PROVINCIAL ICI COLLECTIVE AGREEMENT

BETWEEN

CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF ONTARIO;
ONTARIO MASONRY CONTRACTORS ASSOCIATION;
INDUSTRIAL CONTRACTORS ASSOCIATION OF CANADA;
WATERPROOFING CONTRACTORS ASSOCIATION OF ONTARIO;
CEMENT FINISHING LABOUR RELATIONS ASSOCIATION

(hereinafter called the "Employer Bargaining Agency" or "E.B.A.")

OF THE FIRST PART

- AND -

LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA
AND THE LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA,
ONTARIO PROVINCIAL DISTRICT COUNCIL,
ON BEHALF OF ITS AFFILIATED LOCAL UNIONS
183, 493, 506, 527, 607, 625, 837, 1036, 1059 AND 1089;

(hereinafter called the "Union")

OF THE SECOND PART

EFFECTIVE MAY 1, 2025 TO APRIL 30, 2028

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MASTER PORTION
PROVINCIAL COLLECTIVE AGREEMENT
TABLE OF CONTENTS

MASTER PORTION 27
PROVINCIAL COLLECTIVE AGREEMENT 27
ARTICLE 1 - Recognition..... 28
ARTICLE 2 - Union Security, Work Jurisdiction, Assignment of Work, Sub-Contracting 28
ARTICLE 3 - Hiring of Employees 31
ARTICLE 4 - Union Dues and Check-Off 32
ARTICLE 5 - Management Rights 34
ARTICLE 6 - Pre-Job or Job Conference 35
ARTICLE 7 - Hours of Work, Overtime, Wage Rates 35
ARTICLE 8 - Jurisdictional Disputes 36
ARTICLE 9 - Recognized Holidays and Vacations 37
ARTICLE 10 - Payment of Wages 38
ARTICLE 11 - Safety, Sanitation and Shelter 39
ARTICLE 12 - Business Representatives and Union Stewards 41
ARTICLE 13 - No Strikes, No Lockouts 43
ARTICLE 14 - Grievance and Arbitration Procedure 43
ARTICLE 15 - Government Legislation 46
ARTICLE 16 - Refreshment and Lunch Break 46
ARTICLE 17 - Reinstatement of Employees upon return from Industrial Accident 46
ARTICLE 18 - Trust Funds 47
ARTICLE 19 - Liability 51
ARTICLE 20 - Local Schedule Exemption or Amendment 51
ARTICLE 21 - Labour Management Committee 54
ARTICLE 22 - Masonry Construction 55
ARTICLE 23 - Pay Equity 55
ARTICLE 24 - Deemed Assignment of Compensation under The Employment Standards Amendment Act, 1991 56
ARTICLE 25 - Employment Equity 56
ARTICLE 26 - Labourers' Apprenticeship Program (Construction Craft Worker) 56

TABLE OF CONTENTS

ARTICLE 27 - Duration of Agreement 56
SCHEDULE "A" 63
SCHEDULE "B" 66
SCHEDULE "C" 69
SCHEDULE "D" 70
SCHEDULE "E" 73
SCHEDULE "F" 75

TRADE APPENDIX FOR MASONRY TENDERS 77
ARTICLE 1 - Recognition and Sub-Contracting 78
ARTICLE 2 - Work Jurisdiction 80
ARTICLE 3 - Hours of Work and Overtime 80
ARTICLE 4 - Refractory Conditions 81
ARTICLE 5 - Shift Work 88
ARTICLE 6 - Rate of Wages 88
ARTICLE 7 - Recognized Holidays 89
ARTICLE 8 - Vacation and Holiday Pay 89
ARTICLE 9 - Initial Reporting Time 89
ARTICLE 10 - Reporting Time 90
ARTICLE 11 - Refreshment Break 90
ARTICLE 12 - Travel, Room and Board 90
ARTICLE 13 - Employer Fund 91
ARTICLE 14 - Layoff Notice 94
ARTICLE 15 - Local Union Deduction and Contribution Amendments 95
ARTICLE16 - Mason Tender Apprenticeship Program 95
ARTICLE 17 - Provincial Agreement Mason Tenders Ontario Masonry Contractors Association 95
ARTICLE 18 - Safety, Safety Equipment, Safety Training 96
ARTICLE 19 - Trade Appendix Exemption Or Amendment 97
ARTICLE 20 - Hiring Of Employees 97
ARTICLE 21 - Local Union Conditions 98
ARTICLE 22 - Apprenticeship (Locals 183 - 506 Only) 103
SCHEDULE "A" 105
SCHEDULE "B" 106
TERMS & CONDITIONS: MASONRY RESTORATION..... 122

TABLE OF CONTENTS

CEMENT FINISHERS APPENDIX 129
ARTICLE 1 - Scope 130
ARTICLE 2 - Hiring and Union Security 130
ARTICLE 3 - Sub-Contracting 131
ARTICLE 4 - Hours Of Work 132
ARTICLE 5 - Vacations and Holidays 132
ARTICLE 6 - Premium Rate for Irregular Starting Time 133
ARTICLE 7 - Make-Up Time (Excluding Local 527 Ottawa) 135
ARTICLE 8 - In-Plant Repair/Occupied Premises 135
ARTICLE 9 - Reporting Allowance 136
ARTICLE 10 - Work Call-In 136
ARTICLE 11 - Travelling Expenses 136
ARTICLE 12 - Rates of Wages 138
ARTICLE 13 - Classifications - Apprentices 147
ARTICLE 14 - Training Funds 149
ARTICLE 15 - Cement Masons Foreperson 149
ARTICLE 16 - Jurisdiction 150
ARTICLE 17 - Working Conditions 151
ARTICLE 18 - Clothing Protection 152
ARTICLE 19 - Swing Scaffold - Suspended Scaffold 152
ARTICLE 20 - Welfare 153
ARTICLE 21 - Pension 153
ARTICLE 22 - Employer Fund 153
ARTICLE 23 - Vacation Pay 154
ARTICLE 24 - In-Plant Maintenance 155
ARTICLE 25 - Interpretation of this Agreement 155
ARTICLE 26 - Work Distribution 155
ARTICLE 27 - Local Schedule Exemption or Amendment 155
ARTICLE 28 - Job Steward / Safety Representative 155

SUBAPPENDIX TO CEMENT FINISHERS APPENDIX 158
ARTICLE 1 - Application 158
ARTICLE 2 - Hours of Work 158
ARTICLE 3 - Overtime 158
ARTICLE 4 - Reporting Allowance 158

TABLE OF CONTENTS

ARTICLE 5 - Recall 158
ARTICLE 6 - Transportation, Room and Board 159
ARTICLE 7 - Sub-Contracting 159
ARTICLE 8 - Classifications and Wage Rates 160
ARTICLE 9 - Benefit Plans 160
ARTICLE 10 - Employer Fund 160

