BC Construction Camp Rules and Regulations

BY AND BETWEEN

BRITISH COLUMBIA AND YUKON TERRITORY BUILDING AND CONSTRUCTION TRADES COUNCIL

AND

CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF BRITISH COLUMBIA

Expiry: January 1, 2008 to December 31, 2014

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AGREEMENT

THIS AGREEMENT, dated the 1st day of January, 2008, and referred to as the Construction Camp Rules and Regulations.

BY AND BETWEEN:

BRITISH COLUMBIA AND YUKON TERRITORY BUILDING AND CONSTRUCTION TRADES COUNCIL

AND:

CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF BRITISH COLUMBIA

ARTICLE 1.00 -- CAMP SITE

1.01 Every camp shall be located at a distance far enough away from the construction job site to ensure that the best possible drainage can be provided to guard against year-round climatic and tide conditions. A major determining factor in the location of the camp shall be the consideration of prevailing winds to carry obnoxious odours and objectionable noises away from the camp site.

ARTICLE 2.00 -- INSPECTION AND APPROVAL

2.01 Prior to the construction of a camp to be occupied by Building Tradespersons, the client and/or designated agent will first submit plans, and proposed site location, in duplicate, to the Council for approval and such approval or rejection shall be given within fifteen days of application, and shall be binding provided that the approved standards are met. One copy of the approved plans, duly initialled by both parties shall be retained by the Secretary of the Council.

2.02 When the Council has satisfied itself that the camp has met all the specifications as herein provided, a certificate of approval shall be issued for that camp for that particular project only. The certificate shall carry the date of issue and shall be valid for the duration of the project provided that camp standards are maintained. The certificate shall indicate the maximum number of occupants that can be accommodated and shall be signed by the authorized representative of the B.C. & Yukon Territory Building and Construction Trades Council Camp Committee and it shall also bear the names of the Inspection Committee, which will include a representative from the Construction Labour Relations Association of B.C. whenever available. The foregoing shall apply to any and all conditions.

2.03 In the case of an existing or permanent type camp, which is erected or is being erected primarily for the operational staff, the Council shall exercise discretion bearing in mind the length of project and other relevant matters before issuing a certificate of approval.

2.04 Approval of the camps will be based on the provisions contained herein, and subsequent amendments to this Agreement.

2.05 Any deficiencies related to current health and/or safety standards shall be rectified within 60 days from the date of their identification.

ARTICLE 3.00 -- TEMPORARY QUARTERS

3.01 If it is necessary to provide temporary quarters for workers who are erecting the camp, such quarters will be subject to approval by the Council, on the basis of reasonable standards, taking the circumstances into consideration.

ARTICLE 4.00 -- MODULAR CAMPS

4.01 Pre-existing Camps

The Parties recognizes that there may be camps built to pre-existing camp standards which, if upon inspection, continue to meet the Council's generally accepted Camp standards and all Provincial/Federal health and safety regulations and timelines as directed by the appropriate regulatory authority, will continue to be used. Camp units so approved will continue to be 'grandfathered' under the terms of these current Construction Camp Rules and Regulations. Please refer to the 1987-1997 Construction Camp Rules and Regulations for questions related to these pre-existing camp facilities.

4.02 Only those camps that are pre-built, conveyed to the site and set up by members of "Unions" affiliated to the B.C. & Yukon Territory Building and Construction Trades Council or other recognized Building Trades Councils, will be approved.

4.03 All used equipment shall comply with the provisions of this agreement and amendments thereto. Servicing of all equipment shall be done by members of unions affiliated to the B.C. & Yukon Territory Building and Construction Trades Council.

4.04 The Union label must be clearly and prominently affixed to all modular camp units.

ARTICLE 5.00 -- LIVING ACCOMMODATION

5.01 Room Construction

Each occupant shall be provided with a single room of not less than eighty (80) square feet (7.43m²) of floor space. Walls and ceilings shall consist of a minimum one-half inch finished drywall with a suitable alternate material in wet areas. The rooms shall be properly insulated to guard against year round climatic conditions and the walls between rooms shall be soundproofed with one-half (1/2) inch (1.27cm) drywall and will have a layer of one-half (1/2) inch (1.27cm) soundboard on each side of the partitions between sleeping rooms. All walls to be insulated."

