

# MEMORANDUM OF AGREEMENT

Between

## NONDESTRUCTIVE TESTING COMPANIES SIGNATORY HERETO

And

## QUALITY CONTROL COUNCIL OF CANADA

And

## NDT MANAGEMENT (CANADA) ASSOCIATION

For The

## QUALITY CONTROL AGREEMENT

July 26, 2024 to April 30, 2027

### **Summary of Appendix E Pacific Region Agreed Items:**

- 15.0% increase applied to base wage over three years
  - o July 26th, 2024: 8%
  - o May 1<sup>st</sup>, 2025: 4% minimum, tbd pending arbitration
  - o May 1<sup>st</sup>, 2026: 3% minimum, tbd pending arbitration
- 10.01 Classifications: remove “other trainee” rate & 2080hr trainee language, new trainee rate established
- 9.08 (i): LOA increase from \$155 to \$200 per day.
- 9.08 (ii) Meal allowance increase from \$69 to \$90 per day where rooms are supplied by the employer.
- 9.04 (a): language change for calculating Move-in and Move-out travel time.
- 9.04 Travel Table: removed Port Alice & changed Elk Falls to Campbell River.
- 9.04 (d): added language for clarification on travel in company vehicles.
- 10.01 Wage Table: language clarification for MT & PT Level II.
- 12.04 (a): National Day for Truth and Reconciliation added to recognized holidays, to be observed on the day it falls.
- 13.01 (a): Vacation entitlement increase from 3 weeks to 4 weeks per year

### **9.04 (a) - Amend Language**

The parties amend the language to read:

#### **(a) Move-in and Move-Out**

Other than local residents, All employees shall be entitled to travel time as set out in section (c), for areas not listed in section (c) an employee shall be paid travelling time from the Employer's shop or agreed point of hire, as the case may be, as determined by the Google maps distance at an 80km/h average up to a maximum of eight (8) hours. When an employee is not required to travel back to the Employer's shop or agreed point of hire upon the conclusion of their work on the project, they shall be entitled to their out-of-town subsistence for that day.

### **9.04 - Amend Travel Table Language**

The parties amend the language to read:

Travel Time to:

Castlegar	4.0 hrs	Fort St. John	4.5 hrs
Crofton	5.0 hrs	Kitimat	4.0 hrs
Campbell River	3.5 hrs	Skookumchuck	5.0 hrs
Fort Nelson	7.5 hrs	Port Alberni	6.0 hrs
Gold River	7.5 hrs	Port Mellon	4.0 hrs
Harmac	4.0 hrs	Powell River	3.0 hrs
Hudson Hope	7.5 hrs	Prince George	4.0 hrs
Kamloops	4.0 hrs	Prince Rupert	4.5 hrs
Quesnel	4.0 hrs		

### **9.04 (d) - Amend Language**

The parties amend the language to read:

All travel time shall be paid at straight time rates unless an employee is directed to travel to another work site on the same day. When the Employer's vehicle is the means of travel under Article 9.03, up to two (2) employees may travel in the vehicle and both shall be considered as working. When the employer has directed specific equipment to be transported to a jobsite, or when the employer has directed the transportation of radioactive materials, only one (1) driver and one (1) passenger shall be considered as working. Otherwise, all other employees shall travel on an individual basis as provided for in the appropriate section of the Collective Agreement.

Travel time on weekends or Statutory Holidays shall be at straight time rates.

**9.08 (b) – Amend Language**

The parties amend the language to read:

(i) LOA of \$200.00 per day will be paid for the duration of the agreement.

(ii) A supplied room plus a meal allowance.

Where rooms are supplied by the Employer a daily meal allowance will be \$90.00

Note: It is the intention that for a four (4) day project, meal allowances would be paid for a full five (5) days.

**12.04 (a) – Amend Language**

The parties amend the language to read:

The recognized holidays shall be as follows:

New Year's Day	Friday preceding Labour Day
Family Day	Labour Day
Good Friday	National Day for Truth & Reconciliation
Easter Monday	Thanksgiving Day
Victoria Day	Remembrance Day
Canada Day	Christmas Day
Friday preceding BC Day	Boxing Day
B.C. Day	

and any such day as may be declared a public holiday by the Federal and/or Provincial Governments.

Note: National Day for Truth & Reconciliation to be observed on the date on which it falls

**13.01 (a) – Amend Language**

The parties amend the language to read:

All employees shall be paid vacation pay at the rate of six percent (6%) of their gross earnings. An employee with more than one (1) years' service with the Employer shall be entitled to a four (4) week vacation annually.

**10.01 - Amend Wage Table and Language**

The parties agree to the following:

Remove wage table category “other trainee” and establish a trainee starting wage as the Trainee with less than 1 Certificate and Unchargeable rate.....\$26.34 (May 01, 2023)

Remove language: Trainees without certificates, who have completed 2080 hours under this agreement, will be paid a rate equal to the trainee with 1 Certificate at the Unchargeable rate.

**10.01 – Amend Wage Table Language**

The parties amend the language to read:

**Technician Level 1**

Radiography Level 1 or,  
Ultrasonics Leve 1 or,  
M.P. & L.P. Level II (both)

<b>Wages</b>	<b>26-Jul 2024</b>	<b>01-May 2025*</b>	<b>01-May 2026*</b>
<b>Technician Level II - Radiography or Ultrasonics or Eddy Current</b>			
- plus 2 certificates	\$55.58	\$xx.xx	\$xx.xx
- with less than 2 certificates	\$51.21	\$xx.xx	\$xx.xx
- unchargeable time	\$44.46	\$xx.xx	\$xx.xx
<b>Technician Level I Radiography Level I or, Ultrasonics Level I or, M.P. &amp; L.P. Level II (both)</b>			
- plus 1 certificate	\$46.69	\$xx.xx	\$xx.xx
- with less than 1 certificate	\$42.55	\$xx.xx	\$xx.xx
- unchargeable time	\$37.35	\$xx.xx	\$xx.xx
<b>Trainee</b>			
- with 1 certificate	\$35.55	\$xx.xx	\$xx.xx
- with less than 1 certificate & unchargeable time	\$28.45	\$xx.xx	\$xx.xx

<b>Visual Inspectors notwithstanding NDT Certifications</b>	<b>26-Jul 2024</b>	<b>01-May 2025*</b>	<b>01-May 2026*</b>
1. CWB Certified Level III	\$51.21	\$xx.xx	\$xx.xx
Unchargeable	\$40.98	\$xx.xx	\$xx.xx
2. CWB Certified Level II	\$46.69	\$xx.xx	\$xx.xx
Unchargeable	\$37.35	\$xx.xx	\$xx.xx
3. CWB Certified Level I	\$42.60	\$xx.xx	\$xx.xx
Unchargeable	\$34.07	\$xx.xx	\$xx.xx

<b>Pipeline up to 16"</b>	<b>26-Jul 2024</b>	<b>01-May 2025*</b>	<b>01-May 2026*</b>
<b>Technician Level II</b>			
- plus 1 certificates	\$56.32	\$xx.xx	\$xx.xx
- with less than 1 certificates	\$51.95	\$xx.xx	\$xx.xx
- unchargeable time	\$45.06	\$xx.xx	\$xx.xx
<b>Technician Level I</b>			
- plus 1 certificate	\$47.43	\$xx.xx	\$xx.xx
- with less than 1 certificate	\$43.29	\$xx.xx	\$xx.xx
- unchargeable time	\$37.95	\$xx.xx	\$xx.xx
<b>Trainee</b>			
- CEDO	\$30.86	\$xx.xx	\$xx.xx

\* pending arbitration