SUBAPPENDIX #2 TO CEMENT FINISHERS APPENDIX 161
ARTICLE 1 - Application 161
ARTICLE 2 - Hours of Work 162
ARTICLE 3 - Overtime 162
ARTICLE 4 - Reporting Allowance 162
ARTICLE 5 - Recall 162
ARTICLE 6 - Transportation, Room and Board 162
ARTICLE 7 - Sub-Contracting 163
ARTICLE 8 - Classifications and Wage Rates 163
ARTICLE 9 - Benefit Plans 163
ARTICLE 10 - Job Notification 164
ARTICLE 11 - Safety Boots..... 164
ARTICLE 12 - Wage Schedule 164
ARTICLE 13 - Employer Fund 164

WATERPROOFING APPENDIX 167
ARTICLE 1 - Scope 168
ARTICLE 2 - Hiring and Union Security 168
ARTICLE 3 - Vacation Pay 169
ARTICLE 4 - Classifications and Method of Payment 169
ARTICLE 5 - Rates Of Wages 171
ARTICLE 6 - Seniority 174
ARTICLE 7 - Reporting Time and Inclement Weather 175
ARTICLE 8 - Waterproofing Foreperson 175
ARTICLE 9 - Craft Jurisdiction 176
ARTICLE 10 - Jurisdictional Territory 178
ARTICLE 11 - Travelling and Living Expenses 178
ARTICLE 12 - Workday, Workweek and Shift Work 179
ARTICLE 13 - Suspended Access Equipment 181

TABLE OF CONTENTS

ARTICLE 14 - Picket Lines 181
ARTICLE 15 - Working Conditions 181
ARTICLE 16 - Clothing Protection 182
ARTICLE 17 - Sub-Contracting 183
ARTICLE 18 - Coffee Break 183
ARTICLE 19 - Employer Fund 183
ARTICLE 20 - Interpretation of this Agreement 183
ARTICLE 21 - Welfare 183
ARTICLE 22 - Pension 184
ARTICLE 23 - Training 184
ARTICLE 24 – Local Schedule Exemption or Amendment 184
ARTICLE 25 - Waterproofing Appendix 185
ARTICLE 26 - Classifications – Apprentices 185

LOCAL UNION SCHEDULE FOR LOCAL 183 - TORONTO 187
ARTICLE 1 - Pile Driving, Etc 187
ARTICLE 2 - Landscaping 187
ARTICLE 3 - Sewers and Watermains 187
ARTICLE 4 - Roads and Parking Lots Construction 187
ARTICLE 5 - Utilities Construction 187
ARTICLE 6 - Heavy Construction 188

LOCAL UNION SCHEDULE FOR LOCAL 183 – EASTERN 189
ARTICLE 1 - Code of Ethics 189
ARTICLE 2 - Jurisdictional Claims 189
ARTICLE 3 - Hours of Work 190
ARTICLE 4 - Overtime 190
ARTICLE 5 - Shift Work 191
ARTICLE 6 - Inclement Weather and Show-Up Time 191
ARTICLE 7 - Vacation and Recognized Holiday Pay 192
ARTICLE 8 - Foreperson Classification 192
ARTICLE 9 - Welfare 193
ARTICLE 10 - Pension 193
ARTICLE 11 - Deductions and Contributions 193
ARTICLE 12 - Union Dues and Check-Off 193
ARTICLE 13 - Travelling Expenses 194

TABLE OF CONTENTS

ARTICLE 14 - Recognition and Union Security 195
ARTICLE 15 - Training Clause 195
ARTICLE 16 - Employer's Administration Fund 195
ARTICLE 17 - Hiring and Recall 196
ARTICLE 18 - (A) Wage Rates & Classifications for Oshawa Area – Zone I 197
ARTICLE 18 - (B) Wage Rates & Classifications for Muskoka Area - Zone II 199
ARTICLE 19 - Apprenticeship 200
ARTICLE 20 - Interpretation of Agreement 201
ARTICLE 21 - Room and Board 201
ARTICLE 22 - Refreshment and Lunch Break 201
ARTICLE 23 - Safety Representative 202
ARTICLE 24 - Boot Allowance 202
AMENDMENT 203
ARTICLE 1 - Geographical Area 203
ARTICLE 2 - Jurisdictional Claims 203

LOCAL UNION SCHEDULE FOR LOCAL 183 - KINGSTON .. 204
ARTICLE 1 - Recognition 204
ARTICLE 2 - Sub-Contracting 204
ARTICLE 3 - Hours of Work and Overtime Rates 204
ARTICLE 4 - Reporting Time and Notice Of Layoff 205
ARTICLE 5 - Foreperson 206
ARTICLE 6 - Shift Work Premium 207
ARTICLE 7 - Vacation Pay 208
ARTICLE 8 - Travelling Allowance 208
ARTICLE 9 - New Job Classification 208
ARTICLE 10 - Pension, Tri-Fund, Welfare, Training & GRSP 209
ARTICLE 11 - Deductions And Contributions 210
ARTICLE 12 - No Discrimination 210
ARTICLE 13 - Hiring 210
ARTICLE 14 - Elderly Protection Clause 211
ARTICLE 15 - Construction Craft Worker Apprentices 211
ARTICLE 16 - Joint Committee 212
ARTICLE 17 - Interpretation Of Agreement 212

TABLE OF CONTENTS

ARTICLE 18 - Wage Rates And Classifications 212
ARTICLE 19 - Enabling/Hardship Clause 213
SCHEDULE "A" 214

LOCAL UNION SCHEDULE FOR LOCAL 493 - SUDBURY 217
ARTICLE 1 - Territorial Jurisdiction 217
ARTICLE 2 - Hours of Work 217
ARTICLE 3 - Overtime 217
ARTICLE 4 - Show-Up Time 218
ARTICLE 5 - Shift Work 218
ARTICLE 6 - Vacation Pay Aand Holiday Pay 218
ARTICLE 7 - Recall 219
ARTICLE 8 - Supervision 219
ARTICLE 9 - Transportation, Room and Board and Accommodation 219
ARTICLE 10 – Classifications & Wage Rates 222
ARTICLE 11 - General Contractors Employing Masons and Plasterers 223
ARTICLE 12 - Health and Welfare and Scholarship and Supplemental Pension Plan 223
ARTICLE 13 - Pension and Tri-Fund 224
ARTICLE 14 - Employer Industry Fund 224
ARTICLE 15 - Organizing Fund & Training Fund 225
ARTICLE 16 - Deductions 225
ARTICLE 17 - Remittances 226
ARTICLE 18 - Layoff 226
ARTICLE 19 - Market Recovery 226
ARTICLE 20 - Apprenticeship Program 230
ARTICLE 21 - T-2200 Form 230
ARTICLE 22 - Metatarsals 230
ARTICLE 23 - Students 230
ARTICLE 24 - Training 231

LOCAL UNION SCHEDULE FOR LOCAL 506 – TORONTO AND SIMCOE COUNTY 233
ARTICLE 1 - Administrative Party 233
ARTICLE 2 - Common Conditions 233

