In 1952, 13 International Unions formed a strategic alliance designed to capture maintenance work at existing industrial facilities across Canada. For too many years the building trades union members had been involved in the construction phase of many of the major industrial plants within our country and as soon as these projects were complete workers moved on to the next project. The strategic alliance which began the initiative to capture maintenance work is better known today as the General Presidents’ Maintenance Committee for Canada/National Maintenance Council for Canada (GPMC/NMC). The Committee executed its first collective agreement covering maintenance in 1952 at the Shell Refinery in Sarnia Ontario and has played an important role in the livelihood for thousands of craft personnel. The forefathers of the Committee realized that in the construction world you only build a project once but it must be maintained for a lifetime. Maintenance truly is the gift that keeps on giving and it provides stability for many local unions.

Today, sixty-two years later, the GPC/NMC negotiates and administers collective agreements in eight of the ten provinces and covers the following industrial sectors: Oil sands extraction, oil refining, petrochemicals, mining, electricity generation, pulp and paper, natural gas processing, offshore oil and gas processing, steel production, automotive and camp maintenance. From its humble beginnings, GPMC/NMC collective agreements have matured and now provide full time employment for approximately 16,000+ professional craft personnel on an annual basis. In 2013, over 32.5 million craft hours were executed by members represented by the building trades unions in the contract maintenance world. Work completed under these agreements are a significant contributor to Canada’s economy and the hours executed in any given year easily match those devoted to the large scale construction projects which are heralded as major economic drivers. Maintenance work is the equivalent to the erection of a multi-billion dollar mega project each and every year for the members of the building trades’ union members. Maintenance work plays an important role for the membership of most local unions across our nation and should not be taken for granted. The Committee members, both past and present, have worked hard over the years with the local union representatives and the signatory employers to put ourselves in a position whereby we are able to expand our circle of influence and capture new opportunities for maintenance work as they present themselves. The executed maintenance agreements are designed to provide a single set of terms and conditions for all trades working at the identified industrial facility and they provide sound, stable and predictable employment opportunities for the rank and file members. These are well refined collective agreements which pay union wages, union benefits, and union pensions. Many families have been raised successfully from the monetary compensation and benefits earned while working in the contract maintenance industry.

The system and collective agreements established by the GPMC/NMC covering the contract maintenance industry is only successful if all parties are working together and each one is pulling their weight. Open honest and frank communication between the parties is essential in order for us to continue to grow and secure ongoing maintenance work. Working together is the only way to ensure that we are all winners at the end of the day.
In the last 14 years the craft hours executed under the GPMC/NMC agreements have increased from 10 million reported craft hours in 2000 to over 32.5 million in 2013, a 225% increase. Much of this growth can be attributed to the fact that craft professionals dispatched by the various local union halls have worked hand in hand with our contracting partners to complete the Clients work safely and on time and on budget. There are not too many industries out there that mirror our growth. As industrial construction activity has grown around us our signatory employers have been able to secure our fair share of the maintenance work as these new projects have completed their construction phase and enter their maintenance cycle. The unionized contract maintenance industry and the GPMC/NMC has an unheralded history and has received very little fanfare and exposure despite its success. We have a great success story which needs to be highlighted both inside and outside of our ranks. Within the next short while our local unions will enter a complete generation change and much of the long standing history and understanding of the maintenance industry will disappear with those retirements.

