



**KAHNAWÀ:KE TRADES CERTIFICATION PROGRAM (KTCP)**  
**CONSTRUCTION TRADES CRITERIA AND WAGE**  
**SCHEDULES FOR WORKERS ON THE MOHAWK**  
**TERRITORY OF KAHNAWÀ:KE**

(Civil Engineering and Roadwork Sector)



*\*Some wages are subject to change, please consult with the Kahnawà:ke Labor Office  
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## INTRODUCTION

In the late summer of 2014, Kahnawà:ke and Quebec signed a Labor Agreement establishing a framework to develop and implement a Kahnawà:ke Labor Regime which will define the rules governing construction, compensation for industrial accidents and occupational diseases, and occupational health and safety on the Territory. Also, in 2014, the Quebec National Assembly passed Bill 21, An Act respecting the implementation of agreements on Labor matters between the Government of Quebec and the Mohawk Council of Kahnawà:ke. As a result, Kahnawà:ke and Québec (and its labor institutions) also agreed to work together to create a Kahnawà:ke Labor Office (KLO) to act as the authority in the development and the implementation of the Kahnawà:ke Regime

This document has been developed by the 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 choosing to not be compensated by the Quebec Construction Regime. In addition, to the wage schedules, the document contains definitions for the 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 by the Province of Quebec are the primary certification recognized by the Mohawk Territory of Kahnawà:ke, 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, competency requirements in Quebec 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 an apprenticeship process defined by regulation. Persons following the apprenticeship program have apprentice status. Those who complete their apprenticeship and pass a provincial qualification exam become journeymen.

### **Trades**

There are approximately 26 regulated trades in the construction industry. Four of them have specialties. 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;
- hours of work in a trade and recorded by a registered employer;
- relevant work experience gained outside Québec, 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"> <li>• Heavy equipment operator</li> <li>• Reinforcing steel erector</li> <li>• Shovel operator</li> </ul>	<b>1</b>	<b>2,000</b>
<ul style="list-style-type: none"> <li>• Cement finisher</li> <li>• Crane operator</li> <li>• Roofer</li> </ul>	<b>2</b>	<b>4,000</b>
<ul style="list-style-type: none"> <li>• Boiler maker</li> <li>• Bricklayer-mason</li> <li>• Carpenter-joiner</li> <li>• Erector mechanic (glazier)</li> <li>• Heavy equipment mechanic</li> <li>• Insulator</li> <li>• Interior systems installer</li> <li>• Ironworker</li> <li>• Millwright</li> <li>• Painter</li> <li>• Plasterer</li> <li>• Resilient flooring layer</li> <li>• Tile setter</li> <li>• Tinsmith</li> </ul>	<b>3</b>	<b>6,000</b>
<ul style="list-style-type: none"> <li>• Electrician</li> <li>• Fire-protection mechanic</li> <li>• Pipe fitter</li> <li>• Refrigeration specialist</li> </ul>	<b>4</b>	<b>8,000</b>
<ul style="list-style-type: none"> <li>• Elevator mechanic</li> </ul>	<b>5</b>	<b>10,000</b>

## **BLASTER – DRILLER<sup>1</sup>:**

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**

<sup>1</sup>Blaster-Driller: Similar to CCQ unit classification 617

## BOILER MAKER<sup>2</sup>

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 have completed and provide proof of hours of the three apprenticeship periods of 2,000 hours each (6,000 hours total) in order to be eligible for recognition of competency **OR** the provincial qualification examination that leads to obtaining the journeyman competency certificate for the trade.

### ***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.**

### **Recognition of competency certification from jurisdictions other than the Mohawk Territory of Kahnawake are as follows:**

Competency certificates issued by the Province of Quebec are the primary certification recognized by the Mohawk Territory of Kahnawake, followed by all other Canadian Provinces and Territories. Other certification recognized includes the United States of America.

**NOTE:** Where individuals working in the Mohawk Territory of Kahnawake do not possess the required skills in specialized areas of the trade, competency requirements in Quebec shall be recognized as defined for that specialization.

<sup>2</sup>Boiler Maker: Similar to CCQ unit classification 190



## BRICKLAYER – MASON<sup>3</sup>

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 have completed and provide proof of hours of the three apprenticeship periods of 2,000 hours each (6,000 hours total) in order to be eligible for recognition of competency **OR** the provincial qualification examination that leads to obtaining the journeyman competency certificate for the trade.

### ***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:**

### **Recognition of competency certification from jurisdictions other than the Mohawk Territory of Kahnawake are as follows:**

Competency certificates issued by the Province of Quebec are the primary certification recognized by the Mohawk Territory of Kahnawake, followed by all other Canadian Provinces and Territories. Other certification recognized includes the United States of America.

**NOTE:** Where individuals working in the Mohawk Territory of Kahnawake do not possess the required skills in specialized areas of the trade, competency requirements in Quebec shall be recognized as defined for that specialization.

