

2022 CASA May 4, 2022, 8:30 pm, OFFER BETWEEN

UNITED ASSOCIATION OF JOURNYMEN AND  
APPRENTICES OF THE PLUMBING AND PIPEFITTING  
INDUSTRY OF THE UNITED STATES AND CANADA,  
LOCAL UNIONS 488, 496, 170, 179, 254, 853, 56, 325 and 740  
(hereinafter referred to as "the Union")

AND

CANADIAN AUTOMATIC SPRINKLER ASSOCIATION

AND

ON BEHALF OF THE NOVA SCOTIA &  
NEWFOUNDLAND CONSTRUCTION LABOUR  
RELATIONS ASSOCIATION LIMITED

1. The parties herein agree to the terms of this memorandum as constituting full settlement of all matters in dispute.
2. The undersigned representatives of the parties do hereby agree to recommend complete acceptance of all the terms of this memorandum to their respective principals.
3. The parties herein agree that the term of the collective agreement shall be from May 1st, 2022 to April 30, 2025.
4. The parties herein agree that the said collective agreement shall include the terms of the previous collective agreement which expired on **April 30, 2022**, provided, however, that the following amendments are incorporated:

Preamble - Date change

ARTICLE I - No change

ARTICLE II

-AGREED-

**Article 2.1**

The assignment of work of the sprinkler fitter and apprentice shall consist of the installation, maintenance, repair, servicing, inspection, backflow installation, and caulking of sleeves of fire suppression systems, including but not limited to sprinkler, halon, foam, clean agent, CO2 and dry chemical systems, including the unloading, handling, and installation by hand or with power equipment, of all piping or tubing, appurtenances or equipment pertaining thereto, including both overhead and underground water mains, fire hydrants and hydrant mains, standpipes and hose connections to sprinkler supply mains, sprinkler tank heaters, air lines associated with thermal sensing systems and air sampling systems used in connection with sprinkler and alarm systems, also all tanks and pumps connected thereto, and other fixed systems used for fire protection purposes

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ARTICLE III -No change

ARTICLE IV -No change

ARTICLE V -No change

ARTICLE VI -AGREED-

**Article 6.1 AGREED ADD FOLLOWING LANGUAGE**

**Integrated online reporting of remittances by April 30, 2023.**

ARTICLE VII -No change-

ARTICLE VIII -No change

ARTICLE IX -AGREED-

**AGREED 9.3**

**ADD - Truth & Reconciliation Day**

**ARTICLE 9.8 -AGREED REMOVE ARTICLE 9.8**

~~In B.C. and Alberta, overtime will be time and a half on Saturdays for construction work (not applicable to service work).~~

**Article 9.9 AGREED REMOVE EXISTING LANGUAGE, REPLACE WITH NEW LANGUAGE**

Meals on overtime – When an employee has not been notified the previous day that or he or she will be required to work for more than two hours beyond the normal quitting time of the shift, he or she shall be provided with a meal and allowed a twenty (20) minute paid break to consume the meal, immediately after the tenth 10<sup>th</sup> hour. The above noted is not applicable to the first eight hours worked on Saturday and Sundays.

**ARTICLE X -AGREED- REVISED WAGE CHART AS BELOW**

May 4th, 2022 (2022-2024)				
		1st year	2nd year	3rd year
Newfoundland & Labrador	\$ 59.65	\$ *	\$ *	\$ *
Nova Scotia	\$ 54.80	\$ 2.00	\$ 1.40	\$ 1.40
New Brunswick & PEI	\$ 54.79	\$ 1.70	\$ 1.60	\$ 1.60
Ontario EAST	\$ 65.48	\$ 3.50	\$ 2.75	\$ 2.75
Ontario CENTRAL	\$ 66.32	\$ 3.50	\$ 2.75	\$ 2.75
Ontario WESTERN	\$ 64.95	\$ 3.50	\$ 2.75	\$ 2.75
Ontario Toronto (METRO)	\$ 68.09	\$ 3.50	\$ 2.75	\$ 2.75
Manitoba	\$ 58.88	\$ 1.60	\$ 1.50	\$ 1.50
Saskatchewan	\$ 59.55	\$ 1.60	\$ 1.45	\$ 1.45
Alberta - 488	\$ 61.41	\$ 1.60	\$ 1.60	\$ 1.60
Alberta - 496	\$ 62.17	\$ 2.00	\$ 1.80	\$ 1.80
British Columbia **	\$ 54.62	\$ 1.75	\$ 1.75	\$ 1.75