**GROWTH**

<table>
<thead>
<tr>
<th>MAINTENANCE IN ALBERTA</th>
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<tbody>
<tr>
<td>Parkland Resources</td>
<td>1960</td>
</tr>
<tr>
<td>DOW Chemical</td>
<td>1961</td>
</tr>
<tr>
<td>Suncor Energy</td>
<td>1965</td>
</tr>
<tr>
<td>Canadian Fertilizer</td>
<td>1976</td>
</tr>
<tr>
<td>Syncrude</td>
<td>1978</td>
</tr>
<tr>
<td>Shell Scotford</td>
<td>1984</td>
</tr>
<tr>
<td>Alberta NMA</td>
<td>1994</td>
</tr>
<tr>
<td>Shell Scotford Upgrader</td>
<td>2002</td>
</tr>
<tr>
<td>Albian Sands</td>
<td>2002</td>
</tr>
<tr>
<td>Nexen</td>
<td>2008</td>
</tr>
<tr>
<td>CNRL</td>
<td>2008</td>
</tr>
<tr>
<td>Conoco-Phillips</td>
<td>2013</td>
</tr>
</tbody>
</table>
The expansion of contract maintenance work in Alberta has been a significant contributing factor to the increase in craft hours experienced under the GPMC/NMC collective agreements. The table below illustrates the growth in Alberta and of significant interest is the fact that over the last five years the work executed has grown by 71.84%. This represents an average annual growth of 11.44% per year. This type of growth has not been matched by any other industry. Much of this growth can be attributed directly to the activity in the Oil Sands of Alberta. Increased opportunities combined with the sheer size and duration of the turnarounds have increased to a magnitude that industry experts never imagined. To try remember the days when the Oil Sands facilities in Ft. McMurray were maintained on a 5 x 8 work schedule. Not too many will remember the day and age when the agreements had both long term and short term maintenance wage rates. Anyone, who was involved in the Alberta building trades unions in the 1980’s will remember the above. Since the late 1980’s the changes within the industry have been rampant. Today we have a proliferation of shifts, 5 x 8 Monday to Friday, 4 x 10 Tuesday to Friday and over twenty Compressed Work Week Schedules to accommodate the needs of our industry. Turnaround activities are now generally completed with the utilization of the approved alternative work week shift alteration which has dominated the industry since 2012 (10 hour day with 2 1/2 hour paid breaks and the 12 hour day with 3 1/2 hour paid breaks). Each and every shift has been implemented. As the footprint of the Oil Sands facilities increase it becomes more and more difficult to locate lunch rooms and other required facilities close to the workforce. More time and energy is being expounded by the craft personnel just getting to the break room. Collectively, the Clients, the Contractors and the Unions have working together to address these issues and create a system which is both fair and equitable to all parties. The current system seems to work well, but there is always room for improvement. It is often difficult to find that fine line to keep all Parties happy, but it appears as though we have been able to meet everyone’s needs. As the maintenance industry continues to expand there will undoubtedly new shift and break schedules requested by both Clients and contractors and the Committee will follow its process and have consultation with the labour providers to determine if the parameters of the requests are acceptable and beneficial for labour. The Committee participants are all skilled professional craft personnel who have worked on the tools and understand what it is like to be in the field and understand the impact of its decisions on the men and women in the field. Decisions and changes are not taken lightly.

**Alberta GPMA and NMA**

<table>
<thead>
<tr>
<th>Year</th>
<th>GPMA</th>
<th>NMA</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>9,819,313.74</td>
<td>6,198,841.06</td>
<td>16,018,154.80</td>
</tr>
<tr>
<td>2010</td>
<td>14,279,046.31</td>
<td>8,148,573.84</td>
<td>22,427,620.15</td>
</tr>
<tr>
<td>2011</td>
<td>14,409,614.98</td>
<td>8,159,575.19</td>
<td>22,569,190.17</td>
</tr>
<tr>
<td>2012</td>
<td>16,918,203.60</td>
<td>8,498,711.24</td>
<td>25,416,914.84</td>
</tr>
<tr>
<td>2013</td>
<td>16,294,715.78</td>
<td>11,230,199.20</td>
<td>27,524,914.98</td>
</tr>
</tbody>
</table>
**TYPES OF MAINTENANCE AGREEMENTS**

The GPMC/NMC delivers two types of stand-alone maintenance agreements.

*The General Presidents' Maintenance Agreement (GPMA) (Administered by the GPMC)*

Tailored for situations in which a single contractor provides full or supplemental maintenance services at an industrial site for one year or more, the GPMA provides a multi-trade agreement covering between three and 13 trades, depending on the needs of the contractor and owner.

*The National Maintenance Agreement (NMA) (Administered by the NMC)*

Designed for situations in which two or more contractors provide short-term or intermittent maintenance, such as seasonal shut-downs of industrial facilities, the NMA provides a multi-trade collective agreement for companies employing from one to 13 trades.

**MAINTENANCE AGREEMENT BASICS**

The GPMA and NMA are stand-alone agreements. They establish rates and conditions that are appropriate for maintenance work—the terms and conditions are not the same as those found in local union construction agreements.

The terms and conditions of maintenance agreements may include the following:

- All trades work under the same multi-craft agreement.
- Working conditions are uniform.
- There is a single labour relations system.
- All tradespeople work a 40-hour workweek.
- Foreman ratios are not specified.
- Travel and subsistence allowances for long-term jobs are not usually included.
- Base rate reductions may be negotiated depending on the market.
- Shift arrangements vary from site to site.
- The agreements may be tailored in other ways to meet individual site needs.
- The agreements include a no-strike, no-lockout clause.
- Project owners often ensure that maintenance agreements are used for all maintenance work; in some cases, owners specify the use of maintenance agreements in bid documents.

