



KAHNAWÀ:KE TRADES CERTIFICATION PROGRAM (KTCP)
CONSTRUCTION TRADES, OCCUPATIONS & LABOR
STANDARDS FOR WORKERS ON THE MOHAWK
TERRITORY OF KAHNAWÀ:KE

(Institutional and Commercial Sector)



**Wages are subject to change, please consult with the Kahnawà:ke Labor Office
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INTRODUCTION

This document has been developed by the Kahnawà:ke Labor Office (KLO) to ensure that Kahnawà:ke workers receive a fair wage and benefits package based on their competency, industry standards and community norms. It applies to those Kahnawà:ke Workers under the Fair Wage Agreement (FWA). In addition, to the wage schedules, the document contains definitions for most construction works, trades and occupations performed within the territory of Kahnawà:ke.

Recognition of competency certification from jurisdictions other than the Mohawk Territory of Kahnawà:ke and its jurisdictions are as follows:

Competency certificates issued through the Kahnawà:ke Trades Certification Program (KTCP) are the primary certifications recognized by the Kahnawà:ke Labor Office, followed by all other Canadian Provinces and Territories. Other jurisdictional certification recognized includes all-of the United States of America.

NOTE: Where employees working in the Mohawk Territory of Kahnawà:ke do not possess the required skills in specialized areas of the trade, industry standard competencies shall be recognized as defined for that specialization.

TRADES AND OCCUPATIONS:

There are two broad job categories in the construction industry: trades and occupations. Unlike occupations, trades require a certification process defined by regulation. Persons following the Kahnawake Trades Certification Program will have status of one of the following:

- Apprentice
- Journeymen
- Occupation

Apprentices who satisfy requirements herein, become journeymen. Please note that the trades and occupations listed herein are not an exhaustive list. Please contact the KLO should you require more information.

Trades

There are approximately 26 regulated trades in the construction industry. Each trade has a fact sheet that provides more information than what is presented in this general document, including a description of the trade, the training and apprenticeship program.

Occupations

The occupations are support activities to the construction industry trades. There are about forty occupations, almost all of which are defined by collective agreements.

Apprenticeship

Apprenticeship is mandatory for each trade and covers all aspects of the trade. You can apprentice to only one trade at a time. Apprenticeship is remunerated, and its duration varies depending on the trade. One apprenticeship period is equal to 2000 hours. Some trades demand up to five apprenticeship periods. The salary rises as the apprentice progresses from one apprenticeship period to the next. When the apprenticeship is completed, it is recommended that you register for the provincial qualification or Red Seal examination.

Apprentices are credited with apprenticeship hours based on:

- relevant vocational training courses completed successfully in a recognized educational institution;
- relevant work experience, with proof of paid hours of work.

LABOR POOL

When a labor pool opens (insufficient number of workers holding a valid apprentice or occupation competency certificate available), employers who want to reserve a place for a person and thus guarantee that person 150 hours of work over a period of 3 consecutive months must submit the following information to the KLO:

- The trade or occupation in the targeted pool,
- The last and first names of the worker(s) concerned,
- Official letter from the company, guaranteeing the worker 150 hours of work over a period of 3 consecutive months,
- The worker's social insurance number.

Apprenticeship

Apprenticeship in a trade in the construction industry is calculated in terms of hours of vocational training and upgrading as well as hours of work spent practicing the trade. The apprenticeship is divided into apprenticeship periods of 2,000 hours each. The number of periods varies by trade.

People who become apprentices can also have their training and work experience recognized in order to be properly classified in their apprenticeship.

Trade	Apprenticeship periods	Duration of apprenticeship (Number of hours)
<ul style="list-style-type: none">• Heavy equipment operator• Reinforcing steel erector• Shovel operator	1	2,000
<ul style="list-style-type: none">• Cement finisher• Crane operator• Roofer	2	4,000
<ul style="list-style-type: none">• Boiler maker• Bricklayer-mason• Carpenter-joiner• Erector mechanic (glazier)• Heavy equipment mechanic• Insulator• Interior systems installer• Ironworker• Millwright• Painter• Plasterer• Resilient flooring layer• Tile setter• Tinsmith	3	6,000
<ul style="list-style-type: none">• Electrician• Fire-protection mechanic• Pipe fitter• Refrigeration specialist	4	8,000
<ul style="list-style-type: none">• Elevator mechanic	5	10,000

BLASTER – DRILLER:

National Occupation Classification # 7372 (Drillers and blasters – surface mining, quarrying and construction).

Drillers in this unit group operate mobile drilling machines to bore blast holes in open-pit mines and quarries and to bore holes for blasting and for building foundations at construction sites. Blasters in this unit group fill blast holes with explosives and detonate explosives to dislodge coal, ore and rock or to demolish structures. They are employed by mining, quarrying and construction companies and by drilling and blasting contractors.

Since 1994, the **Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST)** has delegated management of blaster certification to the Commission de la construction du Québec (CCQ). To perform blasting or any other work requiring the use of explosives on a construction site, an individual must hold a blaster certificate.

If the construction site falls under the **Act Respecting Labor Relations, Vocational Training and Workforce Management in the Construction Industry (Act R-20)**, the blaster must also hold an occupation competency certificate.

Obtaining the first blaster certificate:

The following conditions must be met in order to obtain a **first** blaster certificate:

- Be at least 18 years of age
- Hold a valid General Explosives Permit issued by the Sûreté du Québec
- Pass the blaster examination

To register for the examination, candidates must:

- Have completed the **Ministère de l'Éducation et de l'Enseignement supérieur (MEES)** vocational studies program in drilling and blasting within the past 24 months OR have worked as an assistant blaster for at least 150 hours within the past 24 months (written proof required)
- Send the blaster certificate application form properly filled out, along with the documents required, to one of the Commission de la Construction du Québec (CCQ) regional offices.

Blaster Certification Examination:

The aim of the blaster examination is to verify your knowledge and experience related to blasting or any other work necessitating the use of explosives.

The examination consists of multiple-choice questions and may be taken in either English or French. The examination questions use both the imperial and international systems of measurement.

The examination takes 3 hours (180 minutes). It consists of 51 questions, and each question counts as 1 mark.

The required passing grade is 80%. The materials supplied for your use during the examination are a calculator, a pencil, and an eraser. No other material or reference document is allowed during the examination.

To clearly establish your identity, two official pieces of identification will be required when you present yourself at the examination, one with a photograph. The following pieces are accepted: driver's license, health insurance card, passport, etc.

The results are sent within two weeks following the examination session. If you pass, the CCQ will issue your blaster's certificate for the **Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST)**. Should you fail, you will be advised in writing of the conditions for retaking the examination and when you can register to do so.

If you fail the exam on your first attempt, you must wait one month before taking it a second time. If you fail on your second attempt, you will have to wait three months before trying again.

Finally, if you still haven't passed the exam after three attempts, if you are not a graduate of the vocational studies program Forage-dynamitage (900 hours), you will have to earn this diploma before taking the exam again. If you have already graduated from the study program, you will have to take a training course of at least 30 hours to prepare you for the exam before taking it a fourth time. The content of this training course must have been previously authorized by the CCQ and the **CNESST**.

To renew the blaster certificate, send the renewal form duly filled out, along with the documents required, to one of the Commission de la Construction du Québec (CCQ) regional offices.

It is important to apply for renewal of the certificate before its expiry date, or else you will have to take the examination for the blaster examination again.

Since November 30, 2010, when you renew the blaster certificate, the expiry date of the new certificate will be harmonized with that of the General Explosives Permit (GEP) issued by the Sureté du Québec. Applications for renewal of the General Explosives Permit must still be made to the Sureté du Québec. However, it is no longer necessary to present your GEP to the CCQ with your application for renewal of your blaster certificate. The CCQ verifies directly with the SQ whether the applicant has a valid GEP.

Refer to ANNEX "A" for Blaster-Driller Wage Schedule.

NO Apprenticeship periods for Blaster-Driller

BOILER MAKER

National Occupation Classification # 7234 (Boilermakers)

Boilermakers fabricate, assemble, erect, test, maintain and repair boilers, vessels, tanks, towers, heat exchangers and other heavy-metal structures. They are employed in boiler fabrication, manufacturing, shipbuilding, construction, electric power generation and similar industrial establishments.

Boilermakers may specialize in rigging and hoisting, preparation and layout, or welding aspects of the trade.

