



IUPAT DISTRICT COUNCIL 38

May 11, 2023

Summary of the Trade Level Memorandum of Agreement Glaziers Standard ICI Agreement (2023-2026)

The following is an overview of the changes contained within the Glaziers Trade Level Memorandum of Agreement (TLMOA).

The proposed changes to the collective agreement are contained in the TLMOA and one other document, the OMS (Overall Memorandum of Settlement). A summary of the Glaziers TLMOA is provided below, and a summary of the OMS is provided separately.

Ensure you read and understand the TLMOA and OMS, and their respective summaries, so that you are able to make an informed decision when casting your ballot.

The Bargaining Council of BC Building Trades Unions (BCBCBTU), of which DC38 is a member, unanimously recommends the acceptance of this agreement.

Tool Insurance (Item 4 of the TLMOA)

Replace Article 8.04 with the following:

8.04 Tool Insurance

- a) Employees shall submit an inventory of their tools and working apparel to the Employer. This list will be provided on a form provided by the Employer and will include the model, make, serial number and replacement cost of all tools.
- b) The employer reserves the right to decline to insure tools it deems are not necessary or are more expensive than required. In that case the employee shall have the right to either take those tools home or continue to use them with insurance only to the level deemed reasonable by the Employer.
- c) Upon receipt and approval of the tool inventory the Employer will insure tools against theft, or excessive wear and tear or unrecoverable loss during use (e.g. drops into an unrecoverable location).
- d) Upon proof of theft, excessive wear or approved loss the Employer will either replace or cover the replacement cost of any tool that was included on the approved inventory.
- e) Claims for replacement under this insurance must be submitted in writing to the Employer and include the applicants name, the date and time of the loss,

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the nature of the loss and the tools requested for replacement. Damaged or broken tools must be returned with the application.

- f) All thefts of seventy five dollars (\$75) or more must be reported to the police and the police report claim number must accompany the application for replacement.

The current insurance language covers tools against fire, burglary or loss when working over water or such other areas where tools cannot be retrieved. The new provision adds excessive wear and tear, damaged or broken tools. The proposed Tool Insurance language also eliminates the maximum reimbursement limit of \$500. Employees shall submit an inventory of their tools and working apparel to the Employer for approval.

Health and Welfare and Pension (Item 5 of the TLMOA)

- *Effective May 1, 2024 the Employer will contribute an additional \$0.25 to the pension plan. On the same date \$0.25 of the wage increase will be directed to the pension plan.*
- *Effective May 1, 2025 the Employer will contribute an additional \$0.25 to the pension plan. On the same date \$0.25 of the wage increase will be directed to the pension plan.*
- *During the term of the agreement the total contribution to the pension increases by \$1.00 per hour.*

Article 24 - Swing Stage Premium (Item 6 of the TLMOA)

- *Effective May 1, 2024 the Swing Stage Premium will be increased by \$0.50.*
- *Effective May 1, 2025 the Swing Stage Premium will be increased by an additional \$0.50.*
- *During the term of the agreement the Swing Stage Premium increases by \$1.00 per hour for a total Swing Stage Premium of \$3.00 per hour.*

Classifications (Item 7 of the TLMOA)

The Foreperson language has been cleaned up for readability and a new Chargehand classification has been added to the clause that provides a 4% premium on projects of less than four days, and crews of less than three employees, provided they meet the terms contained in Article 13.17(a) of the amended clause.

NEW - Industrial PLA (Project Labour Agreement) Wage Rates (Item 8 of the TLMOA)

This language is added to ensure that Glaziers are compensated fairly on Industrial projects governed by Project Labour Agreements:

On Industrial Projects governed by a Project Labour Agreement (PLA) the Journeyperson rate will be increased by fifteen percent (15%) above the

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otherwise applicable hourly wage rate. All Foreperson and Apprentice rates will be calculated from the Industrial Journeyperson rate.

NEW - AGMT Rates (Item 9 of the TLMOA)

Red Seal ticketed Journeypersons and fourth year - second six month apprentices (A426) who hold a valid Architectural Glass and Metal Technician certification shall be paid at the AGMT rate of pay.

- *The AGMT Foreperson and A426 rates shall be calculated from the AGMT Journeyperson rates.*
- *Upon ratification the AGMT Journeyperson rate shall be one dollar (\$1.00) per hour.*
- *Effective May 1, 2024 the AGMT Journeyperson rate shall be one dollar and fifty cents (\$1.50) per hour.*
- *Effective May 1, 2025 the AGMT Journeyperson rate shall be two dollars (\$2.00) per hour.*

Hours of Work (Item 10 of the TLMOA)

Starting time will change from 8:00am to 7:00am.

The agreement allows a variance of one hour earlier or later than the regular start time. In order to achieve the gains made in this TLMOA we had to agree to the change in start times.

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