The GPMA and NMA Agreements serve different markets and clients who have different contracting strategies for meeting their maintenance needs. Some project owners contract with a single company to provide all of their maintenance needs, while others use two or more contractors for ongoing or supplemental maintenance. In either case, unionized maintenance people employed by contractors may work side-by-side with in-house maintenance personnel, who may or may not be unionized.

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**GPMA/NMA: DIFFERENCES AT A GLANCE**

<table>
<thead>
<tr>
<th>General Presidents' Maintenance Agreement</th>
<th>National Maintenance Agreement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single contractor setting</td>
<td>Multi-contractor setting</td>
</tr>
<tr>
<td>Ongoing supplemental or full maintenance</td>
<td>Intermittent or short duration work</td>
</tr>
<tr>
<td>Multi-trade employers</td>
<td>Multi- or single trade employers</td>
</tr>
<tr>
<td>Minimum 3-4 trades</td>
<td>Minimum 1 trade</td>
</tr>
<tr>
<td>Awarded for work 1 year or more in duration</td>
<td>Awarded for work with no minimum duration</td>
</tr>
</tbody>
</table>
The contract maintenance industry in Alberta was somewhat altered with the addition of the Compressed Work Week Schedules (CWW) in the early 1980's. The 1980's was marked with increased competition from the alternative workforce and increased demands were placed on our signatory employers to deliver and meet the needs of our existing Clients. Clients were looking for 24/7 maintenance coverage, whereby the contractors maintenance personnel were entrenched and worked side by side with in plant forces. In order to keep ourselves in position as the Clients first choice for contract maintenance, the Committee bargained with the involved signatory employers to negotiate the terms and conditions for these unique shifts. These schedules have been designed to be utilized for long term maintenance and are not utilized during turnaround activities. In the beginning the parameters of the CWW created a great deal of confusion and questions from both union leadership and rank and file members, however, over the last thirty years, most of the issues faced and questioned have been addressed. CWW’s are specifically governed by the Articles contained in Article 17.000 of the GPMA collective agreements in Alberta and all of these Articles have been refined during subsequent rounds of bargaining. Today there are twenty plus CWW schedules which signatory employers may utilize on any particular GPMA site. The Committee understands that these schedules are contentious and unpopular for some union members yet others have accepted the CWW’s as a way of life. These work schedules are not for everyone, and often it boils down to a personal choice as to whether or not an individual is prepared to work maintenance which is covered by a CWW schedule. Like any other work schedule this one too has both positives and negatives.

Sample CWW Rate Calculation

Shift Schedule B

1.) Straight Days
2.) Fourteen (14) twelve (12) hour shifts in a twenty-eight (28) day cycle
3.) Number of hours on night shift = 0
4.) Number of cycle per year = 13
5.) Number of hours per cycle = 168
6.) Number of hours on night shift per year = 0
7.) Number of overtime hours per year = 104

PIPEFITTERS
Pipefitters journeyman base rate is $ 45.15

CWW Base Rate as per 17.504

1.) 168 x 13 = 2184 NUMBER OF ACTUAL HOURS PER YEAR
2.) 2184 - 2080 = 104 NUMBER OF OVERTIME HOURS PER YEAR
3.) 104 X 2 X $45.15 = $9,391.20 TOTAL OVERTIME EARNED IN DOLLARS
4.) $103,303.20 / 2184 = $47.30 CWW RATE
**If a Statutory Holiday falls on a worker's EDO what happens?**

Article 17.405: When a Statutory Holiday falls on an earned day off (EDO) it will be observed for that employee on his/her first regular scheduled work.

**If I am working my EDO’s and I work a statutory holiday during this timeframe, what happens to my holiday?**

The statutory holiday still gets moved to the employees first scheduled work day for observance, otherwise they would lose the recognition of the holiday.

**If I take an extra day off and return to work on my second scheduled day, does the stat get moved to this day?**

No, it must be observed on the first scheduled day back only.

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**Night Shift**

Do I receive night shift premium on hours worked on my EDO’s?

No, night shift premium is only paid on regular worked CWW hours.

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**Overtime Rate**

When I work overtime do I receive 2 x the CWW rate?

No, overtime is paid at times the regular hourly base rate.

Is all overtime paid a 2 x the regular hourly base rate?

No. Article 17.300 (a) Time and one half (1 ½) will be paid for the first ten hours on the first scheduled day off.

When working a Statutory Holiday during my CWW Schedule, how am I paid?

17.300 (b) All hours worked on statutory holidays will be paid at doubletime (2) in accordance with compressed work week rates.

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**Break Structure**

What is the traditional break structure under a CWW schedule?

