



ENBRIDGE
NORTHERN
GATEWAY PIPELINES

**HOW TO GET A
JOB BUILDING
A PIPELINE**



Step by Step

What is Enbridge's role?



When Enbridge gets approval to build a pipeline, they call on one or more pipeline construction contractors to do the job for them. Enbridge requests bids from pipeline contractors to build sections or “spreads” of the pipeline. The work will be awarded to the companies with the best history of good work practices, best price and Aboriginal participation. There may be conditions attached to the contract such as guaranteeing employment for local and/or Aboriginal workers. Once Enbridge and the contractors agree on the terms of the contract, the pipeline contractors start looking for the workers and equipment they will need to do the job.

What is the Contractor's role?



Pipeline construction companies do not maintain a permanent staff of construction crews. These companies keep their managers and supervisory staff on salary and hire construction crews to work on each construction contract they are awarded. Pipeline construction contractors that belong to the **Pipe Line Contractors Association of Canada (PLCAC)** hire the workers for the required construction crews through the building trades unions. They are:

- **The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada** – welders – helpers, apprentices and journeymen
- **The International Union of Operating Engineers** – heavy equipment operators, mechanics and surveyors
- **The Laborers International Union of North America** – semiskilled labour
- **The Teamsters Canada** – drivers, class 1 & 2



Other pipeline construction companies work only with the Construction Workers Union Local No.63 affiliated with the **Christian Labour Association of Canada (CLAC)**, a union that represents all types of pipeline construction workers.

How do you get a job building a pipeline?

Find out what construction company is building the pipelines in your area. Contact the company and ask if they are PCLAC or CLAC affiliated?

If the company is a member of the PCLAC then:



- 1) You must be registered with one of the four pipeline building trades unions and be on the “Out of Work List”. The requirements for union membership vary depending on the union, check out the website links below for contact names and numbers. Each of the four pipeline construction building trades unions have extensive pipeline training programs and all members must take the Pipeline Construction Safety Training (PCST) course before dispatched to pipeline work.

- 2) The pipeline contractor contacts the unions and provides them with a list of jobs they have available, including information on the length of the job, hours and location of work, working conditions and rate of pay.



- 3) The union dispatcher will post the positions in the union hall, on the union web site, or on a recorded phone message attached to a dedicated phone line. The “Out of Work List” contains the names of all laid off union members in chronological order. If you have the skills required and are first on the list, you have first option to take the available job. If you turn down the job, your name remains on the list. If you pick up the dispatch slip, (which tells you who to report to and where), then change your mind and return the slip, you lose your place and go to the bottom of the “Out of Work List”.



- 4) Unions will dispatch non-members if they have no members available with the appropriate skills. These workers are called “**permits**” and have permission from the union to work on the job.

Pipeline contractors have agreements in place with the unions that allow them to request a limited number of workers by name – referred to as “Name Hires”. Contractors may request workers with experience and a good reputation by name. However, the remainder of required workers comes from the union’s “out of work” list. Contractors have 48 hours to decide if the workers who reported for the job are suitable. If a worker is not performing up to expectations within that period, the contractor can release them without penalty.

If the construction company works with CLAC:



- 1) The pipeline construction company hires all labour directly, in consultation with the Union’s dispatch office.
- 2) Every worker has the opportunity to complete the necessary paperwork to become a member of the Christian Labour Association of Canada.
- 3) CLAC provides any required training, specifically the Pipeline Construction Safety Training course.

- 4) The union's dispatcher offers work to the members on the "Out of Work List" and will dispatch non-members after the membership list has been issued to the company.



Construction companies have no limit on the number of "name hires".

Pipeline construction takes place for about eight or nine months of a year. It is difficult to operate heavy equipment during those periods when the ground is soft, so construction stops for a while each spring and fall. The work period for each crew will vary depending on the project, but on average, a crew will work for six to eight weeks. Pipeline construction crews are front end, welding, and back end crews. The front end crews work on preparing the right of way and digging the trench for the pipe. The welding crews connect the lengths of pipe and lay them in the trench. The back end crews clean up and restore the land on the right of way. Each crew is laid off when their work is done. Labourers hired for the front end crews may be hired again for the back end crews on the same project. Workers may also be recalled for consecutive seasons on the same project. This recall process is outside of the "name hire" process for PCLAC contractors. Crews that have trained and worked together in one season may be brought back together after the season break without penalty from the building trades unions.

For further information about building trades unions, CLAC and the Pipeline Contractors Association, check out the following web sites:

- ◆ Pipe Line Contractors Association of Canada
<http://www.pipeline.ca/>
- ◆ Christian Labour Association of Canada -
<http://www.clac.ca/index.asp>
- ◆ United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada - <http://www.ua.org/>; <http://www.local488.ca/>
- ◆ International Union of Operating Engineers -
<http://www.iuoe.org/index.asp>; <http://www.iuoe955.com>
- ◆ The Laborers International Union of North America -
<http://www.liuna.org>; <http://www.local92.com>
- ◆ Teamsters Canada -
<http://www.teamsters362.com>; <http://www.teamster.org>

