

# GPMA/NMA ALBERTA 2019 RENEWAL HIGHLIGHTS

## GPMA

## NMA

### DURATION

3-year term (Jan. 1, 2020 to Dec. 31, 2022)

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### WAGES

**Short-Term Maintenance (STM):**

Wood Buffalo Region 100% of the construction rate

Outside of Wood Buffalo region: \$0.75 under the construction rate.

**Long-term Maintenance (LTM)** \$0.75 under the construction rate.

LTM Maintenance Personnel assigned to work on the shutdown/turnaround will be paid in accordance with the **STM** Rates and Overtime Provisions

**Short-Term Maintenance (STM):**

Wood Buffalo Region 100% construction rate

Outside of Wood Buffalo Region \$0.75 under the construction rate.

### BENEFITS

Based on hours worked except:

**H&W** payments for those trades who currently have this contribution paid on hours earned will continue.

Vacation and Stat Pay will be paid on hours earned.

Boilermaker Benefit contributions on hours earned due to wage reduction accepted in 2017.

Based on hours worked except:

**H&W** payments for those trades who currently have this contribution paid on hours earned will continue.

Vacation and Stat Pay will be paid on hours earned.

### OVERTIME

**Long-Term Maintenance (LTM) :**

Monday to Sunday: **Time and One Half (1½)** up to 12 hours per day.

**Statutory Holidays: Double-time (2)**

LTM Employee(s) assigned to work a shutdown/turnaround will be compensated in accordance with the **STM** Overtime Provisions outlined below.

**Short-Term Maintenance (STM) Overtime Provisions:**

All overtime worked will be paid at the rate of **Time and One Half (1½)** Monday to Saturday.

**Double-time (2)** will be paid after twelve (12) hours Monday to Saturday.

All time worked on Sundays and Statutory Holidays shall be paid at the rate of **double-time (2)**.

**Short-Term Maintenance (STM) Overtime Provisions:**

All overtime worked will be paid at the rate of **Time and One Half (1½)** Monday to Saturday, up to twelve (12) hours.

**Double-time (2x)** will be paid after twelve (12) hours Monday to Saturday.

All time worked on Sundays and Statutory Holidays shall be paid at the rate of **Double-time (2x)**.

**Overtime Provisions for Outage(s) 10 days or less:**

All overtime for outages of ten (10) days or less will be paid at **Time and One Half (1½)**. Statutory Holidays which fall during the outage will be paid at **double-time (2)**.

All overtime will be paid in accordance with the **STM** Provisions should the outage be greater than ten (10) days.

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## HOURS OF WORK

Employee must work all available scheduled straight time hours before working overtime unless a Leave of Absence has been agreed to.

Employee who has not completed all available straight time hours will not be obligated to work the overtime days at the straight time rate.

## OVERTIME MEAL ALLOWANCES

*Unscheduled Overtime:* Unchanged  
*Scheduled Overtime:* \$25 meal allowance  
*Subsistence:* No overtime meal allowance payable for those receiving subsistence.

## SHIFT PREMIUM

\$ 3.50 for duration of Agreement.

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## STAT HOLIDAYS

Statutory Holidays moved into regular work week for observance.

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## HIRING, LAYOFF & TRANSFERS

**Hiring:** As per Local reference agreement.  
**Transfer:** Minimum of 50% allowed (Local Union members only).  
**Layoff:** Performance based layoff with written explanation to local union.

## ONLINE ORIENTATION

Employer to pay an allowance equal to the time needed to complete an online orientation/onboarding course to **max of four (4) hours**.

Owner online orientation completed on members time and unpaid.

## PENALTY PAY

For payroll errors 10 hours or less on a weekly pay cheque the Company has two payroll periods to provide make-up payment.

If payment not made within the above time frame penalty is \$100.00 per day from date of notification.

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\*This document does not outline all changes. Please review the official Terms of Settlement at [www.gpmccanada.com](http://www.gpmccanada.com)