The traditional break structure on the 12 hour CWW schedule provides for two (2) half hour paid meal breaks and two additional rest periods during the 12 hour day.

Is it possible for the contractor to implement a break pattern with three (3) twenty minute breaks?

Yes. In accordance with Article 17.507 On twelve hour shifts when working in conjunction with the client’s personnel the breaks provided will be the same as those scheduled for the client working the same compressed work week schedule in the area. In all other instances there shall be two (2) one half hour meal breaks per twelve hour shift.

Should this provision be implemented the contract maintenance personnel will be entitled to all micro breaks and mini breaks observed by the client?

During the 1980’s at the Suncor site, workers under a CWW schedule observed three (3) twenty minute breaks in order to align themselves with the in plant personnel.
Pipefitters play an important role under both the GPMC and NMC agreements and are the single highest reporting trade out of all Building Trades Unions in Alberta and across the country. In 2013, UA in Alberta accounted for approximately 6.6 million craft hours or ¼ of the total reported craft hours executed under the GPMA and NMA Agreements in Alberta. Maintenance work provides the equivalent of 3,173 full time positions for the pipefitters in Alberta and over 387 million dollars in wages and benefits were earned while working under these agreements. Maintenance work is an important piece of the equation for the membership of UA 488, and the growth of the maintenance industry means increased work opportunities for the membership. From an administrative standpoint, your elected/appointed local union representatives and your stewards play an active and important role, ensuring that the terms and conditions of both the GPMA and NMA are being applied at the applicable sites. Like any collective agreement, there are issues, however, for the better part there are very few issues and concerns which are brought forward which require attention from the administration office. We all have a vetted interest ensuring that the conditions of the collective agreement are followed. The UA Representatives on our Committee are your elected International Representatives, Budrow Tozer (Delegate) and Rob Kinsey (Alternate). Both gentlemen bring a wealth of practical experience and knowledge from the construction and maintenance industries and each are an important part of our Committee. Budrow has held a leadership position on our Committee for many years and has been the Chairman of the Committee since 2009.

**Reported Maintenance Craft Hours**

<table>
<thead>
<tr>
<th>Year</th>
<th>GPMA</th>
<th>NMC</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>2,750,303.65</td>
<td>1,299,024.58</td>
<td>4,049,328.23</td>
</tr>
<tr>
<td>2010</td>
<td>3,976,009.39</td>
<td>2,096,566.60</td>
<td>6,072,575.99</td>
</tr>
<tr>
<td>2011</td>
<td>3,944,818.23</td>
<td>1,815,380.77</td>
<td>5,760,199.00</td>
</tr>
<tr>
<td>2012</td>
<td>3,905,405.89</td>
<td>1,890,667.87</td>
<td>5,796,073.76</td>
</tr>
<tr>
<td>2013</td>
<td>3,846,190.33</td>
<td>2,808,731.03</td>
<td>6,654,921.36</td>
</tr>
</tbody>
</table>
UA Statistics

GPMA & NMA Reported Craft Hours
United Association - Local 488

2009: GPMA 1,299,024.58, NMA 2,750,303.35
2010: GPMA 2,096,566.60, NMA 3,976,009.39
2011: GPMA 1,815,880.77, NMA 3,944,818.33
2012: GPMA 1,990,667.87, NMA 3,905,405.29
2013: GPMA 2,808,731.03, NMA 3,846,190.33

GPMA vs. NMA 2013
United Association - Local 488

GPMA 58%, NMA 42%
UA Statistics

Total Reported Craft Hours
United Association - Local 488

2009: 4,049,328.23
2010: 6,072,575.99
2011: 5,760,199.00
2012: 5,796,073.76
2013: 6,654,921.86

GPMA/NMA-UA 488
Reported Market Share (2013)

All Hours (Canada) 83%
Alberta (UA 488) 17%
32 MILLION HOURS
OF MAINTENANCE A YEAR... AND COUNTING.

Keeping the wheels of Canada's industry turning is an enormous challenge. It takes millions of hours of dedicated work by skilled tradespeople to maintain the refineries, plants, mills, manufacturing complexes and other industrial facilities that drive our economy.

That's why Canadian owners and contractors turn to GPMC, the leader in unionized maintenance.

GPMC is dedicated to taking care of business. We deliver over 32 million hours of industrial maintenance a year now, and can tap into the skills of more than 500,000 members of 13 building trades unions to meet tomorrow's demand.

Find out what GPMC and union trades can do for your business at www.gpmccanada.com

GPMC
General Presidents' Maintenance Committee for Canada
NMC
National Maintenance Council for Canada

LEADERS IN UNIONIZED MAINTENANCE.