, ROOM AND BOARD**

When working out of the local area, travel, room and board conditions shall be mutually agreed to by the Employer and Union prior to the commencement of work. If the Employer agrees to accept members from Union Local areas outside the geographic area of this accredited area for employment, room and board will apply at a rate of One Hundred and Thirty Dollars (\$130.00) per day worked, effective July 20, 2025; One Hundred and Forty Dollars (\$140.00) per day worked, effective July 1, 2026; One Hundred and Fifty Dollars (\$150.00) per day worked, effective July 1, 2027. Where the Employer assumes responsibility for providing accommodations, in lieu of paying the Room and Board Allowance, the Employee shall be paid a subsistence allowance of fifty dollars (\$50.00) for each day worked. The Union must have written consent of acceptance from the Employer prior to referring members from outside the geographic area of this accredited area for employment.

**ARTICLE 25 - TERM AND DURATION**

If either of the contracting Parties desires to alter or amend the terms of this Agreement at its termination, at least two (2) months' notice shall be given previous to its expiration and every effort shall be made to reach settlement on or before the expiry date thereof. Agreement to remain in effect with no changes in any part thereof until a new Agreement is signed. This Agreement shall be in effect for a term beginning July 20, 2025 and shall continue in force until June 30, 2028 and shall automatically be 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) days prior to the expiration date of this Agreement or renewal thereof.

HEREBY SIGNED ON BEHALF OF  
THE SAINT JOHN CONSTRUCTION  
ASSOCIATION, INC.

  
\_\_\_\_\_  
Day Name  
\_\_\_\_\_


WITNESS:

  
\_\_\_\_\_

HEREBY SIGNED ON BEHALF OF  
THE UNITED BROTHERHOOD OF  
CARPENTERS AND JOINERS OF  
AMERICA LOCAL 1386

  
\_\_\_\_\_  
  
\_\_\_\_\_

WITNESS:

  
\_\_\_\_\_

## APPENDIX "A"

### TOOL LIST

Claw Hammer

Speed Square

Drywall Saw

25 FT and 8 M Tape

Carpenter's Apron

Chalk Line

Combination Square

4' Level

Pencil

Utility Knife

Secure Toolbox

**APPENDIX “B”**

**WAGES AND BENEFITS**

Effective	Classification	Hourly Rate of Pay	Vacation Pay (10%)	Health & Welfare	Training & Trust Fund	Pension	Total Package
July 20, 2025	Red Seal Journeyman	\$36.10	\$3.61	\$2.96	\$0.85	\$2.95	\$ 46.47
July 20, 2025	Journeyman	\$34.85	\$3.48	\$2.96	\$0.85	\$2.95	\$ 45.09
July 20, 2025	ISM Worker	\$35.96	\$3.59	\$2.96	\$0.90	\$2.70	\$ 46.11
July 1, 2026	Red Seal Journeyman	N/A	N/A	N/A	N/A	N/A	\$ 48.47
July 1, 2026	Journeyman	N/A	N/A	N/A	N/A	N/A	\$ 47.09
July 1, 2026	ISM Worker	N/A	N/A	N/A	N/A	N/A	\$ 48.11
July 1, 2027	Red Seal Journeyman	N/A	N/A	N/A	N/A	N/A	\$ 50.72
July 1, 2027	Journeyman	N/A	N/A	N/A	N/A	N/A	\$ 49.34
July 1, 2027	ISM Worker	N/A	N/A	N/A	N/A	N/A	\$ 50.36

**Note:** Scaffold tickets are not required on Commercial Sites where end-frame scaffolding of three lifts or less is used. In such cases, Carpenters without scaffold tickets may perform the work.

**Note:** Scaffolding work performed exclusively on bridges and overpasses shall be compensated at the Industrial rate. All other scaffolding work conducted on Commercial sites shall be paid at the Commercial rate and shall be subject to all terms and conditions of the Commercial Collective Agreement.

**UNION DUES & DEDUCTIONS**

Effective	Classification	Union Working Dues	Union Local Dues
July 2025	Red Seal Journeyman	3.5% per hour worked	\$.20/hour worked
July 2025	Journeyman	3.5% per hour worked	\$.20/hour worked
July 2025	ISM Workers	3.5% per hour worked	\$.20/hour worked

## LETTER OF UNDERSTANDING

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA RE: HIRING AND RE-HIRING OF LONG-STANDING EMPLOYEES OF THE EMPLOYERS.