The floor shall be covered with a suitable material such as tile or lino. The room shall be properly insulated to guard against year-round climatic conditions and sound. All interior walls shall be insulated for sound proofing. Closets and storage shelving shall be constructed in such a manner to ensure the best possible additional sound proofing between the rooms. Each room shall be fully enclosed with a solid core door and mortise-type dead lock or card lock system and the occupant shall be supplied with a key or key card. There shall be a thermo sealed window in each room fitted with a frost break and screen, and equipped with window blinds or lined drapes.

5.02 Room Heating

Heating for the complex shall be as a minimum, a dual heat system using forced air flow set at 20 degrees Celsius and thermostatically controlled electric baseboard heaters.

The individual heat control system to include in-floor ducting, approved tight sealing registers and deflectors, and thermostats located 5'0"feet (1.524m) above the floor level on the opposite wall to the baseboard heater.

5.03 Air Conditioning

(a) Where the mean daily maximum temperatures of an area are over 24 degrees Celsius for 30 days or longer, as outlined in Table 2, climatic norms, B.C. Dept. of Agriculture, then air conditioning will be provided in the sleeping rooms.

(b) Subject to Sub-Section (c) of this Section, air conditioning will be provided in the diner complexes and recreation rooms. Additional coolant or air movement shall be provided in the kitchen area, i.e. make up air units.

(c) It is understood by both parties that in some situations, one or more of the above conditions may not be required. A request for special dispensation must be sent to the B.C. & Yukon Territory Building and Construction Trades Council prior to the installation of such a camp, and such request shall not be unreasonably denied.

5.04 The following furnishings and fixtures shall be supplied to each room:

(a) A clothes closet with minimum depth of 24" (60.96cm) with one side for hanging clothes (at least 6' (1.828m) tall) and the other side with shelves and at least one drawer. Closet doors to be fitted with hasp and staples.

(b) A single commercial type bed of box spring and mattress construction. The bed shall not be less than 6'8" x 3'3" (2.03m x .991m) and shall be of good quality. Each mattress shall meet hotel/camp commercial quality standards.

(c) A table equipped with a drawer.

(d) A shelf

(e) A waste basket

(f) A sled base chair

(g) At least four (4) coat hooks on interior walls.

(h) A mirror-type cabinet

(i) A towel rack

(j) Electrical outlets and fixtures, i.e. a ceiling light with a wall switch, a bed light and two duplex receptacles.

(k) A cable television outlet with a duplex receptacle.

5.05 Each occupant shall be supplied with fresh, clean bed clothing, to include mattress-cover, two sheets, two pillows, 12" x 24" (30.48cm x 60.96cm), two pillow cases, and a duvet/comforter or two blankets and a bed cover. The sheets and pillow cases to be changed weekly, the mattress cover to be changed monthly. The duvet/comforter or bedcover to be changed every three months.

5.06 Corridors to be completely enclosed and heated. The floor shall be covered with adequate material to deaden objectionable noises, e.g. rubber or carpet.

Exterior doors shall be weather-proofed and fitted with automatic door closures.

ARTICLE 6.00 – WASH CAR FACILITIES

6.01 (a) Flush toilets shall be furnished at the following ratio:

1 toilet for 1 to 5 occupants

2 toilets for 6 to 10 occupants

3 toilets for 11 to 15 occupants

4 toilets for 16 to 30 occupants

5 toilets for 31 to 45 occupants

6 toilets for 46 to 60 occupants

7 toilets for 61 to 75 occupants

8 toilets for 76 to 90 occupants

with the addition of one (1) toilet for each fifteen (15) occupants thereafter.

(b) Urinals shall be furnished at the ratio of one (1) per twenty-five (25) men.

