



General Presidents' Maintenance Committee for Canada  
LEADERS IN UNIONIZED MAINTENANCE

October 11, 2016

Dear Brothers and Sisters:

In my letter dated August 15, 2016 it was indicated that the Committee would be meeting with our GPMA signatory employers in the fall to discuss the current state of affairs in the contract maintenance industry in Alberta and the challenges facing us. Those discussions were held in Edmonton on October the 5<sup>th</sup> and the Committee has decided that it would be unreasonable to disadvantage the GPMA employers and will be extending (effective January 1, 2017) the terms and conditions negotiated earlier this year during the NMA Bargaining Renewal process.

The collective agreement changes are as follows:

1. All overtime will be paid at time and one half (1 ½), and doubletime (2) paid after twelve (12) hours. Unscheduled overtime will be voluntary.
2. The maintenance base wage rate within the entire province of Alberta will be established at seventy-five cents (\$0.75) under construction base rates plus one hundred percent (100%) of appropriate benefits.
3. When working overtime Benefits will be paid on hours worked; except for Health and Welfare Benefits for those who have it in their respective reference agreements.
4. Statutory Holidays will be observed on the day they fall and will not be moved into the regular work week for observance if they fall on an individuals' scheduled days off. If worked the employee will be compensated at time and one half (1 ½).
5. Work Ready Workforce (WRW) - Just as many of our competitors have already done, the Committee and the signatory employers have committed to working together to establish a WRW for all trades with a goal of achieving this by January 1, 2018.
6. State of the Industry Meetings - These will be held with our signatory employers/partners every six (6) months. Their purpose will be to keep an eye on the evolving economic situation so we can take steps to protect our interests.

Additionally, over the next short while the Committee will be conducting a full review of all existing GPMA's and the current NMA and will be establishing one maintenance agreement to cover the industry within the province of Alberta. Many of the local union representatives and local union members have questioned why there are multiple agreements covering the same industry and now is the time to change things up while we prepare for our future. Operating under one agreement should streamline operations for our members, our contractors and our Clients. We anticipate having the new agreement in place early in 2017.

By now most members are aware of the collective agreement changes scheduled for 2017 and most understand the rationale and necessity for some alterations and change in this highly competitive market. It is hoped that the upcoming changes have positioned us for success in the future and assist our contracting partners with securing maintenance work whereby providing employment for the rank and file membership of the local unions.



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Maintenance work is extremely important for the affiliates of the Building Trades of Alberta with close to one hundred and seventy (170) million craft hours executed between 2009 to July of 2016 by rank and file members. That's an average of eight thousand (8,000) to ten thousand (10,000) full time jobs each and every year. It is imperative for the Committee to continue to work with the local unions and our contracting partners to meet the needs of our Clients and remain the Clients first choice when selecting contractors for both short term and long term maintenance contracts. Our Clients options in this current environment are unlimited, however, the Committee is confident that we are in position to be successful and we will be successful as we move forward.

Thank you for your patience and understanding. I look forward to updating you on any future developments.

Regards,

A handwritten signature in blue ink, appearing to read 'Brett McKenzie'. The signature is stylized and includes a long horizontal stroke extending to the right.

Brett McKenzie  
Executive Director  
General Presidents' Maintenance Committee for Canada  
National Maintenance Council for Canada