TABLE OF CONTENTS

ARTICLE 3 - Hiring 233
ARTICLE 4 - Hours of Work 235
ARTICLE 5 - Overtime 236
ARTICLE 6 - Shift Work 236
ARTICLE 7 - Inclement Weather and Show-Up Time 237
ARTICLE 8 - Layoff 237
ARTICLE 9 - Sub-Contracting 237
ARTICLE 10 - Specialty Terms and Conditions 238
ARTICLE 11 - Vacation Pay 238
ARTICLE 12 - Welfare 238
ARTICLE 13 - Training 239
ARTICLE 14 - Pension and L.I.U.N.A. Canadian Tri-Fund 239
ARTICLE 15 - Labourers' Union Administration Fund Deductions and Contributions 240
ARTICLE 16 - Project Notification 240
ARTICLE 17 - Employer's Administration Fund 240
ARTICLE 18 - Toronto O.L.R.B. Board #8 – I.C.I. Wages and Classifications Schedule 241
ARTICLE 19 - Toronto O.L.R.B. Board Area #8 – Formwork Wages and Classifications Schedule ... 243
ARTICLE 20 - Simcoe O.L.R.B. Board Area #18 – I.C.I. Wages Classifications Schedule 245
ARTICLE 21 - Simcoe O.L.R.B. Board Area #18 – Formwork Wages and Classifications Schedule ... 247
ARTICLE 22 - Plasterers' & Drywall Labourers Wages Classifications Schedule 249
ARTICLE 23 - Wages and Classification Schedules 249
ARTICLE 24 - Transportation Allowance – Toronto O.L.R.B. Area #8 251
ARTICLE 25 - Transportation Allowance – Simcoe – O.L.R.B. Area #18 Excluding Rama, Mara and Thorah 251
ARTICLE 26 - Applicable to Formwork only – Jurisdiction 252
ARTICLE 27 - Construction Craft Worker 252
ARTICLE 28 - Foreperson Makeup Time 254

TABLE OF CONTENTS

LOCAL UNION SCHEDULE FOR LOCAL 506 – BOARD AREA 7

County of Wellington and Board Area 27 – County of Dufferin 259
ARTICLE 1 - Hours of Work 259
ARTICLE 2 - Overtime 259
ARTICLE 3 - Shift Work 260
ARTICLE 4 - Vacation Pay 260
ARTICLE 5 - Travel and Transfer During Working Hours 261
ARTICLE 6 - Irregular Working Hours 262
ARTICLE 7 - Employment and Reporting Allowance 263
ARTICLE 8 - Welfare 263
ARTICLE 9 - Pension 264
ARTICLE 10 - Union Dues 264
ARTICLE 11 - Association Contributions 264
ARTICLE 12 - Wages..... 264
ARTICLE 13 - Apprentices 266
ARTICLE 14 - Recall 266
ARTICLE 15 - Training 266
ARTICLE 16 - Foreperson 266
ARTICLE 17 - Union Representation Leave of Absence 267
ARTICLE 18 - Make-Up Time 267
ARTICLE 19 - Amendment of Contribution Amounts 267
ARTICLE 20 - Administration 267
ARTICLE 21 - Safety, Sanitation and Shelter 268
ARTICLE 22 - Drones 268

LOCAL UNION SCHEDULE FOR LOCAL 527 – OTTAWA 269
ARTICLE 1 - Recognition 269
ARTICLE 2 - Subcontracting 269
ARTICLE 3 - Wages 270
ARTICLE 4 - Hours Of Work and Overtime Rates 270
ARTICLE 5 - Reporting Time and Notice of Layoff 271
ARTICLE 6 - Forepersons 271
ARTICLE 7 - Shift Work Premium 272
ARTICLE 8 - Vacation Pay 272
ARTICLE 9 - Travelling Allowance 272
ARTICLE 10 - New Job Classification 274
ARTICLE 11 - Students 274

TABLE OF CONTENTS

ARTICLE 12 - Welfare, Vacation Pay, Administration and Union Dues, Pension, Health And Safety and Tri-Fund 275
ARTICLE 13 - No Discrimination 278
ARTICLE 14 - Elderly Protection Clause 278
ARTICLE 15 - Hiring/Recall 278
ARTICLE 16 - Union Dues 278
ARTICLE 17 - Apprentices 278
ARTICLE 18 - Occupied Premises 280
ARTICLE 19 - Interpretation of Agreement 280
ARTICLE 20 - Make-Up Time 281
Ottawa Appendix "A" 281

LOCAL UNION SCHEDULE FOR LOCAL 527 – OTTAWA 285
CEMENT FINISHERS AND WATERPROOFERS
ARTICLE 1 - Hours Of Work 285
ARTICLE 2 - Reporting Allowance 286
ARTICLE 3 - Scheduling of Concrete 286
ARTICLE 4 - Travel Expense 286
ARTICLE 5 - Timing of Concrete Pours 288
ARTICLE 6 - Welfare, Vacation Pay, Administration and Union Dues, Pension, Health and Safety and Tri-Fund 288
APPENDIX "A" Wage Schedule 292

LOCAL UNION SCHEDULE FOR LOCAL 527- BROCKVILLE 293
ARTICLE 1 - Recognition 293
ARTICLE 2 - Subcontracting 293
ARTICLE 3 - Hours of Work and Overtime Rates 293
ARTICLE 4 - Reporting Time and Notice of Layoff 294
ARTICLE 5 - Forepersons 295
ARTICLE 6 - Shift Work Premium 296
ARTICLE 7 - Vacation Pay 296
ARTICLE 8 - Travelling Allowance 296
ARTICLE 9 - New Job Classification 297
ARTICLE 10 - Pension, OPDC, Working Dues, Canadian Tri-Fund, Welfare, Local 527 Administration, Local 527 Training, Legal, Scholarshp Fund and Vacation Pay 297

TABLE OF CONTENTS

ARTICLE 11 - No Discrimination 299
ARTICLE 12 - Hiring 299
ARTICLE 13 - Elderly Protection Clause 300
ARTICLE 14 - Construction Craft Worker Apprentices 300
ARTICLE 15 - Joint Committee 301
ARTICLE 16 - Interpretation of Agreement 302
ARTICLE 17 - Wage Rates and Classifications 302
ARTICLE 18 - Enabling/Hardship Clause 302

LOCAL UNION SCHEDULE FOR LOCAL 607- THUNDERBAY 305
ARTICLE 1 - Geographical Jurisdiction 305
ARTICLE 2 - Hours of Work 305
ARTICLE 3 - Overtime 305
ARTICLE 4 - Show-Up Time 306
ARTICLE 5 - Shift Work 306
ARTICLE 6 - Vacation and Holiday Pay 307
ARTICLE 7 - Supervision 308
ARTICLE 8 - Transportation, Room and Board 308
ARTICLE 9 - Classifications and Schedules of Wages 311
ARTICLE 10 - Special Provisions 315
ARTICLE 11 - Layoff Notice 320
ARTICLE 12 - Check-Offs 320
ARTICLE 13 - Welfare 320
ARTICLE 14 - Employer's Administration Fund 321
ARTICLE 15 - Pension 322
ARTICLE 16 - Training Fund 322
ARTICLE 17 - Hiring Hall 322
ARTICLE 18 - Interpretation Of Agreement 323
ARTICLE 19 - Indigenous Content Commitment 323
ARTICLE 20 - De Novo 323