(c) A wash basin of the stainless steel or porcelain type at the ratio of one (1) per five (5) occupants and one mirror to each basin. Soap dispensers, paper towel dispensers and paper cup dispensers shall be installed and supplied.

6.02 (a) Individual scald proof showers shall be furnished at the ratio of one (1) to ten (10) occupants.

(b) On coal mine projects the ratio shall be one (1) shower to five (5) occupants. (Alternative facilities may be established by the Review Committee prior to the construction of the camp.)

(c) Each shower dressing area shall be equipped with a shower bench and plastic or rubberized duckboard.

ARTICLE 7.00 -- LAUNDRY FACILITIES

7.01 (a) Unless otherwise agreed at a camp approval conference on the basis of the provision of central camp laundry facilities each living accommodation unit housing up to twenty-five (25) occupants will be provided with one (1) heavy duty automatic washer, and one (1) heavy duty automatic dryer. Each living accommodation unit shall be provided with one (1) extra dryer. (It is understood that on smaller sized units the extra dryer may be placed elsewhere.)

(b) Replacement parts shall be held in readiness on the project and in the event of a break-down, repairs shall be performed as expeditiously as possible.

7.02 The laundry facilities in each living accommodation unit shall contain a dual wash tub with an adequate supply of hot and cold running water.

7.03 A separate dry room building will be provided for projects in wet geographic areas. When dry rooms are provided it will be a separate building with the size of the dry room to be based on the number of camp occupants (four (4) square feet (0.37m^2) per person) and the dry room will be equipped with suitable clothes hooks, door closures and a heating and ventilation system appropriate for the dry room size.

ARTICLE 8.00 -- RECREATION FACILITIES

8.01 On the basis of duration of the camp and proximity of local commercial facilities as determined at a pre-job conference, recreation space shall be provided on the basis of six (6) square feet (0.55m^2) per person and a minimum total of 520 square feet (48.25m^2). On camps of (fifty) 50 occupants or less the minimum shall be 320 square feet (29.65m^2). Consideration of space, in addition to the use of the dining hall for lectures, films and meetings shall include a divided games room and partitioned T.V. room. Equipment to include: upholstered chairs, pool tables, shuffleboards, dart boards, darts, games, etc. Beverages including hot tea, coffee, and hot chocolate shall be supplied daily.

8.02 The recreation space shall be in an insulated building; and shall contain washroom facilities, soap dispensers, paper towel dispensers and paper cup dispensers. The recreation space shall be adequately heated.

8.03 A satellite system or television source to be provided and to include at least one movie channel.

8.04 In camps located outside cellular phone service areas, as soon as possible one (1) pay telephone or other means of communication shall be made available. On camps having a minimum of two hundred (200) persons and which are established for a minimum of four (4) months and provided land based telephone service is available, shall have pay phones installed on the basis of one (1) to one hundred (100) persons with a minimum of two (2) on site. All telephones shall be equipped with privacy booths.

Internet connectivity services must be provided on a ratio of one connection per fifty (50) occupants with a minimum of two (2) on site, and shall be located with-in the recreation area.

Where available. pay-for-use wireless internet connectivity shall be provided in the living accommodation.

ARTICLE 9.00 -- MAINTENANCE

9.01 Rooms to be maintained daily by members of the housekeeping staff, such maintenance to include making of beds, and emptying waste baskets and sweeping the floors, etc.

The corridors to be maintained daily by the members of the housekeeping staff. Camp and Contractors administration offices to be cleaned by members of the Culinary Union housekeeping staff, such maintenance to include emptying waste baskets, dusting, sweeping, vacuuming or washing floors, etc.

Weekly maintenance shall include washing the mirrors, windows (inside) and floors, etc.

9.02 The laundry room, ablution unit and recreation facilities shall be maintained in a clean and sanitary condition daily by members of the housekeeping staff. Also cleaning of ash trays in designated 'smoking' areas, if provided.

9.03 Each dormitory unit shall provide housekeeping staff with a lockable storage at least 6' x 4' (1.83m

x 1.22m) with shelves of 2'0" (60.96cm) width.