\*NOT AGREED, UA OFFER \$2.14, \$2.17, \$2.36 / CASA OFFER \$0.98, \$0.50, \$0.50\*

\*\*An additional \$2.55 in pension contribution in year 2 or 3 to be articulated in an MOU within 30 days from date of signing.

Subject to approval based on legal and actuarial reviews, and all parties acceptance.\*\*

**Article 10.4 Agreed**

Employee who is “designated” on call shall receive **two (2)** hours pay of total package for each week that they are on call, ~~provided there are no call outs for that week.~~

**ARTICLE XI -AGREED-**

**Article 11.1 AGREED REMOVE EXISTING LANGUAGE, REPLACE WITH NEW LANGUAGE**

The Holiday (vacation) pay shall be paid at the rate of 6% of the gross hourly pay earned. The Statutory Holiday pay shall be paid at the rate of 6% of the gross hourly pay earned to cover Statutory Holidays.

*(Increase out of the package)*

ARTICLE XII -AGREED-

**ARTICLE 12.1 AGREED**

(B) The free zone limit for the Halifax Regional Municipality (former cities of Halifax and Dartmouth) shall be ~~forty (40)~~ **fifty (50)** road kilometers from the centre of Angus L. MacDonald Bridge. Any company that has a CASA registered shop office outside the above zone, shall follow the same rules on travel using the shop as the centre.

**Article 12.1(D) AGREED -ADD NEW SENTENCE**

In Alberta, the free zone limits shall be up to fifty (50) road kilometers from city centres of Edmonton and Calgary. In Saskatchewan, free zone limits shall be up to fifty (50) road kilometers from city centres of Saskatoon and Regina.

Any reference to City Centre of Calgary shall be interpreted as the Calgary Tower.

**Article 12.1 (E) AGREED -REPLACE EXISTING 12.1(E) WITH THE FOLLOWING.**

In the Province of British Columbia the free zone limits shall be as illustrated below.



\*Try for QR Code\*

**12.1(E) Shall become 12.1(F)**

**NEW 12.1(F) LANGUAGE**

The city limits other than "A", "B", "C", "D" and **"E"** above where the shop of the Employer is established and employees are dispatched.

**Article 13.2 AGREED**

Increase \$31.95 to \$45.00. Increase the \$81.65 - \$90.00

**13.2 -NEW LANGUAGE REGARDING CALGARY TOWER -SEE ARTICLE 12.1(D)**

ARTICLE XIII

**-AGREED-**

**13.8 AGREED -NEW ARTICLE TO BE ADDED**

**No mileage is payable to employees travelling in employer-supplied transportation but time shall be paid outside the free zone while in employer-supplied transportation.**

ARTICLE XIV

**-AGREED-**

**Article 14.1 AGREED -INCREASE ALL TRANSPORTATION AND LIVING EXPENSES AS PER THE FOLLOWING INCREMENTS.**

**AGREED**

\$5/per year for Atlantic provinces (56, 325, 740)

\$5/per year for Manitoba (254)

\$5/per year for Saskatchewan (179)

\$5/per year for Alberta (496 & 488)

\$5/per year for Ontario (853)

\$5/per year for BC (170)

**14.6 AGREED**

If the employee leaves ~~his~~ **their** job before it is completed and without consent of the Employer, return travel shall be at ~~his~~ **their** own time and expense.

**Article 14.7 AGREED**

In the event a project is located more than a 300 kilometer radius from the city centre, or in areas inaccessible by automobile the Employer agrees the worker will be allowed a trip home for each ~~30~~ **(21)** calendar day's employment, for a maximum period of five ~~(5)~~ **(7)** days per trip, throughout the duration of the project.