<sup>3</sup>Bricklayer-Mason: Similar to CCQ unit classification 110

## CARPENTER – JOINER<sup>4</sup>

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:** Have completed two 2,000-hour apprenticeship periods (4,000 hours total) devoted strictly to work in one of the three specialties (deep foundation layer, concrete former, or flooring specialist sander), in order to be eligible for recognition of competency **OR** to take the corresponding provincial qualification examination; passing the exam leads to obtaining a journeyman competency certificate in this specialty. Have completed the three apprenticeship periods of 2,000 hours each (6,000 hours total) in order to be eligible for the provincial qualification examination that leads to obtaining the journeyman competency certificate for the trade.

### ***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.**

### **Recognition of competency certification from jurisdictions other than the Mohawk Territory of Kahnawake are as follows:**

Competency certificates issued by the Province of Quebec are the primary certification recognized by the Mohawk Territory of Kahnawake, followed by all other Canadian Provinces and Territories. Other certification recognized includes the United States of America.

**NOTE:** Where individuals working in the Mohawk Territory of Kahnawake do not possess the required skills in specialized areas of the trade, competency requirements in Quebec shall be recognized as defined for that specialization.

<sup>4</sup>Carpenter-Joiner: Similar to CCQ unit classification 160

## CEMENT FINISHER<sup>5</sup>

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 have completed and provide proof of hours of the two apprenticeship periods of 2,000 hours each (4,000 hours total) in order to be eligible for recognition of competency **OR** the provincial qualification examination that leads to obtaining the journeyman competency certificate for the trade.

### ***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.**

### **Recognition of competency certification from jurisdictions other than the Mohawk Territory of Kahnawake are as follows:**

Competency certificates issued by the Province of Quebec are the primary certification recognized by the Mohawk Territory of Kahnawake, followed by all other Canadian Provinces and Territories. Other certification recognized includes the United States of America.

**NOTE:** Where individuals working in the Mohawk Territory of Kahnawake do not possess the required skills in specialized areas of the trade, competency requirements in Quebec shall be recognized as defined for that specialization.

<sup>5</sup>Cement Finisher: Similar to CCQ unit classification 200

## CRANE OPERATOR<sup>6</sup>

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:** Have completed two 2,000-hour apprenticeship periods (4,000 hours total) in order to be eligible for recognition of competency **OR** to take the qualification examination for the trade of crane operator; passing this exam leads to obtaining a journeyman competency certificate in the trade. 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.

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 Crane Operator Wage Schedule.**

### **Recognition of competency certification from jurisdictions other than the Mohawk Territory of Kahnawake are as follows:**

Competency certificates issued by the Province of Quebec are the primary certification recognized by the Mohawk Territory of Kahnawake, followed by all other Canadian Provinces and Territories. Other certification recognized includes the United States of America.

**NOTE:** Where individuals working in the Mohawk Territory of Kahnawake do not possess the required skills in specialized areas of the trade, competency requirements in Quebec shall be recognized as defined for that specialization.

<sup>6</sup>Crane Operator: Similar to CCQ unit classification 264

## ELECTRICIAN<sup>7</sup>

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 have completed and provide proof of hours of the four apprenticeship periods of 2,000 hours each (8,000 hours total) in order to be eligible for recognition of competency **OR** the provincial qualification examination that leads to obtaining the journeyman competency certificate for the trade.

### ***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.**

### **Recognition of competency certification from jurisdictions other than the Mohawk Territory of Kahnawake are as follows:**

Competency certificates issued by the Province of Quebec are the primary certification recognized by the Mohawk Territory of Kahnawake, followed by all other Canadian Provinces and Territories. Other certification recognized includes the United States of America.

**NOTE:** Where individuals working in the Mohawk Territory of Kahnawake do not possess the required skills in specialized areas of the trade, competency requirements in Quebec shall be recognized as defined for that specialization.

<sup>7</sup>Electrician: Similar to CCQ unit classification 220

## ELEVATOR MECHANIC<sup>8</sup>

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 have completed and provide proof of hours of the five apprenticeship periods of 2,000 hours each (10,000 hours total) in order to be eligible for recognition of competency **OR** the provincial qualification examination that leads to obtaining the journeyman competency certificate for the trade.

### ***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.**

### **Recognition of competency certification from jurisdictions other than the Mohawk Territory of Kahnawake are as follows:**

Competency certificates issued by the Province of Quebec are the primary certification recognized by the Mohawk Territory of Kahnawake, followed by all other Canadian Provinces and Territories. Other certification recognized includes the United States of America.

**NOTE:** Where individuals working in the Mohawk Territory of Kahnawake do not possess the required skills in specialized areas of the trade, competency requirements in Quebec shall be recognized as defined for that specialization.