LOCAL UNION SCHEDULE FOR LOCAL 625
- WINDSOR (ESSEX COUNTY) 325
ARTICLE 1 - Geographical Jurisdiction of Local 625 325
ARTICLE 2 - Regular Working Hours, Wages snd Classifications 325
ARTICLE 3 - Local Union Dues Check-Off 328

TABLE OF CONTENTS

ARTICLE 4 - Overtime 331
ARTICLE 5 - Shift Work 333
ARTICLE 6 - Transportation and Transfer of Employees 334
ARTICLE 7 - Room and Board Allowance 336
ARTICLE 8 - Reporting/Referral 337
ARTICLE 9 - Joint Labour Management Committee 339
ARTICLE 10 - General Working Conditions 340
ARTICLE 11 - Hard Landscaping 341

LOCAL 625 - WINDSOR, ESSEX AND CHATHAM KENT CEMENT MASONS APPENDIX 342
ARTICLE 1 - Geographical Description 342
ARTICLE 2 - Rates of Wages, Welfare, Union Dues, Vacation Pay, Employer Labour Relations Fund and Legal Fund .. 342

LOCAL UNION SCHEDULE FOR LOCAL 837 - HAMILTON ... 343
ARTICLE 1 - Hours of Work and Overtime 343
ARTICLE 2 - Shift Work 344
ARTICLE 3 - Vacation With Pay 344
ARTICLE 4 - Travelling Expenses 344
ARTICLE 5 - Transportation and Transfer of Employees 345
ARTICLE 6 - Working Foreperson 346
ARTICLE 7 - Employers' Administration Fund 347
ARTICLE 8 - Union Hiring Procedure 347
ARTICLE 9 - Inclement Weather And Show-Up Time 347
ARTICLE 10 - Wage Package 348
ARTICLE 11 - Welfare and Pension 351
ARTICLE 12 - Notice of Layoff 353
ARTICLE 13 - Geographic Area 353
ARTICLE 14 - Work Jurisdiction 353
ARTICLE 15 - Safety, Sanitation and Shelter 354
ARTICLE 16 - Drones 354

LOCAL 837 PLASTERERS' APPENDIX 355
ARTICLE 1 - Work Period and Overtime Rates 355
ARTICLE 2 - Wage Rates 355

TABLE OF CONTENTS

ARTICLE 3 - General 356
ARTICLE 4 - Forepersons 356
ARTICLE 5 - Hiring 356
ARTICLE 6 - Commuting, Travel, Room And Board 356
ARTICLE 7 - Apprentices 357

LOCAL UNION SCHEDULE FOR LOCAL 837 - NIAGARA 359
ARTICLE 1 - Hours of Work and Overtime 359
ARTICLE 2 - Shifts 360
ARTICLE 3 - Vacation With Pay and Recognized Holidays in this Agreement 360
ARTICLE 4 - Working Foreperson's Rate 361
ARTICLE 5 - Inclement Weather and Show-Up Time 361
ARTICLE 6 - Refractory Rate 362
ARTICLE 7 - Welfare 362
ARTICLE 8 - Pension 363
ARTICLE 9 - Employer Administration Fund 363
ARTICLE 10 - Wage Package 364
ARTICLE 11 - Training & Building 365
ARTICLE 12 - Geographic Area 366
ARTICLE 13 - Apprentices 367
ARTICLE 14 - Area Work Jurisdiction 368
ARTICLE 15 - Travelling Expenses 369
ARTICLE 16 - Union Hiring Procedure 369
ARTICLE 17 - Transportation and Transfer of Employees 370
ARTICLE 18 - Parking Allowance 370
ARTICLE 19 - Safety, Sanitation and Shelter 370
ARTICLE 19 - Drones 371

LOCAL UNION SCHEDULE FOR LOCAL 837
County of Norfolk and Brant and Board Area 6 – County of Waterloo 373
ARTICLE 1 - Hours of Work 373
ARTICLE 2 - Overtime 373
ARTICLE 3 - Shift Work 373
ARTICLE 4 - Vacation Pay 374

TABLE OF CONTENTS

ARTICLE 5 - Travel and Transfer During Working Hours 375
ARTICLE 6 - Irregular Working Hours 376
ARTICLE 7 - Employment and Reporting Allowance 377
ARTICLE 8 - Welfare 377
ARTICLE 9 - Pension 378
ARTICLE 10 - Working Dues 378
ARTICLE 11 - Employer's Administration Fund 378
ARTICLE 12 - Wages 379
ARTICLE 13 - Students/ Apprentices 380
ARTICLE 14 - Recall 380
ARTICLE 15 - Training 380
ARTICLE 16 - Foreperson 381
ARTICLE 17 - Union Representation Leave of Absence 381
ARTICLE 18 - Make-Up Time 381
ARTICLE 19 - Amendment of Contribution Amounts 381
ARTICLE 20 - Administration 381
ARTICLE 21 - Drones 382
ARTICLE 22 - Safety, Sanitation and Shelter..... 382
ARTICLE 23 - Refractory Worker 382

LOCAL UNION SCHEDULE FOR LOCAL 1036 - SAULT STE. MARIE 383
ARTICLE 1 - Hours Of Work 383
ARTICLE 2 - Overtime 383
ARTICLE 3 - Show-Up Time 383
ARTICLE 4 - Shift Work 383
ARTICLE 5 - Vacation and Statutory Holiday Pay 384
ARTICLE 6 - Recall 384
ARTICLE 7 - Supervision 384
ARTICLE 8 - Time Clocks, Check-In 385
ARTICLE 9 - Transportation, Room and Board 385
ARTICLE 10 - Classifications 387
ARTICLE 11 - Rates of Wages 388
ARTICLE 12 - General Contractors Employing Masons and Plasterers 389
ARTICLE 13 - Welfare Contribution and Description of Remittance 389

TABLE OF CONTENTS

ARTICLE 14 - Pension 390
ARTICLE 15 - Labourers' Union Working Dues 390
ARTICLE 16 - Notice Of Layoff 390
ARTICLE 17 - Geographical Jurisdiction 390
ARTICLE 18 - Employer's Administration Fund 391
ARTICLE 19 - Training Fund 391
ARTICLE 20 - Local Schedule and/or Trade Appendix Amendment 391
ARTICLE 21 - Training 392
ARTICLE 22 - Bench Sitting 393
ARTICLE 23 - Hiring 393