To obtain Apprenticeship and/or Journeyman Status: Must provide proof of hours relevant to each apprenticeship period, or 6,000 hours total for Journeyman status.

To obtain Journeyman Status: Qualification Examination

Passing the examination is one of the conditions for access to the status of journeyman outside the Territory of Kahnawake. The qualification examination is intended essentially to assess your acquired skills upon completion of the apprenticeship in your trade or specialty. The exam questions, written and validated with expert journeymen, cover all the essential skills required for the trade or specialty.

The Qualification exam to obtain Journeyman status is for people in the following situations:

- Apprentices who have completed their apprenticeship
- Employees who have practiced a trade or specialty and acquired experience in hours of work and, if applicable, apprenticeship hour credits at least equal to the total duration of the apprenticeship in the trade targeted and whose file, when analyzed, proves this experience through supporting documentation
- People who have worked as an employer
- People who have been self-employed workers in a sector not covered under the Québec statute or outside of Québec in one of the construction industry's trades or specialties

Refer to ANNEX "A" for Boiler Maker Wage Schedule.

BRICKLAYER – MASON

National Occupation Classification # 7281 (Bricklayers)

Bricklayers lay bricks, concrete blocks, stone and other similar materials to construct or repair walls, arches, chimneys, fireplaces and other structures in accordance with blueprints and specifications.

To obtain Apprenticeship and/or Journeyman Status: Must provide proof of hours relevant to each apprenticeship period, or 6,000 hours total for Journeyman status.

To obtain Journeyman Status: Qualification Examination

Passing the examination is one of the conditions for access to the status of journeyman outside the Territory of Kahnawake. The qualification examination is intended essentially to assess your acquired skills upon completion of the apprenticeship in your trade or specialty. The exam questions, written and validated with expert journeymen, cover all the essential skills required for the trade or specialty.

The Qualification exam to obtain Journeyman status is for people in the following situations:

- Apprentices who have completed their apprenticeship
- Employees who have practiced a trade or specialty and acquired experience in hours of work and, if applicable, apprenticeship hour credits at least equal to the total duration of the apprenticeship in the trade targeted and whose file, when analyzed, proves this experience through supporting documentation
- People who have worked as an employer
- People who have been self-employed workers in a sector not covered under the Québec statute or outside of Québec in one of the construction industry's trades or specialties

Refer to ANNEX "A" for Bricklayer-Mason Wage Schedule.

CARPENTER – JOINER

National Occupation Classification # 7271 (Carpenters)

Carpenters construct, erect, install, maintain and repair structures and components of structures made of wood, wood substitutes, lightweight steel and other materials. They are employed by construction companies, carpentry contractors, and maintenance departments of factories, plants and other establishments, or they may be self-employed.

To obtain Apprenticeship and/or Journeyman status: Must provide proof of hours relevant to each apprenticeship period, or 6,000 hours total for Journeyman status.

To obtain Journeyman Status: Qualification Examination

Passing the examination is one of the conditions for access to the status of journeyman outside the Territory of Kahnawake. The qualification examination is intended essentially to assess your acquired skills upon completion of the apprenticeship in your trade or specialty. The exam questions, written and validated with expert journeymen, cover all of the essential skills required for the trade or specialty.

The Qualification exam to obtain Journeyman status is for people in the following situations:

- Apprentices who have completed their apprenticeship
- Employees who have practiced a trade or specialty and acquired experience in hours of work and, if applicable, apprenticeship hour credits at least equal to the total duration of the apprenticeship in the trade targeted and whose file, when analyzed, proves this experience through supporting documentation
- People who have worked as an employer
- People who have been self-employed workers in a sector not covered under the Québec statute or outside of Québec in one of the construction industry's trades or specialties

Refer to ANNEX "A" for Carpenter-Joiner Wage Schedule.

CEMENT FINISHER

National Occupation Classification # 7282 (Concrete Finishers)

Concrete finishers smooth and finish freshly poured concrete, apply curing or surface treatments and install, maintain and restore various masonry structures such as foundations, floors, ceilings, sidewalks, roads, patios and high-rise buildings. They are employed by construction companies, cement and concrete contractors and manufacturers of precast concrete products, or they may be self-employed.

To obtain Apprenticeship and/or Journeyman Status: Must provide proof of hours relevant to each apprenticeship period, or 4,000 hours total for Journeyman status.

To obtain Journeyman Status: Qualification Examination

Passing the examination is one of the conditions for access to the status of journeyman outside the Territory of Kahnawake. The qualification examination is intended essentially to assess your acquired skills upon completion of the apprenticeship in your trade or specialty. The exam questions, written and validated with expert journeymen, cover all the essential skills required for the trade or specialty.

The Qualification exam to obtain Journeyman status is for people in the following situations:

- Apprentices who have completed their apprenticeship
- Employees who have practiced a trade or specialty and acquired experience in hours of work and, if applicable, apprenticeship hour credits at least equal to the total duration of the apprenticeship in the trade targeted and whose file, when analyzed, proves this experience through supporting documentation
- People who have worked as an employer
- People who have been self-employed workers in a sector not covered under the Québec statute or outside of Québec in one of the construction industry's trades or specialties

Refer to ANNEX "A" for Cement Finisher Wage Schedule.

CRANE OPERATOR

National Occupation Classification # 7371 (Crane Operators)

Crane operators operate cranes or draglines to lift, move, position or place machinery, equipment and other large objects at construction or industrial sites, ports, railway yards, surface mines and other similar locations. They are employed by construction, industrial, mining, cargo handling and railway companies.

To obtain Apprenticeship and/or Journeyman status: Must provide proof of hours relevant to each apprenticeship period, or 4,000 hours total for Journeyman status. Have completed the 2,000-hour apprenticeship period devoted strictly to work in the specialty of operator of concrete pump with distribution mast, in order to be eligible to take the provincial qualification examination for this specialty; passing the exam leads to obtaining a journeyman competency certificate in this specialty.

To obtain Journeyman Status: Qualification Examination

Passing the examination is one of the conditions for access to the status of journeyman outside the Territory of Kahnawake. The qualification examination is intended essentially to assess your acquired skills upon completion of the apprenticeship in your trade or specialty. The exam questions, written and validated with expert journeymen, cover all of the essential skills required for the trade or specialty.

Although the favored route for becoming a crane operator remains the diploma of vocational studies (diplôme d'études professionnelles, or DEP) in crane operation, it is possible for a person who does not hold a DEP to access this trade by following an on-the-job training plan (OTP), combined with an integration exam.

In addition to the general conditions for obtaining an apprentice competency certificate, candidates who do not hold a crane operator diploma must meet the specific following conditions:

- Obtain a letter of commitment from an employer to follow the training plan within the employer's company or a letter of commitment to offer the OTP to the employee or designated representative.
- Follow the OTP.

On the Job Training Plan (OTP)

All candidates without a diploma in the trade of crane operator who obtain an apprentice competency certificate, valid for 4 months, must take the OTP, which concludes with an exam for integration to apprenticeship for the trade of crane operator.

Components of the OTP

- Successful completion of the 120-hour training course "Safe Lifting Work With a Mobile Crane" This theoretical and practical course is given at a professional training center. Candidates may not begin the 150 hours of apprentice crane operator work before successfully completing this mandatory course
- Participating in the on-the-job practical section, under the supervision of a journeyman crane operator, lasting 150 hours over a period of no more than three consecutive months. An

Apprentice Guide) and a Journeyman Kit will support the apprentice in carrying out the practical component in the company.

- Registering for and passing an integration exam within one year of the issuance of the apprentice competency certificate.
 - The passing grade is 80% and the exam cannot be taken again
 - The candidate must pay the \$100 fee at time of registration

IMPORTANT: Investing in the OTP for the trade of crane operator is a serious step, for both the employer and the worker.

A candidate who does not perform 150 hours of work spread over three consecutive months or who does not complete the OTP within the prescribed time **cannot retake the OTP or register for the integration exam.** Therefore, if this person wishes to become an apprentice for the trade of crane operator once again, he or she will have to complete the DEP in crane operation and present proof that he or she has passed the program.

Refer to ANNEX “A” for Crane Operator Wage Schedule.