<sup>8</sup>Elevator Mechanic: Similar to CCQ unit classification 272

## ERECTOR MECHANIC (GLAZIER)<sup>9</sup>

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 have completed and provide proof of hours of the three apprenticeship periods of 2,000 hours each (6,000 hours total) in order to be eligible for recognition of competency **OR** the provincial qualification examination that leads to obtaining the journeyman competency certificate for the trade.

### ***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.**

### **Recognition of competency certification from jurisdictions other than the Mohawk Territory of Kahnawake are as follows:**

Competency certificates issued by the Province of Quebec are the primary certification recognized by the Mohawk Territory of Kahnawake, followed by all other Canadian Provinces and Territories. Other certification recognized includes the United States of America.

**NOTE:** Where individuals working in the Mohawk Territory of Kahnawake do not possess the required skills in specialized areas of the trade, competency requirements in Quebec shall be recognized as defined for that specialization.

<sup>9</sup>Erector Mechanic (Glazier): Similar to CCQ unit classification 312

## FIRE PROTECTION MECHANIC<sup>10</sup>

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 have completed and provide proof of hours of the four apprenticeship periods of 2,000 hours each (8,000 hours total) in order to be eligible for recognition of competency **OR** the provincial qualification examination that leads to obtaining the journeyman competency certificate for the trade.

### ***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:**

### **Recognition of competency certification from jurisdictions other than the Mohawk Territory of Kahnawake are as follows:**

Competency certificates issued by the Province of Quebec are the primary certification recognized by the Mohawk Territory of Kahnawake, followed by all other Canadian Provinces and Territories. Other certification recognized includes the United States of America.

**NOTE:** Where individuals working in the Mohawk Territory of Kahnawake do not possess the required skills in specialized areas of the trade, competency requirements in Quebec shall be recognized as defined for that specialization.

<sup>10</sup>Fire Protection Mechanic: Similar to CCQ unit classification 416



## GENERAL LABORER<sup>11</sup>

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 is to have, at least a high school diploma or equivalent and construction safety training (ASP 30).

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

<sup>11</sup>Laborer: Similar to CCQ unit classification 713

## HEAVY EQUIPMENT MECHANIC<sup>12</sup>

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 have completed and provide proof of hours of the three apprenticeship periods of 2,000 hours each (6,000 hours total) in order to be eligible for recognition of competency **OR** the provincial qualification examination that leads to obtaining the journeyman competency certificate for the trade.

### ***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.**

### **Recognition of competency certification from jurisdictions other than the Mohawk Territory of Kahnawake are as follows:**

Competency certificates issued by the Province of Quebec are the primary certification recognized by the Mohawk Territory of Kahnawake, followed by all other Canadian Provinces and Territories. Other certification recognized includes the United States of America.

**NOTE:** Where individuals working in the Mohawk Territory of Kahnawake do not possess the required skills in specialized areas of the trade, competency requirements in Quebec shall be recognized as defined for that specialization.

<sup>12</sup> Heavy Equipment Mechanic: Similar to CCQ unit classification 290

## HEAVY EQUIPMENT OPERATOR<sup>13</sup>

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 have completed and provide proof of hours of the apprenticeship period of 2,000 hours (2,000 hours total) in order to be eligible for recognition of competency **OR** the provincial qualification examination that leads to obtaining the journeyman competency certificate for the trade.

### ***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.**

### **Recognition of competency certification from jurisdictions other than the Mohawk Territory of Kahnawake are as follows:**

Competency certificates issued by the Province of Quebec are the primary certification recognized by the Mohawk Territory of Kahnawake, followed by all other Canadian Provinces and Territories. Other certification recognized includes the United States of America.

**NOTE:** Where individuals working in the Mohawk Territory of Kahnawake do not possess the required skills in specialized areas of the trade, competency requirements in Quebec shall be recognized as defined for that specialization.

<sup>13</sup>Heavy Equipment Operator: Similar to CCQ unit classification 538

## INSULATOR<sup>14</sup>

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 have completed and provide proof of hours of the three apprenticeship periods of 2,000 hours each (6,000 hours total) in order to be eligible for recognition of competency **OR** the provincial qualification examination that leads to obtaining the journeyman competency certificate for the trade.

### ***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 Insulator Wage Schedule.**

### **Recognition of competency certification from jurisdictions other than the Mohawk Territory of Kahnawake are as follows:**

Competency certificates issued by the Province of Quebec are the primary certification recognized by the Mohawk Territory of Kahnawake, followed by all other Canadian Provinces and Territories. Other certification recognized includes the United States of America.

**NOTE:** Where individuals working in the Mohawk Territory of Kahnawake do not possess the required skills in specialized areas of the trade, competency requirements in Quebec shall be recognized as defined for that specialization.

<sup>14</sup> Insulator: Similar to CCQ unit classification 130

## INTERIOR SYSTEMS INSTALLER<sup>15</sup>

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 have completed and provide proof of hours of the three apprenticeship periods of 2,000 hours each (6,000 hours total) in order to be eligible for recognition of competency **OR** the provincial qualification examination that leads to obtaining the journeyman competency certificate for the trade.