LOCAL UNION SCHEDULE FOR LOCAL 1059 - LONDON 397
ARTICLE 1 - Inclement Weather and Show-Up Time 397
ARTICLE 2 - Welfare, Pension & Training 398
ARTICLE 3 - Wage Rates, Vacation Pay and Holiday Pay 398
ARTICLE 4 - L.I.U.N.A. Canadian Tri-Fund 400
ARTICLE 5 - Shift Work 400
ARTICLE 6 - Irregular Working Hours 401
ARTICLE 7 - Labourers' Union Administration Fund Deductions and Contributions 401
ARTICLE 8 - Hours Of Work and Overtime 401
ARTICLE 9 - General Working Conditions 402
ARTICLE 10 - Travel Expense 403
ARTICLE 11 - Lodging Allowance 404
ARTICLE 12 - Union Representative Leave of Absence 404
ARTICLE 13 - Joint Committee 405
ARTICLE14 - Lay-Off 405
ARTICLE 15 - Classification 405
ARTICLE 16 - Foreperson's Rate and Conditions 405
ARTICLE 17 - Employer's Administration Fund 405
ARTICLE 18 - Interpretation Of Agreement 406
ARTICLE 19 - Administration Of Agreement 406
ARTICLE 20 - Training Programs 406
ARTICLE 21 - Hiring Of Employees 406
ARTICLE 22 - Apprenticeship Programs 407

TABLE OF CONTENTS

ARTICLE 23 - Subcontracting 407
ARTICLE 24 - Final Construction Clean-Up 407
ARTICLE 25 - Safe Vehicle 408
ARTICLE 26 - Overpayment 408

LOCAL UNION SCHEDULE FOR LOCAL 1059 - COUNTY OF GREY 411
ARTICLE 1 - Hours Of Work 411
ARTICLE 2 - Overtime 411
ARTICLE 3 - Shift Work 411
ARTICLE 4 - Vacation Pay 412
ARTICLE 5 - Travel and Transfer During Working Hours 413
ARTICLE 6 - Irregular Working Hours 414
ARTICLE 7 - Employment and Reporting Allowance 415
ARTICLE 8 - Welfare 415
ARTICLE 9 - Pension 415
ARTICLE 10 - Union Dues 416
ARTICLE 11 - Association Contributions 416
ARTICLE 12 - Wages 416
ARTICLE 13 - Apprentices 417
ARTICLE 14 - Recall 418
ARTICLE 15 - Training 418
ARTICLE 16 - Foreperson 418
ARTICLE 17 - Union Representation Leave of Absence 419
ARTICLE 18 - Make-Up Time 419
ARTICLE 19 - Amendement of Contribution Amounts 419
ARTICLE 20 - Administration 419
ARTICLE 21 - Safety, Sanitation and Shelter 420
ARTICLE 22 - Drones 420

LOCAL UNION SCHEDULE FOR LOCAL 1089 - SARNIA 421
ARTICLE 1 - Administration of Agreement 421
ARTICLE 2 - Hours Of Work 421
ARTICLE 3 - Recognized Holidays 421
ARTICLE 4 - Overtime Conditions 421
ARTICLE 5 - Shift Work 422

TABLE OF CONTENTS

ARTICLE 6 - Minimum Wages 424
ARTICLE 7 - Classifications and Premiums 426
ARTICLE 8 - Wages for Tunnel Workers 427
ARTICLE 9 - Foreperson's Rate 427
ARTICLE 10 - Foreperson's Duties 428
ARTICLE 11 - General Conditions 428
ARTICLE 12 - Reporting Time 429
ARTICLE 13 - Travel Zone Allowance 430
ARTICLE 14 - Discharge and Quitting 430
ARTICLE 15 - Obligations of Members 430
ARTICLE 16 - Hiring Procedure 430
ARTICLE 17 - Apprentices 431
ARTICLE 18 - Subcontracting 432
ARTICLE 19 - Trust Fund 432
ARTICLE 20 - G.R.S.P. Fund 434
ARTICLE 21 - Employers' Administration Fund 434
ARTICLE 22 - L.I.U.N.A. Canadian Tri-Fund 434
ARTICLE 23 - Interpretation of Agreement 435

LABOURERS' EQUITY AND DIVERSITY (LEAD!)
Charter of Inclusion and Diversity 439

NOTES

MASTER PORTION

PROVINCIAL COLLECTIVE AGREMENT

THIS AGREEMENT made and entered into this **1st day of May, 2025**

Between:

Construction Labour Relations Association of Ontario; Ontario Masonry Contractors Association; Industrial Contractors Association of Canada; Waterproofing Contractors Association of Ontario; Cement Finishing Labour Relations Association

(hereinafter called the "Employer Bargaining Agency" or "E.B.A.")

OF THE FIRST PART

- and –

Labourers' International Union of North America and the Labourers' International Union of North America, Ontario Provincial District Council, on behalf of its affiliated Local Unions 183, 493, 506, 527, 607, 625, 837, 1036, 1059 and 1089

(hereinafter called the "Union")

OF THE SECOND PART

WHEREAS the Union, acting on behalf of the Local Unions whose names and numbers appear on the attached Schedule 'A', and the E.B.A. wish to make a common Collective Agreement with respect to certain employees of the Employers engaged in construction as defined in Article 1 of this Collective Agreement and to provide for and ensure uniform interpretation and application in the administration of the Collective Agreement;

AND WHEREAS the E.B.A. recognizes the Union as the Collective Bargaining Agency on behalf of the Local Unions specified in the attached Schedule 'A' with respect to the employees of Employers covered in this Agreement.

IT IS EXPRESSLY AGREED AND DECLARED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

ARTICLE 1 - RECOGNITION

1.01 The E.B.A. recognizes the Union as the sole and exclusive bargaining agent for all construction labourers including masons' or bricklayers' tenders, plasterers and plasterers' apprentices and all employees engaged in cement finishing, waterproofing or restoration work and all other construction employees engaged in the industrial, commercial and institutional sector of the construction industry in the Province of Ontario, for whom the Union has bargaining rights.

1.02 The Union recognizes the E.B.A. (the several parties are listed on Schedule 'C') as the sole and exclusive bargaining agent for all Employers whose employees are represented by the Union and for whom the Union has bargaining rights who are engaged in the industrial, commercial and institutional sector of the construction industry in the Province of Ontario.

1.03 The Employer recognizes each Local Union as specified in the attached Schedule 'A' to be the administrative party of this Collective Agreement for work performed within the geographical area and/or jurisdiction of the Local Unions as defined in Schedule 'B' attached hereto.

1.04 This Agreement shall also apply to an Employer in all other sectors where the Union or any of its affiliated bargaining agents have bargaining rights in such other sectors for the employees of such Employer, provided that such Employer may become signatory to the various Collective Agreements applicable in such other sectors.

ARTICLE 2 - UNION SECURITY, WORK JURISDICTION, ASSIGNMENT OF WORK, SUB-CONTRACTING

2.01 The Employer agrees to employ only members in good standing of the Local Union specified in Article 1.03 for work covered by this Agreement.