It is agreed by both Parties that when a request for Employees is made under Article 4 of the Collective Agreement, that a Contractor will request the Employees who are unemployed who have had a long association with that Company, and the Union will provide these

Employees with long association whenever possible.

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

Dear Sirs:

It is the intention of the Contractors Association to assist the Local Unions in the collection of wages and benefits when an owing Contractor goes out of business, bankrupt, etc. The Association will, upon receipt from the Locals or a written list of names and Social Security Numbers and amounts claimed, follow the following procedures:

1. We will contact the General Contractor if it is a Sub-contractor and request that he holds any monies due until he receives from the Local a Statutory Declaration that the Employees have been paid.
2. In the case of a General Contractor, we will advise the Owner and request that he holds any monies due until he receives from the Local a Statutory Declaration that the Employees have been paid.

We wish to point out that our success rate in obtaining the Employee's money from our past practice of doing this has been 95 per cent effective and we feel this will adequately protect your Employees.

(sgd) Guy Dumoulin

(sgd) Burt Michaels

(sgd) P.D. Darrah

(sgd) Floyd Logan

### **UBC CANADIAN SCAFFOLD PROGRAM**

The Union and the Association agree to implement and abide by the UBC Canadian Scaffold Program for all scaffold workers, as set out in the four levels below:

Three Week Level 1 Training – Then, 1500 Hours in the Trade

Three Week Level 2 Training – Then, an additional 1500 Hours in the Trade

Three Week Level 3 Training – Then, an additional 1500 Hours in the Trade

Three Week Level 4 Training – Then, an additional 1500 Hours in the Trade

Once a member has completed all four levels of training and has achieved 6000 hours in the Trade, they achieve UBCJA Canadian Journeyman Scaffolder status.

The Union and the Association agree that an Employee cannot perform scaffolding work without a valid UBC Scaffolding ticket, unless otherwise agreed upon by the Union and the Employer on a case-by-case basis.

Scaffold tickets are not required on Commercial Sites where end-frame scaffolding of three lifts or less is used. In such cases, Carpenters without scaffold tickets may perform the work.

## DEFINITIONS

The work jurisdiction herein includes but not limited to the handling of all materials listed and/or equipment required to carry out the work necessary to complete the project.

Heavy engineering, highway and bridge work; industrial, commercial and institutional, home building and housing construction work, building work on pipeline construction, sewers and water mains; the milling, fashioning, joining, assembling, erecting, fastening, or dismantling of materials of wood, plastic, metal, fibre, cork, and composition, and other substitute materials; the on-site production of components composed of wood and substitute materials either by the operation of machinery or hand tools; the on-site production of concrete components may be precasting, post-stressing or by prestressing, the handling, erecting, installation, and welding of present concrete components:

The erection, on-site fabrication and assembly and installation of store fixtures; free standing and fixed cases, rooms, and boxes; the laying of all canvas roofs and decks; the application of all insulation for thermal weather-proofing or sound-proofing purposes applied by any means; the welding on of all work herein mentioned; the setting, plumbing and bracing of sash made of wood, steel, aluminum, or plastic, the installation of trim made of metal, wood or composition material; rubber bumpers at holding doors or any materials referred to as trim shall be installed by Carpenters:

The construction, erecting, and dismantling of all temporary buildings, shacks, tool cribs; boarding and guard rails:

Driving and levelling all stakes; building and setting all batter and board and locating lines on same:

The building, erecting and setting supports, falsework, and forms to receive concrete whether of wood, metal (not including Q deck or similar metal deck), plastic, fiber-glass or any other material; the building and setting of all centres and bulkheads; the assembling and setting of all accessories and hardware required in any form and the burning or welding of same; removal and dismantling of forms, falsework, and accessories.

