



General Presidents' Maintenance Committee for Canada  
LEADERS IN UNIONIZED MAINTENANCE

December 7, 2022

## Agreement Update Letter

Dear Brothers and Sisters,

I am happy to provide you with an update on the successful conclusion of bargaining on the 2023/2024 Alberta GPMA and NMA.

This has been a difficult year – on the heels of difficult years – for people across the country in nearly every industry, with our industry being no exception. In this economic climate, every company, site and contractor is looking for an edge - competition for maintenance work remains high. As the GPMC/NMC, we work hard to represent you and protect and grow the market share of unionized maintenance throughout the year and at the bargaining table.

Our mission with every site visit, every phone call and every negotiating session is to keep you competitive and build the ranks of unionized maintenance across the country. But at the end of the day, the best negotiating tool we have available is the outstanding quality of work that you do each year. By showing up every day and demonstrating the value of hiring the best trained skilled labour available, you continue, as an industry, to set the standard not just for quality of the work you do, but your commitment to safety on site. In 2021 alone, you had over 8,900,000 injury-free craft hours. That's something we can bring to our Clients and assure them they can bank on uninterrupted quality and unmatched professionalism you are known for.

To get input for this round of bargaining, we relied on our site visits, contact with contractors, our face-to-face discussions with you, Local Union submissions from your Business Managers, and also with new outreach to you as members, including a survey that over 1000 members filled out earlier this year. In that survey, and in nearly every touchpoint we had with you, you told us you wanted to see the most is the return of double time (DT). That message resonated with us, as well as with our negotiating partners, and I'm happy to say that DT has returned in the 2023/2024 agreement. The detailed Terms of Settlement will be posted on [gpmccanada.com](http://gpmccanada.com) shortly, but here are a few highlights for you:

- DT will now begin at after ten (10) hours on all regular workdays
- DT for all hours worked on Saturdays
- DT for all hours worked on Sundays (for both Long Term and Short-Term Maintenance workers)
- DT for all hours on all Statutory Holidays



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- Pension contributions return to being paid on hours earned (for those who have this provision in their local construction reference agreement)– and all other funds will now follow the benefits paid under your local construction reference agreement
- We have eliminated the \$0.75 difference for LTM in the Fort McMurray area. They will be compensated at the 100% of the construction rate contained in your local reference agreement
- Improvements to the overtime conditions for those working Compressed Work Weeks

This agreement also includes targets for employing apprentices and a continued demonstration of commitment to safety through participation in the [Canadian Safety Achievement Awards](#).

In the coming months, you will continue to hear more from us at the GPMC/NMC – through tool box talks on your sites, surveys of the members, and other outreach. We will be looking to hearing from you directly. In fact, if you head to [toolboxtalks.ca](http://toolboxtalks.ca), you can sign up for additional updates, and we hope that you will continue sharing your thoughts with us.

In the upcoming weeks, you can read the full details outlined in the Terms of Settlement at [gpmccanada.com](http://gpmccanada.com). If you have any other questions, please reach out to your International Representative on our Committee or to me directly.

Thank you for continuing to represent our industry and all unionized craft personnel with an unimpeachable standard.

Regards,

A handwritten signature in black ink, appearing to read 'Brett McKenzie', with a stylized 'B' and 'M'.

Brett McKenzie  
Executive Director  
GPMC/NMC