ARTICLE 10.00 -- CAMP COMMISSARY

10.01 **(a)** A camp commissary shall be provided and shall be stocked with tobacco supplies, soft drinks, magazines and newspapers, soap and toilet articles, working clothing, i.e. gloves, socks, towels etc., this stock to be sold at prevailing retail prices in the area.

(b) Vending Machines shall be installed in the recreation room. In the event the vending machines are repeatedly abused, they may be removed.

(c) Ice shall be made available to the occupants.

(d) It is understood by both parties that in the case of short term projects, one or more of the above conditions may not be required. A request for special dispensation must be sent to the B.C. & Yukon Territory Building and Construction Trades Council prior to the installation of such a camp and such request shall not be unreasonably withheld.

ARTICLE 11.00 -- GENERAL PROVISIONS

11.01 Fire Protection

A fire system shall be provided for each building unit that meets the current Fire Code regulations. Smoke detectors shall be installed in each sleeping room, ablution unit, dry room and hallways. Heat detectors shall be installed in the furnace room and laundry room. Manual pull stations shall be installed adjacent to each exit door.

An audible Fire Code compliant alarm shall be located in the corridor.

A standby battery and charger unit shall be provided sufficient in size to automatically operate the fire alarm system on normal Hydro power failure for a period of twenty-four hours. On the resumption of Hydro power, the battery/charger unit shall automatically transfer the system back to its normal operating state.

Emergency lighting to be installed in all camp units, hallways, and ablution units. All exit doors to be indicated with illuminated exit signs on the inside and white lights installed at the exterior doors. Chemical fire extinguishers to be provided on a ratio of one (1) extinguisher for every twenty (20) camp occupants.

Client Fire Insurance

Camp occupants will be reimbursed to a maximum of $2,000 or the deductible will be paid on personal insurance policies in the event of a loss due to fire. Satisfactory proof of loss to be provided by the Claimant in compliance with the insurance company regulations. To qualify for the reimbursement, the Claimant must sign an affidavit to confirm that they do not have personal insurance to cover the loss.

11.02 Walkways, Parking Lot and Parking Facilities

(a) Subject to Section 2(f) of this Article, all camp units shall be skirted.

(b) Walkways to be installed between all units. Where adverse weather conditions prevail,

walkways will be covered.

(c) Exterior deck, stairs and handrails to be installed at all entrances. Where adverse weather conditions prevail, a vestibule type entry shall be provided with an exterior weather-proofed door and automatic door closer.

(d) Foot scrapers to be installed at all camp unit exterior doors.

(e) Parking lot facilities shall be maintained on a regular basis. Where camp security officers are employed, their duties shall include surveillance of the parking lot. Where illumination is insufficient from the camp area, then lighting will be provided subject to Section 11.02(f) below.

(f) It is understood by both parties that in some situations, one or more of the conditions may not be required. A request for special dispensation must be sent to the B.C. & Yukon Territory Building and Construction Trades Council with a copy to the Construction Labour Relations Association of B.C., prior to the installation of such a camp, and such request shall not be unreasonably denied.

ARTICLE 12.00 -- CAMP GRIEVANCE PROCEDURE

12.01 It is recognized that in the interest of all the camp occupants, grievances should be dealt with as expeditiously as possible, irrespective of who is responsible for the operation of the camp. The following grievance procedure has been developed for this purpose. However, this procedure does not preclude the right of any affiliated union to process a grievance under the Grievance Procedure of their respective Collective Agreements.

12.02 **Camp Chairperson**

(a) Each trade shall elect or appoint a member to act on the Camp Committee. The Camp Committee members shall elect from their members, a member to act as Chairperson. If possible, this position to be rotated every three months - to another trade.

(b) The Camp Chairperson shall arrange regular monthly meetings during non-working hours. All Committee members attending from each trade shall receive one hours pay at straight time rates. The Chairperson will ensure that the proceedings are recorded and copies of the minutes are mailed to the Secretary-Treasurer of the B.C. & Yukon Territory Building and Construction Trades Council Office, and to the Construction Labour Relations Association of British Columbia Office. It is understood that where extenuating circumstances require immediate attention to a problem, a meeting will be called immediately.