ELECTRICIAN

National Occupation Classification # 7241 Electricians (except industrial and power system)

Electricians in this unit group lay out, assemble, install, test, troubleshoot and repair electrical wiring, fixtures, control devices and related equipment in buildings and other structures. They are employed by electrical contractors and maintenance departments of buildings and other establishments, or they may be self-employed.

To obtain Apprenticeship and/or Journeyman Status: Must provide proof of hours relevant to each apprenticeship period, or 8,000 hours total for Journeyman status.

To obtain Journeyman Status: Qualification Examination

Passing the examination is one of the conditions for access to the status of journeyman outside the Territory of Kahnawake. The qualification examination is intended essentially to assess your acquired skills upon completion of the apprenticeship in your trade or specialty. The exam questions, written and validated with expert journeymen, cover all the essential skills required for the trade or specialty.

The Qualification exam to obtain Journeyman status is for people in the following situations:

- Apprentices who have completed their apprenticeship
- Employees who have practiced a trade or specialty and acquired experience in hours of work and, if applicable, apprenticeship hour credits at least equal to the total duration of the apprenticeship in the trade targeted and whose file, when analyzed, proves this experience through supporting documentation
- People who have worked as an employer
- People who have been self-employed workers in a sector not covered under the Québec statute or outside of Québec in one of the construction industry's trades or specialties

Refer to ANNEX "A" for Electrician Wage Schedule.

ELEVATOR MECHANIC

National Occupation Classification # 7318 (Elevator Constructors and Mechanics)

Elevator constructors and mechanics assemble, install, maintain and repair freight and passenger elevators, escalators, moving walkways and other related equipment. They are employed by elevator construction and maintenance companies.

To obtain Apprenticeship and/or Journeyman Status: Must provide proof of hours relevant to each apprenticeship period, or 10,000 hours total for Journeyman status.

To obtain Journeyman Status: Qualification Examination

Passing the examination is one of the conditions for access to the status of journeyman outside the Territory of Kahnawake. The qualification examination is intended essentially to assess your acquired skills upon completion of the apprenticeship in your trade or specialty. The exam questions, written and validated with expert journeymen, cover all the essential skills required for the trade or specialty.

The Qualification exam to obtain Journeyman status is for people in the following situations:

- Apprentices who have completed their apprenticeship
- Employees who have practiced a trade or specialty and acquired experience in hours of work and, if applicable, apprenticeship hour credits at least equal to the total duration of the apprenticeship in the trade targeted and whose file, when analyzed, proves this experience through supporting documentation
- People who have worked as an employer
- People who have been self-employed workers in a sector not covered under the Québec statute or outside of Québec in one of the construction industry's trades or specialties

Refer to ANNEX "A" for Elevator Mechanic Wage Schedule.

ERECTOR MECHANIC (GLAZIER)

National Occupation Classification # 7292 (Glaziers)

Glaziers cut, fit, install and replace glass in residential, commercial and industrial buildings, on exterior walls of buildings and other structures and in furniture and other products. They are employed by construction glass installation contractors, retail service and repair shops and glass fabrication shops, or they may be self-employed.

To obtain Apprenticeship and/or Journeyman Status: Must provide proof of hours relevant to each apprenticeship period, or 6,000 hours total for Journeyman status.

To obtain Journeyman Status: Qualification Examination

Passing the examination is one of the conditions for access to the status of journeyman outside the Territory of Kahnawake. The qualification examination is intended essentially to assess your acquired skills upon completion of the apprenticeship in your trade or specialty. The exam questions, written and validated with expert journeymen, cover all the essential skills required for the trade or specialty.

The Qualification exam to obtain Journeyman status is for people in the following situations:

- Apprentices who have completed their apprenticeship
- Employees who have practiced a trade or specialty and acquired experience in hours of work and, if applicable, apprenticeship hour credits at least equal to the total duration of the apprenticeship in the trade targeted and whose file, when analyzed, proves this experience through supporting documentation
- People who have worked as an employer
- People who have been self-employed workers in a sector not covered under the Québec statute or outside of Québec in one of the construction industry's trades or specialties

Refer to ANNEX "A" for Erector Mechanic (Glazier) Wage Schedule.

FIRE PROTECTION MECHANIC

National Occupation Classification # 7252 (Steamfitters, pipefitters and Sprinkler System Installers)

Steamfitters and pipefitters lay out, assemble, fabricate, maintain, troubleshoot and repair piping systems carrying water, steam, chemicals and fuel in heating, cooling, lubricating and other process piping systems. Sprinkler system installers fabricate, install, test, maintain and repair water, foam, carbon dioxide and dry chemical sprinkler systems in buildings for fire protection purposes.

Steamfitters, pipefitters and sprinkler system installers are employed in maintenance departments of factories, plants and similar establishments, and by pipefitting and sprinkler system contractors, or they may be self-employed.

To obtain Apprenticeship and/or Journeyman Status: Must provide proof of hours relevant to each apprenticeship period, or 8,000 hours total for Journeyman status.

To obtain Journeyman Status: Qualification Examination

Passing the examination is one of the conditions for access to the status of journeyman outside the Territory of Kahnawake. The qualification examination is intended essentially to assess your acquired skills upon completion of the apprenticeship in your trade or specialty. The exam questions, written and validated with expert journeymen, cover all the essential skills required for the trade or specialty.

The Qualification exam to obtain Journeyman status is for people in the following situations:

- Apprentices who have completed their apprenticeship
- Employees who have practiced a trade or specialty and acquired experience in hours of work and, if applicable, apprenticeship hour credits at least equal to the total duration of the apprenticeship in the trade targeted and whose file, when analyzed, proves this experience through supporting documentation
- People who have worked as an employer
- People who have been self-employed workers in a sector not covered under the Québec statute or outside of Québec in one of the construction industry's trades or specialties

Refer to ANNEX "A" for Fire Protection Mechanic Wage Schedule.

GENERAL LABORER

National Occupation Classification # 7611 (Construction Trades Helpers and Laborers)

Construction trades helpers and laborer's assist skilled tradespersons and perform laboring activities at construction sites, in quarries and in surface mines. They are employed by construction companies, trade and labor contractors, and surface mine and quarry operators.

Laborer work is very diversified and not classified as a trade, a laborer performs carrying, carting, loading, unloading, fetching, supplying other works with what they require, assisting journeymen, maintaining clean work areas, general housekeeping of construction areas, sweep, haul, clear debris, grind, paint, brush, drill, may be required to perform various other tasks as directed by the foreman in charge.

The minimum requirements to become a general laborer on a construction site, the candidate must:

- Be at least 16 years of age,
- Hold a valid construction safety training (ASP 30) card, or equivalent.

Refer to ANNEX "A" for General Laborer Wage Schedules. No apprenticeship periods for General Laborer.

HEAVY EQUIPMENT MECHANIC

National Occupation Classification # 7312 (Heavy-duty Equipment Mechanics)

Heavy-duty equipment mechanics repair, troubleshoot, adjust, overhaul and maintain mobile heavy-duty equipment used in construction, transportation, forestry, mining, oil and gas, material handling, landscaping, land clearing, farming and similar activities. They are employed by companies which own and operate heavy equipment, and by heavy equipment dealers, rental and service establishments, railway transport companies and urban transit systems.

To obtain Apprenticeship and/or Journeyman Status: Must provide proof of hours relevant to each apprenticeship period, or 6,000 hours total for Journeyman status.

To obtain Journeyman Status: Qualification Examination

Passing the examination is one of the conditions for access to the status of journeyman outside the Territory of Kahnawake. The qualification examination is intended essentially to assess your acquired skills upon completion of the apprenticeship in your trade or specialty. The exam questions, written and validated with expert journeymen, cover all the essential skills required for the trade or specialty.

The Qualification exam to obtain Journeyman status is for people in the following situations:

- Apprentices who have completed their apprenticeship
- Employees who have practiced a trade or specialty and acquired experience in hours of work and, if applicable, apprenticeship hour credits at least equal to the total duration of the apprenticeship in the trade targeted and whose file, when analyzed, proves this experience through supporting documentation
- People who have worked as an employer
- People who have been self-employed workers in a sector not covered under the Québec statute or outside of Québec in one of the construction industry's trades or specialties

Refer to ANNEX "A" for Heavy Equipment Mechanic Wage Schedule.