### ***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.**

### **Recognition of competency certification from jurisdictions other than the Mohawk Territory of Kahnawake are as follows:**

Competency certificates issued by the Province of Quebec are the primary certification recognized by the Mohawk Territory of Kahnawake, followed by all other Canadian Provinces and Territories. Other certification recognized includes the United States of America.

**NOTE:** Where individuals working in the Mohawk Territory of Kahnawake do not possess the required skills in specialized areas of the trade, competency requirements in Quebec shall be recognized as defined for that specialization.

<sup>15</sup> Interior Systems Installer: Similar to CCQ unit classification 380

## IRONWORKER<sup>16</sup>

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 have completed and provide proof of hours of the three apprenticeship periods of 2,000 hours each (6,000 hours total) in order to be eligible for recognition of competency **OR** the provincial qualification examination that leads to obtaining the journeyman competency certificate for the trade.

**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.**

### **Recognition of competency certification from jurisdictions other than the Mohawk Territory of Kahnawake are as follows:**

Competency certificates issued by the Province of Quebec are the primary certification recognized by the Mohawk Territory of Kahnawake, followed by all other Canadian Provinces and Territories. Other certification recognized includes the United States of America.

**NOTE:** Where individuals working in the Mohawk Territory of Kahnawake do not possess the required skills in specialized areas of the trade, competency requirements in Quebec shall be recognized as defined for that specialization.

<sup>16</sup> Ironworker: Similar to CCQ unit classification 304

Reinforcing Steel Erector (Rodbuster): Similar to CCQ unit classification 240

National Occupation Classification # 7244 (Electrical Power Line and Cable Workers)

Electrical power line and cable workers construct, maintain and repair overhead and underground electrical power transmission and distribution systems. They are employed by electric power generation, transmission and distribution companies, electrical contractors and public utility commissions.

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 he or she has 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.

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.

**Access to construction sites:** Individuals who show to the CCQ proof of graduation with a DEP - Montage de lignes électriques 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.

**Refer to ANNEX "A" for Lineman (4<sup>th</sup> class) Wage Schedule.**

**Recognition of competency certification from jurisdictions other than the Mohawk Territory of Kahnawake are as follows:**

Competency certificates issued by the Province of Quebec are the primary certification recognized by the Mohawk Territory of Kahnawake, followed by all other Canadian Provinces and Territories. Other certification recognized includes the United States of America.

**NOTE:** Where individuals working in the Mohawk Territory of Kahnawake do not possess the required skills in specialized areas of the trade, competency requirements in Quebec shall be recognized as defined for that specialization.

<sup>17</sup> Lineman: Similar to CCQ unit classification 738

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 have completed and provide proof of hours of the three apprenticeship periods of 2,000 hours each (6,000 hours total) in order to be eligible for recognition of competency **OR** the provincial qualification examination that leads to obtaining the journeyman competency certificate for the trade.

***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.**

**Recognition of competency certification from jurisdictions other than the Mohawk Territory of Kahnawake are as follows:**

Competency certificates issued by the Province of Quebec are the primary certification recognized by the Mohawk Territory of Kahnawake, followed by all other Canadian Provinces and Territories. Other certification recognized includes the United States of America.

**NOTE:** Where individuals working in the Mohawk Territory of Kahnawake do not possess the required skills in specialized areas of the trade, competency requirements in Quebec shall be recognized as defined for that specialization.

<sup>18</sup> Millwright: Similar to CCQ unit classification 280



## PAINTER<sup>19</sup>

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 have completed and provide proof of hours of the three apprenticeship periods of 2,000 hours each (6,000 hours total) in order to be eligible for recognition of competency **OR** the provincial qualification examination that leads to obtaining the journeyman competency certificate for the trade.

### ***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.**

### **Recognition of competency certification from jurisdictions other than the Mohawk Territory of Kahnawake are as follows:**

Competency certificates issued by the Province of Quebec are the primary certification recognized by the Mohawk Territory of Kahnawake, followed by all other Canadian Provinces and Territories. Other certification recognized includes the United States of America.

**NOTE:** Where individuals working in the Mohawk Territory of Kahnawake do not possess the required skills in specialized areas of the trade, competency requirements in Quebec shall be recognized as defined for that specialization.

<sup>19</sup>Painter: Similar to CCQ unit classification 350

## PIPE FITTER<sup>20</sup>

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 have completed and provide proof of hours of the four apprenticeship periods of 2,000 hours each (8,000 hours total) in order to be eligible for recognition of competency **OR** the provincial qualification examination that leads to obtaining the journeyman competency certificate for the trade.

### ***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.**

### **Recognition of competency certification from jurisdictions other than the Mohawk Territory of Kahnawake are as follows:**

Competency certificates issued by the Province of Quebec are the primary certification recognized by the Mohawk Territory of Kahnawake, followed by all other Canadian Provinces and Territories. Other certification recognized includes the United States of America.