Where power rigging is used for the handling, setting, or dismantling of forms or any other material erected by Carpenter, handling and signaling will be done by the Carpenters: The on-site fabrication, handling, setting of all templates and inserts, including anchor bolts necessary for structural members or machinery and the placing and levelling of same whether rigged by hand or power; the erection, operation and alignment of all slip forms, whether hydraulic or manually operated:

The building, erecting ready for use of scaffolding and the dismantling of same, the fabrication of all ladders, saw horses, and work-benches:

The fastening on of all wooden, plastic or composition cleats no iron work other materials; the on-site fabrication, installation and welding, of all imbedded metal including all sleeves and tie rods:

The setting of door frames and hanging of doors including man doors, overhead doors, metal clad doors, and installing hardware by any means; the setting of window frames and hanging of sash, inside and outside blinds, windows and other frames.

The on-site assembly and erection of all wood, metal, plastic and composition partitions including and welding of a plastic material, perimeter and curtain walls, whether built in place or prefabricated, the erection and installation or application of all shingles, siding, wallboard or sheets composed of wood, pulp, plastic, plaster, asbestos or composition materials or any other material including combined or faced with metal or vinyl by whatever means of fastening.

The preparation of sub surfaces, the preparation and layment of resilient surfaces, the laying of plywood as underlayment, the fitting of all devices - metal or otherwise - and the drilling of holes, to receive the complete installation of resilient floor covering or surfacing such as hot or cold mastric, hot or cold plastic, epoxies, polyesters, vinyl, natural or synthetic latex, magnesite in liquid compound - in molder molten form - on interior or exterior surfaces, floors, walls, roofs, ceilings, counters, stairs, base, draperies, and blinds - of metal, natural or synthetic turf or other synthetic materials:

The laying, sanding, finishing, and sealing of hardwood floor including the laying of sleepers, sub floors, metal thresholds, metal or wooden base, parquet, iron bound, perma-cushion and all operations necessary for the completion installation of hardwood flooring:

The installation of laboratory, institutional, fixtures, and equipment, also cabinets, and work-benches, bookcases and cabinets, either separately or in connection with heating or air conditioning units; the installation of blackboards, bulletin boards, billboards, meter boards and backboards of all types:

The installation of lead baffles or lead liners to walls, aluminum framing, plastic moldings and any other work incidental to same. The erection of porcelain metal panels and metal siding: The assembling, laying-out, handling, and setting of all seating in theatres, halls, churches, schools, banks, stadiums and open air theatres and other buildings or structures:

When material is stock-piled in the working area, it shall then be handled by carpenters: The handling and installation of all mill, cabinet work and stores fixtures:

Rigging into place and setting and aligning of laminated beams, posts, trusses or arches and composition panels, both interior or exterior, and modular or prefabricated structures, the handling and erection of metal building and the installation of metal floors and elevated floors:

The erection of all safety barriers.

Pile driving work, including the handling, driving, bracing, plumbing, cutting off and capping of piling, sheet piling, and tie backs whether of wood, metal or concrete, regardless of size or shape, the pulling, extracting or salvaging of such pilings; and the cutting and placing of lagging:

The placing of all whaling, spring and fender lines and guard rails of wood or metal; the framing, boring, drilling or burning of holes:

The heading and splicing of wood piling and making of wood sheet piling, the welding, cutting or burning of metal piling, the loading, unloading, framing, erecting, dismantling and handling of drivers, derricks, cranes and other pile driving equipment:

Underwater work on bulkheads, wharves, docks, caissons, bridges, viaducts, and trestles, as well as salvage and reclamation work where drivers are employed:

The installation and maintenance of soil stabilization systems.

Raised computer floors.

Steel jacks, wedges and clamps relating to formwork and flying formwork: Drivers and

Diving tendering: Core drilling related to underwater work: Laying out lines, measurements, grades and stades, driving and levelling stakes, building and setting all batter boards and locating lines on same as it pertains to the trade.

Lath work and related items, including gypsum lath, metal lath, and metal corner beads.

Pipeliners for waterworks and power plants requiring diving.

Framing or erecting of wood buildings including pre-fabrication on site: Handling of lumber and drywall:

Fabrication and setting of screens for concrete and mastic floors: Installation of runways and stages: The erection and dismantling of all scaffolding, the erection and stripping of all formwork is the work of the Carpenters.