HEAVY EQUIPMENT OPERATOR

National Occupation Classification # 7251 (Heavy Equipment Operators (except Crane))

Heavy equipment operators operate heavy equipment used in the construction and maintenance of roads, bridges, airports, gas and oil pipelines, tunnels, buildings and other structures; in surface mining and quarrying activities; and in material handling work. They are employed by construction companies, heavy equipment contractors, public works departments and pipeline, logging, cargo-handling and other companies.

To obtain Apprenticeship and/or Journeyman Status: Must provide proof of hours relevant to each apprenticeship period, or 2,000 hours total for Journeyman status.

To obtain Journeyman Status: Qualification Examination

Passing the examination is one of the conditions for access to the status of journeyman outside the Territory of Kahnawake. The qualification examination is intended essentially to assess your acquired skills upon completion of the apprenticeship in your trade or specialty. The exam questions, written and validated with expert journeymen, cover all the essential skills required for the trade or specialty.

The Qualification exam to obtain Journeyman status is for people in the following situations:

- Apprentices who have completed their apprenticeship
- Employees who have practiced a trade or specialty and acquired experience in hours of work and, if applicable, apprenticeship hour credits at least equal to the total duration of the apprenticeship in the trade targeted and whose file, when analyzed, proves this experience through supporting documentation
- People who have worked as an employer
- People who have been self-employed workers in a sector not covered under the Québec statute or outside of Québec in one of the construction industry's trades or specialties

Refer to ANNEX "A" for Heavy Equipment Operator Wage Schedule.

INSULATOR

National Occupation Classification # 7293 (Insulators)

Insulators apply insulation materials to plumbing, air-handling, heating, cooling and refrigeration systems, piping equipment and pressure vessels, and walls, floors and ceilings of buildings and other structures, to prevent or reduce the passage of heat, cold, sound or fire. They are employed by construction companies and insulation contractors, or they may be self-employed.

To obtain Apprenticeship and/or Journeyman Status: Must provide proof of hours relevant to each apprenticeship period, or 6,000 hours total for Journeyman status.

To obtain Journeyman Status: Qualification Examination

Passing the examination is one of the conditions for access to the status of journeyman outside the Territory of Kahnawake. The qualification examination is intended essentially to assess your acquired skills upon completion of the apprenticeship in your trade or specialty. The exam questions, written and validated with expert journeymen, cover all the essential skills required for the trade or specialty.

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- Apprentices who have completed their apprenticeship
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- People who have worked as an employer
- People who have been self-employed workers in a sector not covered under the Québec statute or outside of Québec in one of the construction industry's trades or specialties

Refer to ANNEX "A" for Insulator Wage Schedule.

INTERIOR SYSTEMS INSTALLER

National Occupation Classification # 7284 (Plasterers, Drywall Installers and Finishers and Lathers)

Plasterers apply finish, and maintain and restore plaster or similar materials, on interior and exterior walls, ceilings and building partitions to produce plain or decorative surfaces. Drywall installers and finishers install and finish drywall sheets and various types of ceiling systems. Lathers install support framework for ceiling systems, interior and exterior walls and building partitions. They are employed by construction companies and by plastering, drywalling and lathing contractors, or they may be self-employed.

To obtain Apprenticeship and/or Journeyman Status: Must provide proof of hours relevant to each apprenticeship period, or 6,000 hours total for Journeyman status.

To obtain Journeyman Status: Qualification Examination

Passing the examination is one of the conditions for access to the status of journeyman outside the Territory of Kahnawake. The qualification examination is intended essentially to assess your acquired skills upon completion of the apprenticeship in your trade or specialty. The exam questions, written and validated with expert journeymen, cover all the essential skills required for the trade or specialty.

The Qualification exam to obtain Journeyman status is for people in the following situations:

- Apprentices who have completed their apprenticeship
- Employees who have practiced a trade or specialty and acquired experience in hours of work and, if applicable, apprenticeship hour credits at least equal to the total duration of the apprenticeship in the trade targeted and whose file, when analyzed, proves this experience through supporting documentation
- People who have worked as an employer
- People who have been self-employed workers in a sector not covered under the Québec statute or outside of Québec in one of the construction industry's trades or specialties

Refer to ANNEX "A" for Interior Systems Installer Wage Schedule.

IRONWORKER

National Occupation Classification # 7236 (Ironworkers)

Ironworkers fabricate, erect, hoist, install, repair and service structural ironwork, precast concrete, concrete reinforcing materials, curtain walls, ornamental iron and other metals used in the construction of buildings, bridges, highways, dams and other structures and equipment. They are employed by construction ironwork contractors.

To obtain Apprenticeship and/or Journeyman Status: Must provide proof of hours relevant to each apprenticeship period, or 6,000 hours total for Journeyman status.

NOTE: Reinforcing Steel Erector (Rodbuster) requires one apprenticeship period of 2,000 hours.

To obtain Journeyman Status: Qualification Examination

Passing the examination is one of the conditions for access to the status of journeyman outside the Territory of Kahnawake. The qualification examination is intended essentially to assess your acquired skills upon completion of the apprenticeship in your trade or specialty. The exam questions, written and validated with expert journeymen, cover all the essential skills required for the trade or specialty.

The Qualification exam to obtain Journeyman status is for people in the following situations:

- Apprentices who have completed their apprenticeship
- Employees who have practiced a trade or specialty and acquired experience in hours of work and, if applicable, apprenticeship hour credits at least equal to the total duration of the apprenticeship in the trade targeted and whose file, when analyzed, proves this experience through supporting documentation
- People who have worked as an employer
- People who have been self-employed workers in a sector not covered under the Québec statute or outside of Québec in one of the construction industry's trades or specialties

Refer to ANNEX "A" for Ironworker Wage Schedule.

MILLWRIGHT

National Occupation Classification # 7311 (Construction Millwrights and Industrial Mechanics)

Construction millwrights and industrial mechanics install, maintain, troubleshoot, overhaul and repair stationary industrial machinery and mechanical equipment. This unit group includes industrial textile machinery mechanics and repairers. Construction millwrights are employed by millwrighting contractors. Industrial mechanics are employed in manufacturing plants, utilities and other industrial establishments.

To obtain Apprenticeship and/or Journeyman Status: Must provide proof of hours relevant to each apprenticeship period, or 6,000 hours total for Journeyman status.

To obtain Journeyman Status: Qualification Examination

Passing the examination is one of the conditions for access to the status of journeyman outside the Territory of Kahnawake. The qualification examination is intended essentially to assess your acquired skills upon completion of the apprenticeship in your trade or specialty. The exam questions, written and validated with expert journeymen, cover all the essential skills required for the trade or specialty.

The Qualification exam to obtain Journeyman status is for people in the following situations:

- Apprentices who have completed their apprenticeship
- Employees who have practiced a trade or specialty and acquired experience in hours of work and, if applicable, apprenticeship hour credits at least equal to the total duration of the apprenticeship in the trade targeted and whose file, when analyzed, proves this experience through supporting documentation
- People who have worked as an employer
- People who have been self-employed workers in a sector not covered under the Québec statute or outside of Québec in one of the construction industry's trades or specialties

Refer to ANNEX "A" for Millwright Wage Schedule.

PAINTER¹⁹

National Occupation Classification # 7294 (Painters and Decorators (except Interior Decorators))

Painters and decorators apply paint, wallpaper and other finishes to interior and exterior surfaces of buildings and other structures. They are employed by construction companies, painting contractors and building maintenance contractors, or they may be self-employed.

To obtain Apprenticeship and/or Journeyman Status: Must provide proof of hours relevant to each apprenticeship period, or 6,000 hours total for Journeyman status.

To obtain Journeyman Status: Qualification Examination

Passing the examination is one of the conditions for access to the status of journeyman outside the Territory of Kahnawake. The qualification examination is intended essentially to assess your acquired skills upon completion of the apprenticeship in your trade or specialty. The exam questions, written and validated with expert journeymen, cover all the essential skills required for the trade or specialty.

The Qualification exam to obtain Journeyman status is for people in the following situations:

- Apprentices who have completed their apprenticeship
- Employees who have practiced a trade or specialty and acquired experience in hours of work and, if applicable, apprenticeship hour credits at least equal to the total duration of the apprenticeship in the trade targeted and whose file, when analyzed, proves this experience through supporting documentation
- People who have worked as an employer
- People who have been self-employed workers in a sector not covered under the Québec statute or outside of Québec in one of the construction industry's trades or specialties

Refer to ANNEX "A" for Painter Wage Schedule.