**NOTE:** Where individuals working in the Mohawk Territory of Kahnawake do not possess the required skills in specialized areas of the trade, competency requirements in Quebec shall be recognized as defined for that specialization.

<sup>20</sup> Pipe Fitter: Similar to CCQ unit classification 412

## PLASTERER<sup>21</sup>

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 have completed and provide proof of hours of the three apprenticeship periods of 2,000 hours each (6,000 hours total) in order to be eligible for recognition of competency **OR** the provincial qualification examination that leads to obtaining the journeyman competency certificate for the trade.

### ***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.**

### **Recognition of competency certification from jurisdictions other than the Mohawk Territory of Kahnawake are as follows:**

Competency certificates issued by the Province of Quebec are the primary certification recognized by the Mohawk Territory of Kahnawake, followed by all other Canadian Provinces and Territories. Other certification recognized includes the United States of America.

**NOTE:** Where individuals working in the Mohawk Territory of Kahnawake do not possess the required skills in specialized areas of the trade, competency requirements in Quebec shall be recognized as defined for that specialization.

<sup>21</sup> Plasterer: Similar to CCQ unit classification 370

## REFRIGERATION MECHANIC<sup>22</sup>

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 have completed and provide proof of hours of the four apprenticeship periods of 2,000 hours each (8,000 hours total) in order to be eligible for recognition of competency **OR** the provincial qualification examination that leads to obtaining the journeyman competency certificate for the trade.

### ***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.**

### **Recognition of competency certification from jurisdictions other than the Mohawk Territory of Kahnawake are as follows:**

Competency certificates issued by the Province of Quebec are the primary certification recognized by the Mohawk Territory of Kahnawake, followed by all other Canadian Provinces and Territories. Other certification recognized includes the United States of America.

**NOTE:** Where individuals working in the Mohawk Territory of Kahnawake do not possess the required skills in specialized areas of the trade, competency requirements in Quebec shall be recognized as defined for that specialization.

<sup>22</sup> Refrigeration Mechanic: Similar to CCQ unit classification 418

## RESILIENT FLOORING LAYER<sup>23</sup>

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 have completed and provide proof of hours of the three apprenticeship periods of 2,000 hours each (6,000 hours total) in order to be eligible for recognition of competency **OR** the provincial qualification examination that leads to obtaining the journeyman competency certificate for the trade.

### ***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.**

### **Recognition of competency certification from jurisdictions other than the Mohawk Territory of Kahnawake are as follows:**

Competency certificates issued by the Province of Quebec are the primary certification recognized by the Mohawk Territory of Kahnawake, followed by all other Canadian Provinces and Territories. Other certification recognized includes the United States of America.

**NOTE:** Where individuals working in the Mohawk Territory of Kahnawake do not possess the required skills in specialized areas of the trade, competency requirements in Quebec shall be recognized as defined for that specialization.

<sup>23</sup> Resilient Flooring Layer: Similar to CCQ unit classification 390

## ROOFER<sup>24</sup>

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 have completed and provide proof of hours of the two apprenticeship periods of 2,000 hours each (4,000 hours total) in order to be eligible for recognition of competency **OR** the provincial qualification examination that leads to obtaining the journeyman competency certificate for the trade.

### ***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.**

### **Recognition of competency certification from jurisdictions other than the Mohawk Territory of Kahnawake are as follows:**

Competency certificates issued by the Province of Quebec are the primary certification recognized by the Mohawk Territory of Kahnawake, followed by all other Canadian Provinces and Territories. Other certification recognized includes the United States of America.

**NOTE:** Where individuals working in the Mohawk Territory of Kahnawake do not possess the required skills in specialized areas of the trade, competency requirements in Quebec shall be recognized as defined for that specialization.

<sup>24</sup> Roofer: Similar to CCQ unit classification 210

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 - Arpentage et topographie 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 he or she has 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.**

**Recognition of competency certification from jurisdictions other than the Mohawk Territory of Kahnawake are as follows:**

Competency certificates issued by the Province of Quebec are the primary certification recognized by the Mohawk Territory of Kahnawake, followed by all other Canadian Provinces and Territories. Other certification recognized includes the United States of America.

**NOTE:** Where individuals working in the Mohawk Territory of Kahnawake do not possess the required skills in specialized areas of the trade, competency requirements in Quebec shall be recognized as defined for that specialization.

<sup>25</sup> Surveyor: Similar to CCQ unit classification 775

## TILE SETTER<sup>26</sup>

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 have completed and provide proof of hours of the three apprenticeship periods of 2,000 hours each (6,000 hours total) in order to be eligible for recognition of competency **OR** the provincial qualification examination that leads to obtaining the journeyman competency certificate for the trade.