(c) The Camp Chairperson shall not have any jurisdiction over any matter not concerning the general comfort of the residents of the camp.

(d) The Camp Chairperson may be replaced by a majority vote of those Camp Committee members present at a regular meeting when it is evident that he has not acted in the best interests of the camp occupants.

12.03 **Camp Management**

(a) The person holding the responsibility for the management of the camp and the Catering facilities shall co-operate with the Committee by attending the camp meetings. This person

will endeavour within their power, to answer all written grievances as they are presented.

(b) The Camp Management shall be given an opportunity to present any grievances it may have concerning the camp occupants, and it shall be entitled to answers, when possible, to its grievances as they are presented.

12.04 Grievances

(a) No occupant of the Camp shall complain directly to any employee of the Catering Staff. If a resident finds that they have a grievance they shall first present it in writing to their Camp Committee member. However, the service provider must provide a feedback comment system to allow occupants the opportunity to provide comments to the service provider.

(b) The Camp Committee members will discuss all grievances with the Committee chairperson who will record the same. The Chairperson will hold the grievances until the next regular meeting of the Camp Committee provided, however, such grievances are not of an urgent nature.

(c) The Camp Chairperson shall present the grievance to the Camp Committee members at the meeting to examine the validity of the grievances. Decisions shall be determined by a majority vote of those present.

(d) When the Camp Chairperson has listed all the valid grievances in their proper order, he shall present them to the Camp Management or its designated representative in seriatim: the disposition of each grievance shall be recorded.

(e) When all the grievances have been dealt with, the Chairperson will have the record of grievances and disposition read out in the presence of the Camp Management before the meeting is adjourned.

(f) At the conclusion of the meeting, a copy of the proceedings shall be sent to the Secretary of the B.C. & Yukon Territory Building and Construction Trades Council by the Chairperson.

(g) A grievance of an urgent nature may be dealt with by the Camp Chairperson and at least two (2) members of the Camp Committee by going directly to the Camp Management and arranging a meeting for the specific purpose of discussing the urgent grievance.

12.05 B.C. & Yukon Territory Building and Construction Trades Council Camp Committee

(a) If a grievance is not resolved pursuant to 12.04(c) of this Article, the details shall be set forth in writing on the official Grievance Report by the Camp Committee Chairperson and signed by all of the Camp Committee members attending the meeting. The report shall be dispatched to the Secretary of the B.C. & Yukon Territory Building and Construction Trades Council and Construction Labour Relations Association of BC.

(b) Upon receipt of a properly completed grievance report the Secretary shall arrange a meeting of the duly elected Camp Committee of the Council to deal with the grievance report.

ARTICLE 13.00 -- CATERING SPECIFICATIONS

The Caterer shall provide nutritionally balanced menus. Menus and method of food preparation must follow standards as set out in the Canadian Food Guide and take full

consideration of the "Heart Smart" healthy eating choices.

13.01 Quality of Food Purchased

MEAT: Must be Canada "A" or USDA Select or better. Turkeys, chickens and other fowl must be "A" grade. All other meats must be of top grade choice quality.

DAIRY PRODUCTS (Including Eggs): Must be Grade "AA".

CANNED FRUIT AND VEGETABLES: Must be choice or fancy quality.

FRESH FRUITS AND VEGETABLES: In Season, must be choice quality or top grade when available.