PIPE FITTER

National Occupation Classification # 7252 (Steamfitters, Pipefitters and Sprinkler System Installers)

Steamfitters and pipefitters lay out, assemble, fabricate, maintain, troubleshoot and repair piping systems carrying water, steam, chemicals and fuel in heating, cooling, lubricating and other process piping systems. Sprinkler system installers fabricate, install, test, maintain and repair water, foam, carbon dioxide and dry chemical sprinkler systems in buildings for fire protection purposes. Steamfitters, pipefitters and sprinkler system installers are employed in maintenance departments of factories, plants and similar establishments, and by pipefitting and sprinkler system contractors, or they may be self-employed.

To obtain Apprenticeship and/or Journeyman Status: Must provide proof of hours relevant to each apprenticeship period, or 8,000 hours total for Journeyman status.

To obtain Journeyman Status: Qualification Examination

Passing the examination is one of the conditions for access to the status of journeyman outside the Territory of Kahnawake. The qualification examination is intended essentially to assess your acquired skills upon completion of the apprenticeship in your trade or specialty. The exam questions, written and validated with expert journeymen, cover all the essential skills required for the trade or specialty.

The Qualification exam to obtain Journeyman status is for people in the following situations:

- Apprentices who have completed their apprenticeship
- Employees who have practiced a trade or specialty and acquired experience in hours of work and, if applicable, apprenticeship hour credits at least equal to the total duration of the apprenticeship in the trade targeted and whose file, when analyzed, proves this experience through supporting documentation
- People who have worked as an employer
- People who have been self-employed workers in a sector not covered under the Québec statute or outside of Québec in one of the construction industry's trades or specialties

Refer to ANNEX "A" for Pipe Fitter Wage Schedule.

PLASTERER

National Occupation Classification # 7284 (Plasterers, Drywall Installers and Finishers and Lathers)

Plasterers apply finish, and maintain and restore plaster or similar materials, on interior and exterior walls, ceilings and building partitions to produce plain or decorative surfaces. Drywall installers and finishers install and finish drywall sheets and various types of ceiling systems. Lathers install support framework for ceiling systems, interior and exterior walls and building partitions. They are employed by construction companies and by plastering, drywalling and lathing contractors, or they may be self-employed.

To obtain Apprenticeship and/or Journeyman Status: Must provide proof of hours relevant to each apprenticeship period, or 6,000 hours total for Journeyman status.

To obtain Journeyman Status: Qualification Examination

Passing the examination is one of the conditions for access to the status of journeyman outside the Territory of Kahnawake. The qualification examination is intended essentially to assess your acquired skills upon completion of the apprenticeship in your trade or specialty. The exam questions, written and validated with expert journeymen, cover all the essential skills required for the trade or specialty.

The Qualification exam to obtain Journeyman status is for people in the following situations:

- Apprentices who have completed their apprenticeship
- Employees who have practiced a trade or specialty and acquired experience in hours of work and, if applicable, apprenticeship hour credits at least equal to the total duration of the apprenticeship in the trade targeted and whose file, when analyzed, proves this experience through supporting documentation
- People who have worked as an employer
- People who have been self-employed workers in a sector not covered under the Québec statute or outside of Québec in one of the construction industry's trades or specialties

Refer to ANNEX "A" for Plasterer Wage Schedule.

REFRIGERATION MECHANIC

National Occupation Classification # 7313 (Heating, Refrigeration and Air Conditioning Mechanics)

Heating, refrigeration and air conditioning mechanics install, maintain, repair and overhaul residential central air conditioning systems, commercial and industrial refrigeration and air conditioning systems and combined heating, ventilation and cooling systems. They are employed by heating, refrigeration and air conditioning installation contractors, various industrial settings, food wholesalers, engineering firms and retail and servicing establishments. Transport refrigeration mechanics are included in this unit

To obtain Apprenticeship and/or Journeyman Status: Must provide proof of hours relevant to each apprenticeship period, or 8,000 hours total for Journeyman status.

To obtain Journeyman Status: Qualification Examination

Passing the examination is one of the conditions for access to the status of journeyman outside the Territory of Kahnawake. The qualification examination is intended essentially to assess your acquired skills upon completion of the apprenticeship in your trade or specialty. The exam questions, written and validated with expert journeymen, cover all the essential skills required for the trade or specialty.

The Qualification exam to obtain Journeyman status is for people in the following situations:

- Apprentices who have completed their apprenticeship
- Employees who have practiced a trade or specialty and acquired experience in hours of work and, if applicable, apprenticeship hour credits at least equal to the total duration of the apprenticeship in the trade targeted and whose file, when analyzed, proves this experience through supporting documentation
- People who have worked as an employer
- People who have been self-employed workers in a sector not covered under the Québec statute or outside of Québec in one of the construction industry's trades or specialties

Refer to ANNEX "A" for Refrigeration Mechanic Wage Schedule.

RESILIENT FLOORING LAYER

National Occupation Classification # 7295 (Floor Covering Installers)

Floor covering installers install carpet, wood, linoleum, vinyl and other resilient floor coverings in residential, commercial, industrial and institutional buildings. They are employed by construction companies, floor-covering contractors and carpet outlets, or they may be self-employed.

To obtain Apprenticeship and/or Journeyman Status: Must provide proof of hours relevant to each apprenticeship period, or 6,000 hours total for Journeyman status.

To obtain Journeyman Status: Qualification Examination

Passing the examination is one of the conditions for access to the status of journeyman outside the Territory of Kahnawake. The qualification examination is intended essentially to assess your acquired skills upon completion of the apprenticeship in your trade or specialty. The exam questions, written and validated with expert journeymen, cover all the essential skills required for the trade or specialty.

The Qualification exam to obtain Journeyman status is for people in the following situations:

- Apprentices who have completed their apprenticeship
- Employees who have practiced a trade or specialty and acquired experience in hours of work and, if applicable, apprenticeship hour credits at least equal to the total duration of the apprenticeship in the trade targeted and whose file, when analyzed, proves this experience through supporting documentation
- People who have worked as an employer
- People who have been self-employed workers in a sector not covered under the Québec statute or outside of Québec in one of the construction industry's trades or specialties

Refer to ANNEX "A" for Resilient Flooring Layer Wage Schedule.

ROOFER

National Occupation Classification # 7291 (Roofers and Shinglers)

Roofers install, repair or replace flat roofs as well as shingles, shakes or other roofing tiles on sloped roofs. Shinglers install and replace shingles, tiles and similar coverings on sloped roofs. They are employed by roofing and general contractors, or they may be self-employed.

To obtain Apprenticeship and/or Journeyman Status: Must provide proof of hours relevant to each apprenticeship period, or 4,000 hours total for Journeyman status.

To obtain Journeyman Status: Qualification Examination

Passing the examination is one of the conditions for access to the status of journeyman outside the Territory of Kahnawake. The qualification examination is intended essentially to assess your acquired skills upon completion of the apprenticeship in your trade or specialty. The exam questions, written and validated with expert journeymen, cover all the essential skills required for the trade or specialty.

The Qualification exam to obtain Journeyman status is for people in the following situations:

- Apprentices who have completed their apprenticeship
- Employees who have practiced a trade or specialty and acquired experience in hours of work and, if applicable, apprenticeship hour credits at least equal to the total duration of the apprenticeship in the trade targeted and whose file, when analyzed, proves this experience through supporting documentation
- People who have worked as an employer
- People who have been self-employed workers in a sector not covered under the Québec statute or outside of Québec in one of the construction industry's trades or specialties

Refer to ANNEX "A" for Roofer Wage Schedule.

SURVEYOR

National Occupation Classification # 2154 (Land Surveyors)

Land surveyors plan, direct and conduct legal surveys to establish the location of real property boundaries, contours and other natural or human-made features, and prepare and maintain cross-sectional drawings, official plans, records and documents pertaining to these surveys. They are employed by federal, provincial and municipal governments, private sector land surveying establishments, real estate development, natural resource, engineering and construction firms, or they may be self-employed.

Access to construction sites: Individuals who show to the CCQ proof of graduation with a DEP – surveying and topography may register for the 15-hour course *Cours de connaissance générale de l'industrie de la construction (CCGIC)*, in order to obtain an occupation competency certificate.