### ***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.**

### **Recognition of competency certification from jurisdictions other than the Mohawk Territory of Kahnawake are as follows:**

Competency certificates issued by the Province of Quebec are the primary certification recognized by the Mohawk Territory of Kahnawake, followed by all other Canadian Provinces and Territories. Other certification recognized includes the United States of America.

**NOTE:** Where individuals working in the Mohawk Territory of Kahnawake do not possess the required skills in specialized areas of the trade, competency requirements in Quebec shall be recognized as defined for that specialization.

<sup>26</sup> Tile Setter: Similar to CCQ unit classification 140



## TINSMITH<sup>27</sup>

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 have completed and provide proof of hours of the three apprenticeship periods of 2,000 hours each (6,000 hours total) in order to be eligible for recognition of competency **OR** the provincial qualification examination that leads to obtaining the journeyman competency certificate for the trade.

### ***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.**

### **Recognition of competency certification from jurisdictions other than the Mohawk Territory of Kahnawake are as follows:**

Competency certificates issued by the Province of Quebec are the primary certification recognized by the Mohawk Territory of Kahnawake, followed by all other Canadian Provinces and Territories. Other certification recognized includes the United States of America.

**NOTE:** Where individuals working in the Mohawk Territory of Kahnawake do not possess the required skills in specialized areas of the trade, competency requirements in Quebec shall be recognized as defined for that specialization.

<sup>27</sup> Tinsmith: Similar to CCQ unit classification 230

## **WATCHMAN<sup>28</sup>**

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 a high school diploma or equivalent and have passed the construction safety training course and provide a copy of a valid ASP 30 Card.

**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%.

<sup>28</sup> Watchman: Similar to CCQ unit classification 701

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 he or she has 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 Welder Wage Schedule.**

**Recognition of competency certification from jurisdictions other than the Mohawk Territory of Kahnawake are as follows:**

Competency certificates issued by the Province of Quebec are the primary certification recognized by the Mohawk Territory of Kahnawake, followed by all other Canadian Provinces and Territories. Other certification recognized includes the United States of America.

**NOTE:** Where individuals working in the Mohawk Territory of Kahnawake do not possess the required skills in specialized areas of the trade, competency requirements in Quebec shall be recognized as defined for that specialization.

<sup>29</sup> Welder: Similar to CCQ unit classification 761

## **OVERTIME AND LEGAL HOLIDAYS**

### **Overtime:**

Regular workday begins at 06:00 to 18:30, Night hours are from 18:30 to 06:00

Overtime is considered any hours worked after 8 (eight) hours in one day or any hours worked over 40 (forty) hours in a week.

*Note: Watchman regular working hours = 60 (sixty) hours per week.*

Weekends and Holidays are double time.

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

### **Legal Holidays:**

- New Year's Day
- Good Friday
- Easter Monday
- Victoria Day
- St Jean Baptiste
- Canada Day
- Labor Day
- National Day for Truth and Reconciliation
- Thanksgiving Day
- Christmas Day

## SAFETY, HEALTH AND WELFARE

**1) General rule:** The employer shall supply, free of charge; hard hats, gloves, safety goggles and hearing protection to all workers. These items shall be in compliance with the *Safety Code*.

**1.1) General rule: working under special circumstances:** When an employee works in especially unclean conditions in factories in operation or boiler rooms, where fumes, carbon, dust and other unclean industrial conditions are present or installs heat-resistant or acid-resistant materials in these places and under these conditions, the employer shall supply overalls and grant such employees the time needed to wash up before the end of the working day up to a maximum of 30 minutes with pay each day. When an employee does not use this time to wash up, the employer is not required to pay them for such time.

This clause also applies to construction work carried out in conjunction with a factory in operation in a place where the employee is exposed to the same conditions as in the factory itself.

The expression “factory in operation” means a factory that is in operation or one that was in operation but whose operations have been temporarily suspended in whole or in part to allow construction work to be carried out.

In addition, the employer shall supply gloves to bricklayer-masons, boilermakers, roofers, reinforcing steel erectors, refrigeration mechanics, fire-protection mechanics, ironworkers and pipefitters who work in these places under these conditions.

The employer is responsible for the cleaning of the overalls supplied to boilermakers, roofers and bricklayer-masons whenever it considers such necessary.

**2) Special rule: Electrician:** when such employee works in especially unclean conditions in factories in operation or boiler rooms, the employer shall grant him 15 minutes to wash up. When an employee has not be able to use these 15 minutes before the end of the working day, the employer shall pay the employee 15 minutes of straight time in addition to the employee’s day of work.

This clause also applies to construction work carried out in conjunction with a factor in operation in a place where the employee is exposed to the same conditions as in the factory itself.

The expression “factory in operation” means a factory that is in operation or one that was in operation but whose operations have been temporarily suspended in whole or in part to allow construction work to be carried out.

For work carried out under these conditions, the employer shall supply an electrician with gloves and overalls and shall be responsible for the cleaning of such.