2.02 As a condition of continuing employment, all employees shall maintain in good standing their membership in the Local Union.

2.03 The Employer acknowledges and agrees that the work covered by this Agreement is within the exclusive jurisdiction of the Union and its

affiliated bargaining agents, notwithstanding the claims of any other Trade Union.

2.04 The Employer agrees that notwithstanding the claims of any other Trade Union, it shall assign exclusively to members of the Union and its affiliated bargaining agents, all of the work covered by this Agreement.

2.05 (a) For all work in the industrial, commercial and institutional sector, which is covered by this Agreement, the Employer agrees to engage only contractors and/or subcontractors bound to this Agreement.

(b) For work forming part of an ICI general contract, but not covered by 2.05 (a), the Employer agrees to engage contractors and/or subcontractors that are bound to an applicable agreement with the Labourers' International Union of North America, Ontario Provincial District Council or bound to an applicable agreement with the Local Union in whose geographic jurisdiction the work is being performed.

(c) For work forming part of an ICI general contract, but not covered by 2.05 (a), the Employer may also engage contractors and/or subcontractors that have an applicable agreement with an affiliate or the OPDC other than the Local Union having jurisdiction over the work provided that such contractors/subcontractors maintain a ratio of 50% Local Union members and 50% members from other areas with the latter not to exceed a maximum of five. The first hire shall be a key person; the second hire will come from Local Union; the third shall be a key person and so on. This ratio shall be maintained on lay-off.

Any members transferred from another area under this provision shall receive the wage package in the applicable local agreement or the package in their Employer's agreement whichever is superior, all other terms and conditions of their Employer's agreement shall apply.

Any Local Union members hired by a contractor, that is not bound to the Local Union in whose geographic jurisdiction the work is being performed, shall be employed in accordance with all of

the terms and conditions of the applicable agreement in the area where the work is being performed.

(d) Where an Employer awards work to a subcontractor/contractor according to the provisions of 2.05 (c) and the subcontractor/ contractor has violated the mobility provisions of 2.05 (c) then such violation shall constitute a violation of the mobility provisions of 2.05 (c) by the Employer. Where a subcontractor/ contractor violates any other terms or conditions of the applicable collective agreement then the Employer shall be liable for such other violation to the extent of the violation.

(e) For all work performed under this article, working dues for all employees will be remitted to the Local Union in whose jurisdiction the project is located; OPDC dues will be remitted as directed by the OPDC and Canadian Tri-Fund contributions will be remitted as directed by the OPDC.

2.06 (a) Schedule 'E' to this Collective Agreement constitutes a list of work that is claimed by the Union.

(b) Where work within Schedule 'E' is claimed by the Union and is within the I.C.I. sector and there is no work claim dispute within the meaning of Article 8.01, the work will be assigned to employees represented by the Union.

2.07 Without restricting in any way the application of the sub-contracting provision contained in Article 2.05 of this Agreement, an Employer who undertakes a contract with an owner to provide construction management services shall be subject to said Article 2.05 unless:

(i) The owner selects a contractor(s) not bound to this Agreement to bid on work covered by this Agreement and solely and directly solicits or obtains a bid(s) for such work from such a contractor(s) without any involvement or participation by the Employer in the selection of such a contractor(s) (except as to the validity of the bids) or the solicitation or obtaining of any bid(s) from any contractor(s) regardless of whether it (they) is (are) bound or otherwise to this Agreement.

(ii) The owner accepts a bid(s) from a contractor(s) not bound to this Agreement; and

(iii) The owner contracts or sub-contracts directly with a contractor(s) not bound to this Agreement without contractual obligation of the Employer for the work of such a contractor(s), other than for the negligent acts or omissions of the Employer.

2.08 Any failure to comply with Article 2.07 of this Agreement shall render the Employer liable for damages equivalent to those for the breach of the sub-contracting provision set forth in Article 2.05 above.

2.09 The Employer shall advise the owner of the provisions of Article 2.08 when undertaking the construction management services contract.

ARTICLE 3 - HIRING OF EMPLOYEES

3.01 The following provisions will apply to the hiring of all employees, except as specifically provided for elsewhere in the Master Portion, Trade Appendices and Local Schedules:

(a) The Employer agrees to call the Local Union as far in advance as possible but in any event no later than 1:00 p.m. for its needed supply of workers for the following day. When making such request the Employer shall indicate the skill sets required. It being agreed that all workers being dispatched shall be required to have WHMIS/GHS, Working at Heights and Worker Health and Safety Awareness up to date training as a prerequisite for being dispatched.

(b) All employees hired through the Unions shall present to the Employer a referral slip from the Union prior to commencing employment, unless such referral has been transmitted electronically by the Union to the Employer. The referral slip will list and confirm that the referred employee holds all safety and trade training certificates required by the Employer.

(c) It is understood that if the Local Union having jurisdiction over the work is unable to provide the required workers within twenty-four (24) hours, the Employer is free to hire such labour as is available. In such cases the Employer shall inform the Local Union of the names and phone number of such worker(s), the location that they will be working at, past experience and any qualifications and training certificates. Such labour shall acquire a referral slip prior to commencing work. As a condition of employment such labour

shall either be in good standing or apply for membership in the Union within fifteen (15) working days.

(d) The Local Union shall be allowed forty-eight (48) hours to supply workers to jobs beyond fifty (50) kilometres from the point of origin as defined in Schedule 'B' hereto.

(e) The Employer shall have the right to name hire one (1) foreperson per project, providing such foreperson is a member in good standing of the Local Union having jurisdiction over the area and the employee is registered on the Local Union unemployment list.

3.02 (a) Except as set out in the Appendices, an Employer may transfer up to two (2) current regular employees represented by a Local Union(s), to the jurisdiction of another Local Union. The parties agree that Article 3.02 (a) is an agreement under Section 163.5(7) to lower the percentages of Articles 1 and 2 of Section 163.5(1) to the percentages provided by Article 3.02 (a).

An Employer specializing in concrete cutting, coring and drilling will have full mobility. Any Employer performing concrete cutting, coring and drilling other than an Employer specializing in such work will have mobility of one (1) key person per job who will be employed in the operation of equipment and/or machinery for that job.

(b) When transferring employees across Local Union jurisdictions or within a Local Union jurisdiction with more than one Wage Schedule, the total wage schedule package payable shall be the higher of the employee's home Local Schedule or the Local Schedule where the work is being performed. In no case shall the total wage and benefit package payable be less than the Local Schedule. Such transfer is without the requirement to transfer Local Unions; however, the Employer shall remit all Local Working Dues and Local Training Fund remittances as per the Local Union Wage Schedule to the Local Union in which the work is being performed.