La Commission de la construction du Québec (CCQ) issues an occupation competency certificate to a person who request one and who is in one of the following situations:

- The person proves that they have passed the *Cours de connaissance générale de l'industrie de la construction (CCGIC)*.
- The person proves that he or she is an employer holding a contractor's license issued under the **Building Act** (ch. B-1.1) or is the designated representative of such an employer.
- The person holds an exemption from the obligation to hold an occupation competency certificate issued under section 14 (par. 6) or section 15.5 of the *Regulation Respecting the Issuance of Competency Certificates* (ch. R-20, r. 5) and has performed at least 1,000 hours of work since the initial issuance of this exemption, under the conditions and restrictions provided.
- The person presents an employment guarantee for at least 150 hours over a period of at most 3 months, made by an employer registered with the CCQ, during a labor shortage concerning holders of a competency certificate for a specific occupation in a specific region.
- The person proves that he or she holds a “Red Seal” qualification certificate issued in compliance with the Interprovincial Standards Red Seal standards program or a qualification certificate issued by an authority recognized through application of an intergovernmental agreement concerning a trade comparable to an occupation in Québec.

In all cases, the person involved must be at least 16 years old (except for blasters-drillers and divers, who must be at least 18 years old) and supply proof that he or she has passed the course *Santé et sécurité générale sur les chantiers de construction*. The person must also pay the required fees, if applicable.

Refer to ANNEX “A” for Surveyor Wage Schedule.

TILE SETTER

National Occupation Classification # 7283 (Tile setters)

Tile setters cover interior and exterior walls, floors and ceilings with ceramic, marble and quarry tile, mosaics or terrazzo. They are employed by construction companies and masonry contractors, or they may be self-employed.

To obtain Apprenticeship and/or Journeyman Status: Must provide proof of hours relevant to each apprenticeship period, or 6,000 hours total for Journeyman status.

To obtain Journeyman Status: Qualification Examination

Passing the examination is one of the conditions for access to the status of journeyman outside the Territory of Kahnawake. The qualification examination is intended essentially to assess your acquired skills upon completion of the apprenticeship in your trade or specialty. The exam questions, written and validated with expert journeymen, cover all the essential skills required for the trade or specialty.

The Qualification exam to obtain Journeyman status is for people in the following situations:

- Apprentices who have completed their apprenticeship
- Employees who have practiced a trade or specialty and acquired experience in hours of work and, if applicable, apprenticeship hour credits at least equal to the total duration of the apprenticeship in the trade targeted and whose file, when analyzed, proves this experience through supporting documentation
- People who have worked as an employer
- People who have been self-employed workers in a sector not covered under the Québec statute or outside of Québec in one of the construction industry's trades or specialties

Refer to ANNEX "A" for Tile Setter Wage Schedule.

National Occupation Classification # 7233 (Sheet Metal Workers)

Sheet metal workers fabricate, assemble, install and repair sheet metal products. They are employed by sheet metal fabrication shops, sheet metal products manufacturing companies, sheet metal work contractors and various industrial sectors.

To obtain Apprenticeship and/or Journeyman Status: Must provide proof of hours relevant to each apprenticeship period, or 6,000 hours total for Journeyman status.

To obtain Journeyman Status: Qualification Examination

Passing the examination is one of the conditions for access to the status of journeyman outside the Territory of Kahnawake. The qualification examination is intended essentially to assess your acquired skills upon completion of the apprenticeship in your trade or specialty. The exam questions, written and validated with expert journeymen, cover all the essential skills required for the trade or specialty.

The Qualification exam to obtain Journeyman status is for people in the following situations:

- Apprentices who have completed their apprenticeship
- Employees who have practiced a trade or specialty and acquired experience in hours of work and, if applicable, apprenticeship hour credits at least equal to the total duration of the apprenticeship in the trade targeted and whose file, when analyzed, proves this experience through supporting documentation
- People who have worked as an employer
- People who have been self-employed workers in a sector not covered under the Québec statute or outside of Québec in one of the construction industry's trades or specialties

Refer to ANNEX "A" for Tinsmith Wage Schedule.

TRAFFIC CONTROL / FLAGGER

National Occupation Classification # 75110 (Construction trades helpers and laborers)

Construction trades helpers and laborers assist skilled tradespersons and perform laboring activities at construction sites, in quarries and in surface mines. They are employed by construction companies, trade and labor contractors, and surface mine and quarry operators.

The minimum requirements to be a Traffic Control Person / Flagger on a construction site is:

- to be at least 18 years of age and have passed the ASP 30 construction safety training course and provide a copy of a valid ASP 30 card or equivalent.
- To work as a Traffic Controller (flagger), you must have an AQTr card or equivalent. The AQTr card (Quebec Transport Association) is a mandatory certification to be qualified as a road signaler. This training is also recognized by the Quebec Ministry of Transport and the CNESST. The training is 3 hours in length and is followed by an exam.

Refer to ANNEX “A” for Traffic Control / Flagger Wage Schedule.

WATCHMAN

National Occupation Classification # 6541 (Security Guards and Related Security Service Occupations)

This unit group includes workers who guard and implement security measures to protect property against theft, vandalism and fire, control access to establishments, maintain order and enforce regulations at public events and within establishments, conduct private investigations for clients or employers and provide other protective services not elsewhere classified. They are employed by public or private security agencies, residential complexes, educational, cultural, financial and health institutions, retail establishments, businesses and industry, investigation service companies, transportation facilities, and organizations throughout the private and public sectors, or they may be self-employed.

The minimum requirements to be a watchman on a construction site is to be at least eighteen (18) years of age and have passed the construction safety training course and provide a copy of a valid ASP 30 Card or equivalent.

Refer to ANNEX "A" for Watchman Wage Schedule.

NOTE: Normal work hours for a watchman is 60 (sixty) hours per week. Vacation pay is 6%.

WELDER

National Occupation Classification # 7237 (Welders and Related Machine Operators)

Welders operate welding equipment to weld ferrous and non-ferrous metals. This unit group also includes machine operators who operate previously set up production welding, brazing and soldering equipment. They are employed by companies that manufacture structural steel and platework, boilers, heavy machinery, aircraft and ships and other metal products, and by welding contractors and welding shops, or they may be self-employed.

Access to construction sites: Individuals who show to the CCQ proof of graduation with a DEP - Welding and Fitting may register for the 15-hour course *Cours de connaissance générale de l'industrie de la construction (CCGIC)*, in order to obtain an occupation competency certificate.

La Commission de la construction du Québec (CCQ) issues an occupation competency certificate to a person who request one and who is in one of the following situations:

- The person proves that they have passed the *Cours de connaissance générale de l'industrie de la construction (CCGIC)*.
- The person proves that they are an employer holding a contractor's license issued under the **Building Act** (ch. B-1.1) or is the designated representative of such an employer.
- The person holds an exemption from the obligation to hold an occupation competency certificate issued under section 14 (par. 6) or section 15.5 of the *Regulation Respecting the Issuance of Competency Certificates* (ch. R-20, r. 5) and has performed at least 1,000 hours of work since the initial issuance of this exemption, under the conditions and restrictions provided.
- The person presents an employment guarantee for at least 150 hours over a period of at most 3 months, made by an employer registered with the CCQ, during a labor shortage concerning holders of a competency certificate for a specific occupation in a specific region.
- The person proves that he or she holds a "Red Seal" qualification certificate issued in compliance with the Interprovincial Standards Red Seal standards program or a qualification certificate issued by an authority recognized through application of an intergovernmental agreement concerning a trade comparable to an occupation in Québec.

In all cases, the person involved must be at least 16 years old (except for blasters-drillers and divers, who must be at least 18 years old) and supply proof that he or she has passed the course *Santé et sécurité générale sur les chantiers de construction*. The person must also pay the required fees, if applicable.

Refer to ANNEX "A" for Welder Wage Schedule.

HOURS OF WORK, OVERTIME AND HOLIDAYS

Hours of work:

A standard workday is eight hours a day and 40 hours a week except in the case of a modified work schedule. A modified work schedule includes such instances of compressed work weeks and flexible hours of work. For example, employees scheduled to work 10 hours per day, four days a week can be said to be on a modified work schedule.

Regular workday (daytime shift) is between the hours of 06:00 to 18:30, Night hours are from 18:30 to 06:00

Overtime:

Hours worked in excess of standard hours must be paid for at the overtime rates as per “Annex A” of this booklet. Exceptions are made for the trade of Watchman, where overtime begins after sixty hours worked per week.