13.02 Menu Requirements

Breakfast:

Specific: Methods of food preparation and serving must be used to ensure freshness of items on the cafeteria line.

a. 3 varieties of chilled juices,
b. Variety of apples, oranges, bananas.
c. Hot porridge / oatmeal (instant or prepared) and 4 assorted dry cereals,
d. Eggs any style (boiled, scrambled, fried and poached). Omelette (variety) twice weekly.
e. Hot cakes with syrup
f. One of, baked beans, french toast, or waffles
g. Two of bacon, ham or sausage alternating daily
h. White and brown toast, with jams, jellies, peanut butter, honey etc.
i. Hash brown or home fried potatoes
j. **Variables:** One of stewed prunes, stewed rhubarb, stewed tomatoes, 1/2 grapefruit or other fruits.
k. Two fresh baked products (Muffins or Danish)
l. Tea, coffee and milk,

Lunch and Dinner

Specific: Methods of food preparation and serving must be used to ensure freshness of items on the cafeteria line Items prepared for dinner to vary from that of lunch except as otherwise stated.

a. Soup, (same as lunch)
b. One each, first line meat, second line meat / protein, and third line protein entrée.
c. Two starches, one of which is not fried (potatoes or rice)
d. Two vegetables, fresh, frozen or canned – no duplication in three day period
e. Selection of salads and cold table items as per menu specifications below
f. Selection of Dessert items as per menu specifications below
g. Breads and rolls (three varieties)
h. Condiments: appropriate for the entrée's served, plus, relishes, ketchup, mustard, mayonnaise, horseradish, HP sauce, A-1 or 57 sauce, Worcestershire, hot sauce etc.
i. Tea, coffee and milk, plus assorted cold beverages

Salad Table / Cold Table:

Specific: In addition to the items specified above, a salad / cold table shall be provided daily for

lunch and dinner meals. Salad table will be refrigerated or ice provided. Minimum requirements:

a. An assortment of salads, coleslaw , green salad (tossed), potato salad and two other prepared salads, (Caesar / Greek / Pasta / Bean Salad /protein etc)
b. Pickles (dill and sweet), olives, pickled beets etc.,
c. Fresh vegetables, (4 varieties per meal) tomato wedges, cucumber, green onions, celery and carrot or turnip sticks, radishes, zucchini, chilled canned tomatoes
d. Protein and Meats: Two choices, varied from meal to meal of, Cold Meats: ham, roast beef, pork, chicken pieces, head cheese, assorted cold cuts, pickled or devilled eggs, cheese, humus or chick peas .
e. Salad dressing: (assorted including low calorie choices), vinegar and oil.
f. Assorted garnishes, crackers, bread sticks

Dessert Table / Pastry

Specific: In addition to the items specified above, a dessert / fruit table shall be provided daily for lunch and dinner meals. Items are to be varied from day to day. Minimum requirements:

a. One variety of cake,
b. Two varieties of cookies,
c. Two varieties of pastry
d. One pie daily.
e. One of Jell-O or pudding, and canned fruit,
f. ice cream daily,
g. Three varieties of fresh fruit daily in season of apples, oranges, cherries, peaches, pears, cantaloupe, honeydew, kiwi, watermelon, grapes, bananas, etc.

Definitions:

First Line Meats: include "solid or whole muscle" meats, such as roasts, chops, cutlets, fish fillets and steaks, seafood, bone in and boneless poultry, beef steaks, etc. Beef steaks must be served once per week, between Monday and Thursday - Roast beef once per week. There will be no duplication of First Line choice in a 5 day period other than beef and beef steak.

For example:

Cutlets, roast pork, roast beef, ham, ham steaks, chicken, turkey, pork chops, veal chops, roast lamb, roast veal, beef steak, roast duck, prawns, shrimp, oysters, salmon, halibut and cod.

Second Line Meats / Protein: include entrées containing, "semi processed" meats cut from whole muscle (chopped, diced, ground, julienne, sliced etc.), such as ground beef, diced chicken, stewing and stir-fry cuts, sausages; and variety meats such as liver, kidney, tongue,

For example:

Stir fry's, short ribs , spare ribs, chicken wings, chicken fingers of nuggets, battered or breaded fish, swiss steak, stews, meat pies, Salisbury steak, ground beef, pastas containing protein (I.e. spaghetti and meat balls / lasagne), corned beef, spareribs and lamb chops, fajitas, pizza, bratwurst, smokies, Italian sausages, burgers, beef or chicken burritos and tacos.