**3) Special rule: Tinsmith:** When such employee works in especially unclean conditions in factories in operation or boiler rooms, where fumes, carbon, dust and other unclean industrial conditions are present or installs heat-resistant or acid-resistant materials in these places and under these conditions, the employer shall provide him with overalls and grant him the time needed for washing up before the end of the working day, up to a maximum of 15 minutes with pay every day. If the employee does not use this period for washing up, the employer does not have to pay him for this period.

This clause also applies to construction work carried out in conjunction with a factor in operation in a place where the employee is exposed to the same conditions as in the factory itself.

The expression “factory in operation” means a factory that is in operation or one that was in operation but whose operations have been temporarily suspended in whole or in part to allow construction work to be carried out.

The employer is responsible for cleaning the overalls supplied to a tinsmith whenever it considers such necessary.

**4) Special rule: Millwright (Industrial mechanic):** When such employee works in especially unclean conditions in hydroelectric power plants under repair, in factories in operation or boiler rooms, where fumes, carbon, dust and other unclean industrial conditions are present or installs heat-resistant or acid-resistant materials in these places and under these 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.

#### **WORK PERFORMED UNDER SPECIAL CONDITIONS**

**1) a) Work performed under special conditions: Insulator:** The employer shall supply overalls to insulators who use coatings or adhesives such as tar or fast-setting coatings, as well as cut and abrasion resistant gloves for those who work with foam glass or with metal objects with sharp edges.

The employee is responsible for the overalls and gloves supplied to him and shall return them to the employer upon his departure or when it is necessary to replace them.

However, the employer does not have to provide the employee with more than 2 pairs of overalls per 6-month period of employment.

**b) Compensation for work clothes: insulator:** The employer shall pay an insulator \$0.40 for each hour 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 amount is paid as compensation. It shall constitute a reimbursement for expenses incurred by such employee and may not be considered a monetary benefit for the employee.

The obligation to provide overalls as specified in Section 1: General rule: working under special circumstances does not apply. However, the employer shall supply gloves for work involving foam glass or metal objects with sharp edges.

**2) a) Spray painting and 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 a fresh air-current mask or cartridge type mask (carefully chosen for the specific substance to be protected against and maintained in good sanitary condition).

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.

**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 employees doing sandblasting work on dry walls.

**d) Painting:** The employer shall grant any employee assigned to painting work, or sandblasting work or such work using any other substitute, the time needed, up to a maximum of 30 minutes, to wash up and clean his tools, within his standard working day.

**3) 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 for such operation.

**4) 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.

**5) 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

#### **NIGHT WORK:**

1) Any employee assigned to work alone on a job site at night outside the working hours stipulated under "Overtime and Legal Holidays" shall be accompanied at all times by another employee of his trade, specialty or occupation.

2) No employee may work on a job site near any live equipment, material or wires for which he has not been provided with the necessary protective equipment.

#### **EQUIPMENT:**

**1) Employer's obligation:** The employer shall provide free of charge to the employee all personal and general protective methods and equipment as stipulated under a regulation or required by the employer. The employer shall also provide free of charge (if not specifically included in the special rules that follow), when working conditions so require, any necessary equipment such as: gloves, suits, rubber boots, etc. Otherwise, the employee is not obligated to work, and the employer may not exercise any disciplinary measures.

The personal protective equipment specified in this section shall be adapted to the female anatomy, where applicable.

**1.1) Work performed under special conditions: Surveyor, blaster, driller, laborer and general helper:**

The employer shall supply overalls to a surveyor, laborer and general helper performing underground work and overalls adapted the climatic conditions to a blaster and a driller who operate a self-propelled rail-type or mobile drilling rig.

The employee is responsible for any clothes supplied to him, and shall return them to the employer upon his departure or when necessary to replace them.

The employer does not have to provide the employee with more than 4 pairs of overalls per 6-month period of employment. The employer is responsible for cleaning the overalls.

2) for welding, burning and fiberglass work, the employer shall provide free of charge to the employee all equipment, protective clothing and materials needed under any circumstances to safely carry out this kind of work.

**2.1) Special rule: 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.

**3) Responsibility clause:** The employee is personally responsible for any loss, breakage, alterations or damage, whether willful or due to negligence, that is sustained by the equipment he uses, when it is provided by the employer under this section.

**4) Restriction:** Subsection 1) shall not be interpreted as obligating employers to supply personal clothing that employees must provide for themselves to perform the duties related to their trade, specialty or occupation.

**5) Compensation related to some safety equipment:** The employer shall pay an employee \$0.65 for each hour actually worked, for meeting his obligation to supply safety boots.

Unless a hard hat and its accessories are provided, the employer shall pay the employee \$0.05 for every hour worked, for meeting his obligation to supply hard hats.

**5.1) Special rule: Surveyor:** Unless it supplies the surveyors calculator and jacket, the employer shall pay the employee \$0.15 for every hour worked.

