

April 9, 2009

**TO: All Contractors working under the Provincial Collective Agreement,
Appendix "B" (Drywall Finishing).**

The drywall industry is experiencing a decline in recent times. In addition, our Union has been requested to reconsider the rate increases effective May 1, 2009 in the ICI and Residential collective agreements. We know the stress being applied by builders to our contractors to make concessions on projects that were tendered and awarded during inflationary prices in the residential sector by the builders. There are numerous projects in the ICI sector that have been cancelled or delayed that were awarded prior to this economic downturn. Our response to any concessions in the collective agreement will NOT be considered.

Our Union membership is aware of the economic downturn in the economy. As we go through this construction slowdown, we are making every effort to lobby government regarding the release of stimulus funding to move the construction industry forward. The 2009 federal budget will inject \$30 billion over the next two years for construction. We have joined other Unions to expedite the funding and to discuss opportunities to create more positive activity in the construction industry with our industry partners.

It is imperative to inform you that during these times, there is greater temptation to violate the collective bargaining agreements by contractors and members of our Union. **I must inform you that any compromise to the negotiated wages, benefits, or other portions of the agreement will not be tolerated.** The enforcement of the collective agreement will be enhanced and violations will be dealt with in an expedited manner. It is our goal to meet the needs of our members and maintain a "level-playing field" for ALL drywall contractors.

I wish to highlight the following articles of the collective agreement that are strongly enforced;

- Article 1 – Recognition: all employees are in good standing & hired through the Union office;
- Article 13 – Overtime: notification to the Union of all overtime & proper rates to be paid;
- Article 17 – Basic Wage Rates: all rates & benefits to be properly paid;
- Article 20 – Pieceworkers: proper completion of trade work sheets including all rates/benefits;
- Article 22 – Employee Status: pieceworkers cannot be transferred to hourly rates without signed Change of Status (referral slips) from the Union office.

In closing, I am confident we will get through these economic hardships. Our Union will collaborate on an ongoing basis with our industry partners. If I can be of assistance in anything mentioned above, please call me at your convenience.

Yours truly,



William (Bill) Nicholls
Business Manager / Secretary-Treasurer.