Overtime is considered any hours worked after 8 (eight) hours in one day or any hours worked over 40 (forty) hours in a week and are to be paid at a minimum time and $\frac{1}{2}$ unless otherwise stated in the wage schedules.

Weekends and Holidays are paid at double time.

Foreman rates are 10% above the journeyman’s rate, unless otherwise indicated in the Wage Schedules.

Employees should have a regular pay period and pay day. Each employee should also receive a wage statement (pay stub) that includes: gross and net wage (after deductions), pay period, wage rate and job title. Any deductions, such as Employment Insurance, QPIP, etc. **must** be noted.

Holidays:

Employees are entitled to have these days off work with pay. Any time worked on the following holidays shall be paid at double time. As per the Fair Wage Agreement, these Holidays are:

- New Years Day
- Good Friday
- Easter Monday
- Victoria Day
- Canada Day
- Labor Day
- National Day for Truth and Reconciliation
- Thanksgiving Day
- Remembrance Day
- Christmas Day

SAFETY, HEALTH AND WELFARE:

1: SPECIAL RULES:

a) Roofer and Tinsmith: When an employee works alone in an isolated location where it is impossible to ask for help, the employer shall establish an effective intermittent or continuous surveillance method.

b) Electrician: It is forbidden for an electrician to work on live equipment unless the proper equipment is used such as insulated pliers, rubber gloves, boots or low-cut boots, an insulating mat, or any other approved insulating method. This equipment shall be maintained in very good condition at all times.

Moreover, no electrician shall be obligated to work alone in a place where it would be impossible for help to reach him rapidly if he suffered an accident. He shall be accompanied by another employee of the same trade.

c) Reinforcing Steel Erector (Rodbuster): The unloading and installation of preassembled components such as beams, columns and slabs shall be carried out with the help of hoisting equipment, unless such components can be reasonably handled by an employee or a team made up of 1 plus 4 employees.

WORKING UNDER SPECIAL CONDITIONS: SPECIAL RULES:

1) Bricklayer-mason: For the laying of 10-inch concrete blocks (240 mm x 190 mm x 390 mm) or more, and for full blocks or any other blocks over 40 lbs. (18.144 kg), there shall always be 2 bricklayer-masons, when the working position makes performance of the work difficult.

2) Insulator:

a) The employer shall supply gloves for working with foam glass or with metal objects with sharp edges.

Employees are responsible for the gloves supplied to them and they shall return them to their employer on their departure or when it is necessary to replace them.

b) Compensation for work clothes: The employer shall pay an insulator \$0.35 for each hour actually worked on any job site in order to compensate the insulator for the purchase and maintenance of the overalls needed in the exercise of his duties. This is paid as compensation and shall be added to the net pay of the employee.

3) Boilermaker: When such an employee works in the institutional and commercial sector in especially unclean conditions where fumes, carbon, dust and other unclean industrial conditions are present or installs heat-resistant or acid-resistant materials in those places and under these conditions, the employer shall supply overalls and gloves adapted to the weather and grant the employee the time needed to wash up before the end of the working day up to a maximum of 15 minutes with pay each day. When this employee does not use this time to wash up, the employer is not required to pay him for such time. This subsection shall under no circumstances apply to grout work.

4) Roofer: When an employee works in unclean conditions, the employer shall provide him with overalls and gloves adapted to the weather and grant him up to 30 minutes with pay to wash up before the end of the working day. The employer is responsible for the cleaning of the overalls.

This special rule applies only when such is required by the customer.

5) Reinforcing Steel Erector and Ironworker: When such employee works in especially unclean conditions in boiler rooms where fumes, carbon or other unclean conditions of the same nature are present, the employer shall supply the overalls and gloves and grant the employee the time needed to wash up before the end of the day up to a maximum of 15 minutes with pay each day. When the employee does not use this time to wash up, the employer is not required to pay him for such time.

6) Laborer: The employer shall provide overalls to a laborer performing underground work and to the operator of a self-propelled mobile or rail-type drilling rig.

The employee is responsible for the clothes provided to him and shall return them to the employer on his departure or when it is necessary to replace them.

The employer shall not have to supply more than 2 pairs of overalls to this employee for each period of 6 months of employment. The employer, however, shall be responsible for the cleaning of these overalls when it considers such to be necessary.

7) Millwright: When a millwright works in unclean conditions, the employer shall provide him with overalls and gloves adapted to the weather and grant him 30 minutes with pay to wash up before the end of the working day. The employer is responsible for the cleaning of the overalls.

8) Fire-protection Mechanic: When such employee works in especially unclean conditions in boiler rooms where fumes, carbon or other unclean conditions of the same nature are present, the employer shall supply overalls and grant the employee the time needed to wash up before the end of the working day up to a maximum of 15 minutes with pay each day. When the employee does not use this time to wash up, the employer is not required to pay him for such time.

The employer shall also supply gloves to such employee who works in these places and conditions.

9) Erector-mechanic (glazier): The employer shall supply glass-handling gloves.

10) Flooring specialist-sander: The employer shall supply and employee who performs wood flooring installation, sanding and finishing work with effective hand cleaners that do not irritate the skin.

11) Painter:

a) **Spray painting or painting in unventilated areas:** An employer shall provide free of charge to an employee who performs painting work with a spray gun or painting work in an unventilated area the personal protection equipment required as specified on the safety information sheet for the products used.

In addition, the employer shall supply, as needed, clean overalls and gloves to an employee who performs painting work with a spray gun.

b) **Spray painting and sandblasting work:** An employer shall grant an employee assigned to spray painting or sandblasting work, who has been in its service for 6 months, leave without pay of 1 day to allow him to undergo a lung test or a blood test to determine the level of lead in his blood. The employer agrees to take the available steps to encourage and facilitate the employee's taking this test.

The employer shall supply free of charge to a painter assigned to the above work, the personal protection equipment as specified under the *Safety Code* or other relevant laws applicable to the construction industry.

c) **Painting:** The employer shall supply free of charge to an employee assigned to painting work, the necessary wipes, and effective cleaners that do not irritate the skin, and adequate masks and filters in accordance with the safety information sheet for the products used. Masks and filters shall also be supplied to an employee assigned to dry wall sanding work.

d) **Painting:** The employer shall grant any employee assigned to painting work, the time needed, up to a maximum of 15 minutes, to wash up and clean his tools, within his standard working day, with the exception of an employee assigned to painting with a spray gun or sandblasting work.

12) Gypsum Board Installer: Except when a job involves maintenance or repair work on a surface under 200 sq. ft., when the work position makes performance of the work difficult, the installation of gypsum boards shall be performed by a minimum of 2 employees, and when such boards measure more than 4 ft. x 8 ft. or weigh 70 or more lbs., and are installed at a height of 10 or more ft., such installation shall be performed by a minimum of 3 employees.

13) Resilient Flooring Layer: The employer shall supply free of charge to an employee assigned to resilient flooring laying, effective hand cleaners that do not irritate the skin.

Masks and filters shall also be supplied to an employee assigned to the application of materials containing noxious and corrosive epoxy.

14) Pipefitter and Pipe Welder: When such employee works in especially unclean conditions in boiler rooms where fumes, carbon or other unclean conditions of the same nature are present, the employer shall supply overalls and grant the employee the time needed to wash up before the end of the working day up to a maximum of 15 minutes with pay each day. When the employee does not use this time to wash up, the employer is not required to pay him for such time.

The employer shall also supply gloves to such employee when he works in these places and under these conditions.

PROTECTIVE METHODS AND EQUIPMENT

1) Employer's obligation: when working conditions so require, the employer shall provide free of charge all necessary equipment, such as rubber boots and a rubber suit for work in excavations, trenches and tunnels and on flooded roofs (rubber boots only), and in caissons, as well as safety gloves, a gas mask, a safety harness and safety goggles.

2) In the case of bad weather, the employer shall supply a rainsuit, otherwise, the employee in question is not required to work and the employer may not take disciplinary action against the employee.

3) Special Rules:

a) **Insulator:** The employer shall supply all group and personal protective equipment specified under the *Safety Code for the Construction Industry* for work involving removal of asbestos.

b) **Boilermaker:** For welding or air arc work related to the boilermaker trade, the following equipment shall be supplied:

- Welder's gloves
- A bolero or, as the case may be, a welder's jacket when required because of difficult welding positions.