Third Line Protein: include entrées containing fully processed meats, protein substitutes (legumes, beans, garbanzo and kidney beans, tofu etc.), casseroles, and vegetarian, cheese and egg dishes. Consideration should be given to provision of one vegetarian (meatless) choice per day.

For example:

Wieners, omelettes, chilli con carne, baked beans, pyrogies, donairs, a la king dishes, garlic sausages, meatless pasta dishes (macaroni and cheese casserole / fettuccini Alfredo), fried rice, and other dishes using over production designated by the Chef.

13.03 Lunches

Based on the Building Trades collective agreements or as determined at a pre-job conference if take out lunches are to be provided the following standards shall be adhered to. All sandwiches are to be prepared by catering staff, when practical a pre-order system may be utilized by the Caterers. (Sandwiches must contain a date coding). An assortment suitable for the camp population (I.e. < 100 persons, 4 Choices; > 150 persons, 6 choices, > 300 persons, 8 choices) must be available daily as follows: Beef, ham, pork and prepared meats, devilled eggs, fish, cheese, peanut butter and jam. Garnishes, e.g. lettuce, pickles, sliced tomatoes, celery, carrot sticks, radishes, sliced cucumbers, green onions, sliced eggs daily. Assorted pastries, choice of three types of pie (wrapped) and cookies daily. Hot soup, tea, coffee and milk for thermos fillings must also be provided.

13.04 Portion Control

Camp occupants are entitled to eat all the food they want. The size of individual servings may be limited, free access must be provided for those who wish to return for additional servings. Should the serving line run out of first line meat choice during regular meal periods, it must be replaced immediately by another first line choice. Camp occupants found wasting food or removing food from the dining room (other than bag lunches, and whole fruit) may be subject to discipline by the Camp Committee.

Meals shall be prepared in accordance with specifications contained herein and may be subject to review. Infractions of the minimum requirements shall be dealt with at a mutually agreed time by the Chairperson of the Camp Committee and the Catering Manager.

13.05 (a) Cafeteria-style of serving meals will be acceptable provided trays and dishes are cleared by members of the catering staff.

(b) Settings at the table shall not be less than 76.2 cm. per person. There shall be adequate width and space between tables and chairs.

(c) The menu shall be posted in the entrance hall in a conspicuous position.

(d) Dinner plates are to be kept warm in a warming space prior to the serving of meals.

(e) The following stations shall be located separately so as not to impede the serving of the steam tables.

(i) Beverage Station, i.e., tea, coffee, milk, cold drinks, etc.

(ii) Fresh fruit station, i.e., apples, oranges, bananas, pears, plums, grapes, watermelon, etc.

(iii) Cold Tables, i.e., salads, cold meats, green vegetables, cheese, etc.

(f) Workers shall not be required to stand outside of the entrance hall, when waiting in line.

(g) The entrance to serving lines shall be fully enclosed, with clothes hooks and shelves to accommodate the hanging of outer clothing and hard hats.

(h) To expedite meal service, meal hours may be staggered.

13.06 Any worker will be subject to discipline, up to and including dismissal in any case where they has been found guilty of taking food in any form from the dining room with the exception of approved bag lunches for mid-shift meals.

13.07 In the event there are continued violations of the regulations, as contained herein by the service provider, the camp manager will be required to appear before the Camp Committee to respond to the concerns.

13.08 Kitchens will meet all health and safety and fire code regulations.

ARTICLE 14.00 -- AMENDMENTS & REVIEW COMMITTEE

14.01 (a) It is recognized that both parties to this document may be required to meet from time to time to clarify certain conditions outlined herein and to formulate new policy and amendments that may be required to meet conditions and circumstances that are not evident at this time.

(b) Both parties to this agreement shall establish a Review Committee which shall be made up of an equal number of representatives from the B.C. & Yukon Territory Building and Construction Trades Council and Construction Labour Relations Association of British Columbia.