**6) Special rule: Bricklayer-mason, tile setter, carpenter-joiner, cement finisher, general helper (tile setter), plasterer and plasterer-joint pointer:** 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.



**7) Special rule: Roofer:** The employer shall pay the employee \$0.90 for every hour actually worked, for meeting his obligation to supply safety boots and hard hats and for excessive wear of work clothes

**8) Special rule: Electrician:**

a) The employer shall pay the employee \$0.60 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*. This amount shall be \$0.65 as of April 30, 2023.

b) **Safety equipment:** The employer shall supply and clean free of charge, in addition to the above requirements, hard hats, fireproof suits adapted to the climate and any other safety clothes that it requires.

**9) Special rule: Tinsmith:** The employer shall pay the employee \$0.75 for every hour actually worked, for meeting his obligation to supply safety boots, hard hat, overalls, gloves and safety goggles in accordance with the *Safety Code for the Construction Industry*. This amount shall be \$0.80 as of April 30, 2023.

**10) Special rule: Reinforcing steel erector:** The employer shall pay the employee \$1.40 for every hour actually worked, for meeting his obligation to supply a harness, including two (2) energy absorbers, as well as a welding mask and its components, a safety belt and its components, safety boots, and the safety harness protective sheath. The safety equipment shall be in compliance with the *Safety Code*.

**11) Special rule: Refrigeration mechanic:** The employer shall pay the employee \$0.65 for every hour actually worked, for meeting his obligation to supply safety boots.

**12) Special rule: Crane Operator:** The employer shall pay the employee \$0.75 for every hour actually worked, for meeting his obligation to supply safety boots, overalls, safety goggles and sunglasses in accordance with the standards set by the Association des Optométristes du Québec.

**12.1) Special rule: Security systems installer:** The employer shall pay the employee \$0.45 for every hour actually worked, for meeting his obligation to supply safety boots.

Unless it supplies a safety helmet and its accessories, the employer shall pay an employee \$0.05 for every hour actually worked, for meeting his obligation to supply a hard hat.

**13) Special rule: Electric power distribution lines (including pole installation work for distribution lines and telephone networks in combined active networks with electric power lines) and additions to existing electric power distribution, transformation and transmission stations:**

a) **Electric power distribution lines (including pole installation work):** In addition to the compensation provided in section 5, the employer shall pay the employee \$1.25 for every hour worked. This amount is paid as compensation to cover the purchase of all fireproof clothing by the employee.

b) **Electric power stations:** In addition to the compensation provided in section 5, the employer shall pay the employee \$1.25 for every hour worked. This amount is paid as compensation to cover the purchase of all fireproof clothing by the employee.

This compensation does not apply to the construction of a new electric power station, provided that the employee is assigned exclusively to such work for the whole term of the contract and such contract concerns only the construction of the new station.

When the employers client requires that an employee wear full fireproof attire, paragraphs a) and b) do not apply and the fireproof clothing shall be provided and cleaned by the employer.

This clause does not apply to electricians.

**14) Special rule: Fire-protection mechanic:** The employer shall pay the employee \$0.60 for every hour actually worked, for meeting his obligation to supply safety boots. The employer shall supply the employee with a new hard hat.

**15) Special rule: Heavy equipment mechanic:** Unless bib overalls and overalls are provided, the employer shall pay the employee the amount of \$0.10 for every hour worked.

**16) Special rule: Ironworker:** The employer shall pay the employee \$1.40 for every hour actually worked, for meeting his obligation to supply a safety harness and its components including two (2) energy absorbers (not including a fireproof harness and two energy absorbers for hot work), a welding mask and its components, safety boots, welders gloves (if required) and the safety harness protective sheath. The safety equipment shall be in compliance with the *Safety Code*.

**17) Special rule: Painter and painter-joiner pointer:** The employer shall pay the employee \$0.80 for every hour actually worked, for meeting his obligation to supply personal protection equipment such as safety boots and overalls.

**18) Special rule: Resilient Flooring layer:** The employer shall pay the employee \$0.90 for every hour actually worked, for meeting his obligation to supply safety boots 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.

**19) Special rule: Interior systems installer and carpenter-joiner assigned to installation of gypsum boards:** The employer shall pay the employee \$0.80 for every hour actually worked, for meeting his obligation to supply safety boots. 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.

**20) Special rule: Supply welder, distribution welder, pipeline welder, pipe welder and pipefitter:** 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.

**21) Special rule: Diver:** The employer shall pay the employee \$1.50 for every hour actually worked in order to compensate such employee for the purchase and maintenance of diving equipment, including a

drysuit, warm water suit, wetsuit (7 mm and 3 mm), booties for wet or drysuits, lead ankle weights, diving mask hood, drysuit undergarment, boots for warm water suit, knife and carrying bag.

**22) Special rule: 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 \$0.85 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.

**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.