ARTICLE 4 - UNION DUES AND CHECK-OFF

4.01 The Employer agrees to continue in effect, regular monthly Local Union dues deductions where applicable, in accordance with the Local

Union Schedule provided herein. The amount of such deductions may be varied on forty-five (45) days' notice, in writing, from the Secretary-Treasurer of the Local Union. Such deductions shall be made from the first pay due the employee in each calendar month and remitted directly to the Secretary-Treasurer of the applicable Local Union by the fifteenth (15th) day of the month following the month in which such deductions were made.

4.02 (a) The Employer agrees to deduct from each employee covered by the terms of this Agreement, working dues at the rate provided for in the applicable Local Union Schedule which shall be remitted to the Secretary-Treasurer of the applicable Local Union by the fifteenth (15th) day of the month following the month in which such deductions were made.

(b) Ontario Provincial District Council working dues consisting of forty cents ($0.40) per hour (which includes the Ontario Construction Secretariat Fund) shall be deducted and remitted by the Employer directly to the LiUNA Pension Fund of Central and Eastern Canada, along with the pension contributions.

(c) The amounts of Ontario Provincial District Council working dues deductions, as well as the recipient of said deductions, may only be altered by the Secretary-Treasurer of the Ontario Provincial District Council on forty-five (45) days' notice, in writing, to the Employer Bargaining Agency. In the event of conflict between this provision and any other article or section of this Agreement, including the appendices and the Local Union schedules, this provision shall prevail.

(d) The Employer shall, when remitting such dues, submit a list of names and social insurance numbers for and on whose behalf such deductions were made, on one (1) Standard Benefits Reporting Form showing all applicable deductions and/or contributions.

(e) The aforesaid remittances shall be made directly by the Employer as aforesaid notwithstanding anything contained in any other Article, Appendix or Schedule to this Agreement.

4.03 The Local Unions, the Union and the Trustees agree to hold harmless and indemnify the Employers and the E.B.A. against any liability incurred as a result of deductions made under Article 4.01 and Article 4.02 above.

4.04 Each Employer bound by the terms of this Agreement shall contribute an amount per hour, which includes the Ontario Construction Secretariat Fund, for each hour worked by each employee as specified in the applicable Trade Appendix or Local Union Schedule. Unless otherwise directed, such contributions shall be remitted directly to the Local Construction Association by the fifteenth (15th) day of the month following the month in which such contributions were made, together with a supporting statement on the Standard Benefits Reporting Form showing all applicable deductions and/or contributions.

4.05 The E.B.A. agrees to hold harmless and indemnify the Local Union and the "Council" against any liability incurred under Article 4.04 above.

4.06 Notwithstanding any other provision of this Agreement, Appendix or Local Union Schedule, the Employer shall pay the sum of seven cents ($0.07) for each hour worked to the Labourers' International Union of North America, Canadian Tri-Fund and remit same to the LiUNA Pension Fund of Central and Eastern Canada, or as directed by the Local Union in whose jurisdiction the work is being performed, on the fifteenth (15th) day of the calendar month following the month in which these hours were worked.

4.07 The Employer will cooperate with the Local Union, in the event that a Local Union establishes an electronic filing system; however, the Employer reserves the right to maintain the existing system if implementing the electronic system imposes a hardship.

4.08 Members of the Industrial Contractors Association of Canada (ICAC) will contribute $0.03 per hour earned to the ICAC Industry Fund for work performed under this Agreement. Members will include any required supporting information. Such contribution will be remitted directly to the ICAC.

ARTICLE 5 - MANAGEMENT RIGHTS

5.01 The Union agrees and acknowledges that the Employer has the exclusive right to manage the business and to exercise such right without restriction, save and except such prerogatives of management as may be modified by the terms and conditions of this Agreement.

Without restricting the generality of the foregoing paragraph, it is the exclusive function of the Employer:

(a) To determine qualifications, classify, transfer, hire, direct, promote, demote, layoff, discipline, and discharge for just cause, employees and to increase or decrease or transfer working forces in accordance with the terms of this Agreement. In matters of formal discipline, including discharge for cause, the employee shall be entitled to the presence of a Union Steward or Representative during the disciplinary process. It is agreed that the absence of such Union Steward or Representative shall not be a bar to the application of discipline.

(b) To determine the materials and methods to be used, design of the products to be handled, facilities and equipment required, the scheduling of the work and the locations of equipment.

(c) To determine reasonable rules and regulations to be observed by employees.

5.02 It is agreed that none of the foregoing shall be exercised in a manner inconsistent with the express provisions of this Agreement.

ARTICLE 6 - PRE-JOB OR JOB CONFERENCE

6.01 A job conference may be called in writing, on all projects and the parties agree to meet within fourteen (14) days of notice.

ARTICLE 7 - HOURS OF WORK, OVERTIME, WAGE RATES

7.01 Except as herein provided, hours of work, overtime, wage rates, shift premium, classifications, vacation pay, travel allowance, welfare and pension contributions, union dues and other working conditions which are hereby made part of this Agreement, shall be as specified in the Local Union Schedules attached hereto and/or the Trade Appendices.

7.02 **Occupied Premises**

Occupied premises shall be defined as commercial and institutional facilities on which it is impractical to perform work during the regular business hours applicable to such business. Work within such facilities

may be performed under the following conditions:

(a) Eight hours per day at the applicable straight time hourly rate to a maximum of five (5) consecutive days within each seven (7) day cycle.

(b) Applicable overtime rates shall be paid after eight (8) hours in any shift and for all work performed on the sixth (6th) and seventh (7th) days.

(c) Rates of pay referred to herein shall be in accordance with the applicable Local Area Schedules.

(d) It is understood and agreed that schools, hospitals, all processing and/or production areas in operating plants such as factories, mine properties, refineries, smelters, mills, etc. are not to be considered as occupied premises.

7.03 **In-Plant Repair and Reconstruction**

For in-plant construction work defined as repair and reconstruction, it is understood that the Local Union and the Local Employers Group or Trade Association may adopt special conditions by mutual agreement, in writing, regarding hours of work, overtime, travel allowance and other working conditions on a project basis to better enable them to provide service to specific industrial in-plant sites where it is mutually advantageous. Any such agreement will be in writing between the Local Union having jurisdiction in the area of the project or projects and the Local Construction Association or Trade Association, which is a party to the Trade Appendices of this Collective Agreement.

No such agreement shall be entered into without prior notice to the PEBAL constituent members and the agreement in writing of any Trade Association constituent member whose work is covered by such agreement. No such agreement shall be entered into that does not include Industry and Training Funds in accordance with the applicable Trade Appendix covering the work, such funds to be paid directly to the applicable Trade Association.

ARTICLE 8 – JURISDICTIONAL DISPUTES

8.01 When a work claim dispute arises between the Local Union and/or

Council, which is a party to this Agreement, and any other Union, person or organization, which cannot be settled to the satisfaction of all parties concerned, such dispute shall only be processed as a complaint under Section 99 of the Ontario Labour Relations Act. In the meantime, work will continue as assigned to the Labourers by the Employer unless otherwise directed by the Ontario Labour Relations Board ("OLRB").

