



**SHEET METAL WORKERS AND ROOFERS**  
INTERNATIONAL ASSOCIATION  
Local Union No. 276 - C.L.C., A.F.L./C.I.O.  
UNIT #302-791 GOLDSTREAM AVE, VICTORIA, B.C. V9B 2X5  
TELEPHONE : (250) 727-3458  
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1-800-448-4177 (IN B.C. ONLY)

## Negotiations Questionnaire

On April 30th, 2025, our Collective Agreement between Sheet Metal Workers and Roofers International Association Local 276 and the Vancouver Island Sheet Metal Contractors Association will expire. This agreement aims to stabilize the industry, elevate our trades, and create harmony between employers and employees.

The Collective Agreement covers wage rates, travel, overtime, holidays, and most other things dealing with employment.

This is your Union, so make your voice heard by completing this questionnaire and returning it to the Union office either by using the prepaid envelope provided or by emailing it to [info@smwia276.ca](mailto:info@smwia276.ca).

If you need to review the current Collective Agreement you can find it on our website:  
[www.smwia276.ca/agreements-and-by-laws.html](http://www.smwia276.ca/agreements-and-by-laws.html)

Here are some of the most common points.  
(If you need more space please use the back of the page.)

### 1. Duration of Agreement.

Do you have a preference for duration?  
1 2 3 4 5 years. Please write a number \_\_\_\_ .

Do you have any comments regarding the duration?

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### 2. Wages:

What are your thoughts on wage increases, what would you like to see?

Roofing, Sheet Metal, Architectural, Welder, and Material Handler,

Things to keep in mind:

1. Cost of living,
2. Current package,
3. Market share and Economy

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**3. Benefits:**

What are your thoughts on pension?

Should the amount we put in from our wage package be increased?

Stay the same?

Increased by a percentage of the yearly increase?

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Thoughts on Health and Welfare. (Pacific Blue Cross and Health spending)

- Do you feel our plan is good or needs improvement?
- Should apprentices move to "A" plan more quickly?
- Should there be something added or taken away from the plan?

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**4. What is important to you?**

Examples:

- What are your thoughts on the wage differential between Architectural Sheet Metal and regular Sheet Metal?
- Travel time, meal allowance, living out allowance?
- Overtime and holidays?
- Increase to schooling fund amount for apprentices? (Currently \$0.80/hr)
- Foremen rates
- Apprentice percentages

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5. How do you feel about the representation of Local 276? How could it improve?

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If you have any questions, please feel free to call your Business Manager Jason Pedersen.

Name \_\_\_\_\_ Signature \_\_\_\_\_

Thank you for taking the time to fill out this questionnaire, your participation is greatly appreciated.

Fraternally yours,  
Jason Pedersen  
Business Manager Local 276