(c) Any amendments to the provisions of this agreement are subject to the prior approval of the B.C. & Yukon Territory Building and Construction Trades Council - Construction Labour Relations Association of British Columbia Review Committee.

ARTICLE 15.00 -- TERMINATION DATE

The provisions of these Camp Rules and attached Regulations shall remain in full force and effect until December 31, 2014.

SIGNED THIS 21st DAY OF MAY, 2008.

SIGNED ON BEHALF OF:
CONSTRUCTION LABOUR RELATIONS
ASSOCIATION OF BC:

SIGNED ON BEHALF OF THE BRITISH
COLUMBIA AND YUKON TERRITORY
BUILDING AND CONSTRUCTION TRADES
COUNCIL

CAMP REGULATIONS

In recognition of the great improvement of Camp conditions over the past few years and in consideration of the efforts of Building Trades Councils in co-operation with the various Employers groups to improve the standard of living for Building Tradesperson, certain regulations have to be laid down and adhered to in order to ensure that the camp conditions are maintained.

It must be realized that a camp and equipment costing many thousands of dollars, in some cases in excess of a million dollars, will soon deteriorate if subjected to the whims of vandals without any measure of control over such situations.

There are camps in existence today where the population is greater than many of the villages and towns in the Province, and these communities have set up some form of authority such as a Town Council to govern the population.

It has long since been recognized that on large construction projects there has to be a central authority to handle camp grievances. This has been known as the Camp Committee, and the leader of that group is the general spokesman known as Camp Chairperson. In many respects their position is similar to that of a mayor of a community.

Camp Committees on construction projects are for the most part playing a very vital role in the Labour-Management relationship which through co-operation of both groups are able to make a Building Tradesperson's life away from home as pleasant as possible under the circumstances. Their job is no small task, therefore, with this in mind the following Camp Regulations have been set forth to be administered by the Camp Committee who shall have full authority to enforce these regulations.

1. The Camp Committee shall be responsible for the enforcement of the Camp Rules and Regulations.

2. All acts of vandalism shall be investigated and the responsible party or parties are to be exposed, and such acts, together with the names of the party or parties, permanently recorded with The British Columbia & Yukon Territory Building and Construction Trades Council. Repeated offences may result in expulsion from camps under the jurisdiction of The British Columbia & Yukon Territory Building and Construction Trades Council.

3. Any occupant of the camp found guilty of wilful damage to camp property shall be made responsible for all costs as the result of such wilful damage.

4. The Camp Committee shall have authority to withdraw camp privileges in cases of fighting, theft, or wilful damage to camp property.

5. Occupants of the camp shall be co-operative with the housekeeping staff in maintaining cleanliness of the rooms.

6. No occupant of the camp shall complain directly to an employee of the camp or catering staff. If an occupant finds that they have a grievance they shall first present it in writing to their Committee Member.

7. Occupants of the camp shall show consideration for their neighbours in respect to the playing of radios or television sets, or noisy conversation after 11:00 p.m.

8. Late night parties in rooms that disturb other occupants of the camp are prohibited.

9. No occupant of the camp shall utilize laundry facilities that are located in the same building as the living quarters after 11:00 p.m.

10. Fighting or violence of any sort in any part of the camp is grounds for instant dismissal by the Employer.

11. Possession or storage of guns, ammunition, explosive devices, illegal drugs, or any other dangerous or illegal material is prohibited in camp. Where reasonable and probable grounds exist to believe that the presence of some or all of these items exist in a camp occupant's room, the camp management may request that the occupant's room be searched in the presence of the occupant and their job steward. Where a occupant refuses to allow such a search, their camp privileges may be revoked and camp management may choose to decline to give the occupant access to the room until a peace officer is summoned and conducts a room search.

12. Any camp occupant who is in breach of the Camp Rules and Regulations, or is abusive to any member of the Camp Committee, or catering and housekeeping staff, in the conduct of their duties, shall appear before the Camp Committee to account for their behaviour.

13. The Camp Committee shall be authorized to summon any occupant of the camp to appear before them to deal with grievances raised by the Camp Management.