ARTICLE XV

**-NO CHANGE-**

ARTICLE XVI

**- AGREED**

**AGREED -NEW ARTILCE 16.6**

**Integrated online reporting of remittances by April 30, 2023.**

ARTICLE XVII

**-AGREED**

**Article 17.5 AGREED -ADD NEW SENTENCE**

.05 cents for Provincial Drug and Alcohol program for UA Local 740/NL Building Trades Addictions Rehabilitation Program.

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**AGREED -NEW ARTILCE 17.7**  
**Integrated online reporting of remittances by April 30, 2023.**

ARTICLE XVIII - AGREED

**ARTICLE 18.1 AGREED -ADD NEW SENTENCE**

**If the pension plan is prohibited by law from accepting any contributions required by the terms of this Agreement on account of employees that are in receipt of a monthly pension from the pension plan, an amount equal to such contributions shall be paid by the Employer to that employee as additional wages.**

**AGREED -NEW ARTICLE 18.4**  
**Integrated online reporting of remittances by April 30, 2023.**

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ARTICLE XIX - AGREED

**AGREED -NEW ARTICLE 19.6**  
**Integrated online reporting of remittances by April 30, 2023.**

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ARTICLE XX	-No change-
ARTICLE XXI	- No change
ARTICLE XXII	-No change
ARTICLE XXIII	- No change
ARTICLE XXIV	- No change
ARTICLE XXV	- No change-
ARTICLE XXVI	- No change
ARTICLE XXVII	- No change
ARTICLE XXVIII	- No change
ARTICLE XXIX	- No change-

ARTICLE XXX	-No change
ARTICLE XXXI	-No change
ARTICLE XXXII	-No change
ARTICLE XXXIII	-No change
ARTICLE XXXIV	<b>-AGREED-</b>

**Article 34.1**

The duration of this Agreement shall be from **May 1, 2022 to April 30, 2025.**

ARTICLE XXXV	-No change
ARTICLE XXXVI	-No change
ARTICLE XXXVII	-No change
NEW ARTICLE	AGREED

UA Proposal **AGREED -NEW ARTICLE TO BE INSERTED**

All references to remuneration contained within this agreement shall include full package.

**NEW ARTICLE**

UA Proposal **AGREED -NEW ARTICLE TO BE INSERTED**

All articles contained in this agreement, referring to time earned, discussion to clarify.

**Letter of Understanding**

**Recruitment and Retention -AGREED**

All parties to this agreement, agree to form a committee, to develop policies around recruitment and retention. This committee shall be formed within twelve (12) months upon ratification of this agreement.

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**Notification -AGREED**

New verbiage to be presented, regarding \$0.10 National Organizing Fund

Article 6.4 In zones listed hereunder where the Local Union has a fund or funds set up, the Employer further agrees to pay same on an hour earned basis for all employees covered by this Agreement, with such hours accumulating for one-month period and being submitted to the appropriate Local Union before the 15<sup>th</sup> of the month following, along with a list of employee's names and Social Insurance Numbers and a cheque covering the hours so listed. The employer will remit one lump sum as well as a statement of hours earned. The Local Union will allocate the funds as deemed necessary. ADD - This includes the \$0.10 National Organizing Fund contribution for all hours earned.

### **Fire Alarm Technician -AGREED**

Both parties to this agreement, agree to meet within six (6) months of ratification to commence discussion in regards to a National Fire Alarm Technician Agreement, **and does not form part of this agreement.**

LETTER OF UNDERSTANDING 1990

No change

LETTER OF UNDERSTANDING 1992

No change

EXHIBIT "A" LABOUR & MANAGEMENT COOPERATION COMMITTEE

No change

LETTERS OF UNDERSTANDING (2007)

No change

APPENDIX 1 (WAGE SCHEDULES)

See attached

APPENDIX 2 (INSPECTIONS)

No change

U.A. STANDARD OF EXCELLENCE

Agreed (Union provided copy)

LETTER OF UNDERSTANDING "INSPECTION"

No change

U.A. LOCAL UNIONS WITH SPRINKLER JURISDICTION

No change

CANADIAN STANDARD FOR EXCELLENCE DISCIPLINARY

No change

CANADIAN STANDARD FOR EXCELLENCE

No change