

May 10, 2023

## Summary of the Trade Level Memorandum of Agreement Drywall Tapers/Finishers Standard ICI Agreement (2023-2026)

The following is an overview of the changes contained within the Drywall Tapers/Finishers 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 Drywall Tapers/Finishers 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.

### **Uncertified Trades Person Rate Scale Changes (See number 4 (a) (i) & (ii) of TLMOA)**

*Previously the Uncertified Trades Person (UTP) rates consisted of 8 levels. In an effort to attract and retain new members and to widen the gap between British Columbia's rising minimum wage and the rates in the agreement, we have negotiated a change in the structure of the UTP scale.*

*The new scale will consist of seven (7) levels starting at 60% of a Journeyperson's rate and will top out at 90%. The previous scale started at 55% and topped out at 90% with eight (8) levels.*

*This scale revision combined with the negotiated wage settlement will significantly raise the entry level wage which will assist in the recruitment and retention of new workers.*

### **Apprentice Scale Changes (see number 4 (b) (i) (ii) & (iii) of TLMOA)**

*With the same philosophy as the UTP scale changes, we have increased the Level 1 apprentice wage rate from 55% of the Journeyperson rate to 60% of the Journeyperson rate. A level one apprentice will now work a total of 1500 hours at 60% instead of the current structure of two 750 hour stages at 55% and 60% of the Journeyperson wage rate. All other levels will remain unchanged at 750 hours per level with the same requirement of 6000 hours, plus the completion of 2 levels of technical training, to be entitled to the Journeyperson rate of pay.*

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Representing painters, glaziers, drywall finishers,  
interior systems mechanics and allied workers

**Apprentice Pension Contributions (see number 4 (c) of TLMOA)**

*Apprentices will receive a relative portion of a Journeyperson's pension increase.*

Any portion of a monetary package increase, on or after May 1, 2023, which is applied to pension instead of wages will be applied to the Apprentice based on their index.

*Previously, Drywall Taper/Finisher apprentices were not entitled to any pension contributions from the employer. This change ensures that increases to the Journeyperson pension amounts will be applied to apprentices based on their apprentice percentage.*

*For example, if the union allocates one dollar (\$1.00) from the wage settlement to the union pension plan on behalf of a Journeyperson the employer will contribute sixty cents (\$0.60) to the Level 1 apprentice's hourly pension. The level 1 apprentice rate is indexed at 60% of a journeyperson.*

*Not only is this change good for the health of the pension plan itself, with more participants contributing to it, DC38 apprentices will start accruing their pension benefits earlier.*

**Hours of Work and Overtime (see number 5 of TLMOA)**

*Addition to the Agreement: The Employer will make reasonable efforts to move employees from night shift to day shift around a pre-scheduled day off of work to minimize the impact on an employee of changing shifts.*

*If a reasonable effort is not made by an employer to minimize the impact on shift changes, resulting in loss of income for the employee, the employer will be subject to the grievance procedure.*

**Tool Insurance (see number 6 of TLMOA)**

*As the out-of-pocket costs needed to go to work increases at an unprecedented rate, it is important to protect the members of DC38 against unnecessary expenses. 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 continues to include fire, burglary, or loss when working over water, and also adds excessive wear and tear, and damaged or broken tools.*

**Enabling Provisions See number 7 of TLMOA)**

*When an employer requests enabling for a specific project or sector, they are requesting that special dispensation be made so that they can be more competitive on the project they are attempting to secure.*

*The previous language in the agreement provided an employer with a heavy advantage that could force the union to participate in reducing wages, employer contributions, and crew ratios.*

*As the market has shifted over the years, the need for these types of concessions are less prevalent. Although the need to enable projects has been less frequent, the option to do so is still important to maintain. The union feels that the updated language is better balanced and gives more authority to the union to make the right choices for the membership.*

**Hours of Work**

*Starting time will change from 7:30am 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.*

*This change was not included in the TLMOA, in error, but it will be included in your agreement if the proposal is ratified.*