Also, for fiberglass work related to the trade, the following equipment is supplied free of charge when needed:

- Gloves, a mask, an apron or, as the case may be, overalls, kneepads and overshoes.

c) **Electrician:** For welding work related to the electrician trade, the following equipment is supplied free of charge:

- Welder's gloves, elbow pads, kneepads, a bolero or, as the case may be, a welder's jacket.

d) **Tinsmith:** For welding work related to the tinsmith trade, the following equipment is supplied:

- Welder's gloves
- Elbow pads, kneepads, a bolero or, as the case may be, a welder's jacket when required because of a difficult welding position.
- Individual welder's safety helmet.

Also, for fiberglass work related to the trade, the following equipment is supplied free when needed:

- Gloves, a mask, an apron or, as the case may be, overalls, kneepads and overshoes.

e) **Reinforcing Steel Erector and Ironworkers:** For welding and air arc work related to these trades, the following equipment is supplied:

- Welder's gloves
- A bolero or, as the case may be, a welding jacket and kneepads when required because of difficult working positions.

f) **Millwright:** For welding work related to the millwright trade, the following equipment is supplied free of charge by the employer:

- Welder's gloves, overalls, a bolero, an apron or, as the case may be, a welding jacket because of difficult working positions.

For burning work related to the trade, the following equipment is supplied free of charge when required because of a difficult position:

- Welder's gloves, overalls, a bolero or, as the case may be, a welder's jackets.

For fiberglass work related to the trade, the following equipment is supplied free of charge when needed:

- Gloves, a mask, an apron or, as the case may be, overalls, kneepads and overshoes.

The employer shall provide safety goggles free of charge.

g) Erector-machanic (glazier), pipefitter and pipe welder: For welding work related to these trades, the following equipment is supplied free of charge:

- Welder's gloves
- Elbow pads, kneepads, a bolero or, as the case may be, a welder's jacket when required because of difficult welding position.

Also, for fiberglass work related to the trade, the following equipment is supplied free when needed:

- Gloves, a mask, an apron or, as the case may be, overalls, kneepads and overshoes.

4) COMPENSATION RELATED TO SOME SAFETY CLOTHING AND EQUIPMENT

a) General Rule: The employer shall pay an employee \$0.60 for every hour actually worked, for meeting his obligation to supply safety boots and hard hats and their accessories. The employer may require that it be identified on the employee's hard hat by its name, acronym or otherwise.

Moreover, the employer, without being exempt from its obligation to pay the above amount, may require that its employees wear a hard hat which it supplies at its own expense.

b) Special Rules:

i) Carpenter-joiner and flooring specialist-sander: The employer shall pay the employee \$0.75 for every hour for which an employee received remuneration, for meeting his obligation to supply safety boots, safety gloves and hard hats and related accessories. The employer may require that it be identified on the employee's hard hat by its name, acronym or otherwise.

ii) Roofer: The employer shall pay the employee \$0.75 for every hour actually worked, for meeting his obligation to supply safety boots, hard hats and for excessive wear of work clothes.

iii) Electrician: The employer shall pay the employee \$0.80 for every hour for which an employee received remuneration, for meeting his obligation to supply safety boots, overalls, gloves and safety goggles in accordance with the *Safety Code for the Construction Industry*.

Safety Equipment: The employer shall provide free of charge, in addition to its above mentioned obligations, hard hats, fireproof suits and any other safety clothing that it requires.

iv) Tinsmith: The employer shall pay the employee \$0.65 for every hour actually worked, for meeting his obligation to supply safety boots, hard hats and their accessories. The employer may require that it be identified on the employee's hard hat by its name, acronym or otherwise.

Moreover, the employer, without being exempt from its obligation to pay the above amount, may require that its employees wear a hard hat which it supplies at its own expense.

v) **Reinforcing steel erector:** The employer shall pay the employee \$1.25 for every hour actually worked, for meeting his obligation to supply a safety belt and its components including positioning equipment, as well as a welding mask and its components, safety boots, hard hats and related accessories, gloves and safety goggles. The safety equipment shall be in compliance with the *Safety Code*.

vi) **Crane operator:** The employer shall pay the employee \$0.60 for every hour actually worked, for meeting his obligation to supply safety boots, hard hats, gloves, overalls, safety goggles and sunglasses in accordance with the standards set by the Association des Optométristes du Québec.

vii) **General helper (tile setter):** The employer shall pay the employee \$0.40 for every hour actually worked, for meeting his obligation to supply safety boots and hard hats and their accessories. The employer may require that it be identified on the employee's hard hat by its name, acronym or otherwise.

Moreover, the employer, without being exempt from its obligation to pay the above amount, may require that its employees wear a hard hat that it supplies at its own expense.

viii) **Ironworker:** The employer shall pay the employee \$1.30 for every hour actually worked, for meeting his obligation to supply a safety harness and its components including two (2) energy absorbers, a welding mask and its components, a safety belt and its components, safety boots, hard hats and their accessories, gloves and safety goggles. The safety equipment shall be in compliance with the *Safety Code*.

ix) **Operator** (defined as: Heavy equipment operators, shovel operators, heavy equipment mechanics, truck drivers, heavy equipment welders, hoisting equipment operators, stationary and portable mixing plant operators, generator operators, and apprentices of the above mentioned trades) **with the exception of crane operators:** The employer shall pay the employee \$0.75 for every hour actually worked, for meeting his obligation to supply safety boots, safety gloves, and hard hats and their accessories as well as safety goggles.

x) **Painter and painter-joiner pointer:** The employer shall pay the employee \$0.50 for every hour actually worked, for meeting his obligation to supply personal protection equipment such as safety boots, safety gloves, overalls and hard hats and their accessories. The employer may require that it be identified on the employee's hard hat by its name, acronym or otherwise.

Moreover, the employer, without being exempt from its obligation to pay the above amount, may require that its employees wear a hard hat that it supplies at its own expense.

xi) **Resilient Flooring layer:** The employer shall pay the employee \$0.60 for every hour actually worked, for meeting his obligation to supply a safety boots, safety gloves, hard hats and their accessories, as well as safety goggles and kneepads. The employer may require that it be identified on the employee's hard hat by its name, acronym or otherwise.

Moreover, the employer, without being exempt from its obligation to pay the above amount, may require that its employees wear a hard hat that it supplies at its own expense.

xii) **Interior systems installer and carpenter-joiner assigned to installation of gypsum boards:** The employer shall pay the employee \$0.75 for every hour actually worked, for meeting his obligation to

supply safety boots, safety gloves, and hard hats and their accessories. The employer may require that it be identified on the employee's hard hat by its name, acronym or otherwise.

Moreover, the employer, without being exempt from its obligation to pay the above amount, may require that its employees wear a hard hat that it supplies at its own expense.

xiii) **Pipefitter and pipe welder:** The employer shall pay the employee \$0.75 for every hour actually worked, for meeting his obligation to supply safety boots, a windbreaker and winter coat. However, the employer shall supply its employees with hard hats free of charge.

Compensation related to safety equipment: Compensation related to safety equipment constitutes an allowance to employees for the purchasing of the above-mentioned safety equipment and shall not be considered as a monetary benefit for employees.

The “ASP – Health and Safety on Construction Sites Course” certification card (or equivalent recognized by the KLO) is a minimum requirement for all trades and occupations which authorizes the holder to work on a construction site. The objective of the course is to develop a general understanding of everything affecting health and safety on construction sites.

VERSATILITY IN THE CONSTRUCTION TRADES

Versatility in the Construction Trades allows for increased versatility in the trades, under certain conditions, in order to simplify work organization on construction sites and extends the range of tasks that workers may perform. This allows holders of a journeyperson competency certificate to perform tasks not included in the definition of their trade, if the tasks:

- Are related to the tasks provided in the definition of their trade.
- Are part of a single work sequence and allow work, including preparatory or finishing work, to progress and continue.
- Are of short duration and performed within 1-30 days.

However, the principle of versatility does not apply:

- To holders of an apprentice competency certificate.
- To tasks performed by the following trades: electrician, pipe fitter, fire-protection mechanic, refrigeration mechanic, Ironworker and elevator mechanic.
- To the operation of cranes of any type and to work related to a structure’s stability or load-bearing capacity.