ARTICLE 9 – RECOGNIZED HOLIDAYS AND VACATIONS

9.01 All work performed on Sundays and the following recognized holidays shall be paid at double (2x) the regular rate of wages:

New Year's Day	Labour Day
Dominion Day	Boxing Day
Good Friday	Thanksgiving Day
Victoria Day	Christmas Day
Civic Holiday	Family Day

And any other Provincially proclaimed statutory holiday.

April 28 (Day of Mourning): The parties agree to undertake through the associations to notify Employers on or about April 1st of each year to request the following:

(1) Jobsites that have flags will lower their flags to half-mast.

(2) Safety talks (toolbox talks) will take place at 11:00 a.m. on April 28 of each year where a moment of silence will be observed.

(a) If any of the above holidays fall on a Saturday or Sunday, such holidays shall be observed on the day or days immediately following the weekend. Vacation pay shall include an amount in lieu of payment of holidays.

(b) When any of the above-named holidays fall on a Tuesday, Wednesday or Thursday, the Employer and the Local Union Business Manager may, by mutual agreement, reschedule the holiday to a Monday or Friday.

ARTICLE 10 – PAYMENT OF WAGES

10.01 Wages shall be paid on the job by direct deposit on Thursdays by no later than 6:00 p.m. Where payment by direct deposit is impractical or imposes a hardship on either employee or Employer, wages shall be paid by cheque on Thursday or by cash on Friday prior to the end of the regular day shift.

10.02 Accompanying each payment of wages shall be a separate statement identifying both the Employer and the employee, showing regular hours worked, overtime hours worked, the total earnings, pay period and the amount of each deduction and net earnings.

In the event that direct deposit is used for payment of wages, the Employer shall provide the above statement to the employee at the end of the regular shift on Thursday.

In the event that the Employer cannot provide the above statement, it shall be forwarded by registered mail within 48 hours to the employee's last known address recorded with the Employer unless the employee and the Union consent to an alternative method of delivery.

10.03 Any employee who fails to receive their pay on their regular payday shall give notice to their Employer or their representative. If the Employer does not make the payment of wages before 12:00 noon on the following day, the Employer shall pay two (2) hours' pay at the applicable straight time hourly rate for each day, including weekends, that the delinquency continues, beginning on the Friday following the regularly scheduled pay day.

10.04 Whenever a Record of Employment (R.O.E.) is required, such R.O.E. shall be electronically filed with the appropriate government department agency dealing with Employment Insurance, by the end of the following work day.

When WSIB or other forms are required to be provided to the Employee, and they are not provided to the Employee at the time of layoff or dismissal, such forms shall be filed with the appropriate authority, mailed or emailed to the Employee to the Employee's last recorded email or address, as required, by the end of the following work day.

Wages owing shall be provided to the employee either by cheque, electronic funds transfer or direct deposit by the end of the following workday.

10.05 In the event the Employer cannot comply as outlined above, they shall forward by registered mail or electronically within forty-eight (48) hours, all monies owing and all documents to which they are entitled to the employee's last known address or e-mail recorded with the Employer, the time and date of the email and the time and date of the initiation of the direct deposit sent to the financial institution shall be deemed to be the date on which the employee received their pay. However, provided the Employer does not comply with Article 10.04, the employee shall be paid waiting time at straight time rates not to exceed eight (8) hours in any day for each regular working day they are required to wait after the Local Union gives written notice to the Employer and giving them four (4) hours to correct such default.

10.06 When an employee quits, they shall provide the Employer with three (3) days' notice. On failure to provide three (3) days' notice, they shall receive all their wages on the next regular payday.

10.07 Members of the Union shall not perform the work of a Mason Tender, Cement Finisher or Waterproofer for the majority of their shift unless paid the applicable Mason Tender, Cement Finisher, or Waterproofer wage rate listed in the Local Schedule or Trade Appendix.

ARTICLE 11 – SAFETY, SANITATION AND SHELTER

11.01 The Employer shall provide a proper and adequate place of shelter sufficiently heated and securely locked after the shift in which the employees may eat their lunch and store their clothing. Drinkable water shall be available at all times. Sanitary toilets shall be provided in accordance with the regulations of the *Occupational Health and Safety Act*, R.S.O., 1980, c. 321 as amended, and the Employer agrees to provide the above facilities before production work commences on the project.

It is agreed that these facilities shall be on or in the vicinity of the

working area and shall be properly cleaned. Such shelter shall not be used for the storage of material, equipment, and tools, which will render the area, unfit for the eating of lunches, and the storing of clothes. A separate area shall be provided for the storage of tools, equipment and materials.

11.02 (a) In co-operation with the Employer's overall program of accident control and prevention, an employee, Health and Safety Representative, or a Job Steward may report to the foreperson for immediate corrective action, any unsafe conditions, unsafe acts or violation of safety regulations. Safe working conditions are primarily the responsibility of management; therefore, all supervisory personnel shall be made aware of all safety regulations and see that they are carried out.

(b) The use of personal communication devices such as cellphones, tablets, smart watches, ear bud/headphones and other similar devices may be restricted by reasonable rules and policies, including reasonable health and safety policies, (which will be provided in advance to the employees) and such rules and policies may include restrictions on the taking of photos/videos, where such restrictions are reasonable on a site-by-site basis.

11.03 (a) Every employee shall, as a condition of employment, own and wear an approved safety helmet and lining and approved protective footwear.

(b) Protective equipment and rubber boots with sanitary liners required under abnormal conditions and/or inclement weather shall be supplied, free of cost by the Employer and returned after use. The Employer agrees to replace this equipment upon receiving the worn-out article from the employee.

11.04 Helmets may be supplied by the Employer at no cost or deposit to the employee providing that they return the helmet on termination of employment.

11.05 A Safety Committee is to be established for each Local Union that is part of this Agreement. The Committee shall be composed of two (2) members of the Local Union and two (2) representatives of the Employer. Safety meetings will be held at least once a month and may be called by either party. A coordinating Safety Committee

will be established by the Council and three (3) members of the Employer. This Committee shall meet at least quarterly.

11.06 The Employer shall, in accordance with the Workers' Compensation Act, furnish to any person injured in their employment, who is in need of it, immediate conveyance and transportation to a hospital or to a physician.

11.07 An employee who is injured in the course of performing their duties and requires medical attention and is unable to continue work shall be paid for their regularly assigned hours, including payment of other benefits provided herein on the day of injury. If they are unable to return to work, they shall be paid their regular wages for any lost time incurred that day due to the injury.

11.08 The vehicles to be used to transport employees will be enclosed and appropriate seating will be provided, and all tools will be secured in toolboxes. No materials will be carried in the vehicles in a manner endangering the safety of employees being transported.

11.09 No employee shall be discharged by the Employer because they fail to work in unsafe conditions, which are likely to endanger themselves. A refusal by an employee to abide by such safety regulations after being warned may be just cause for dismissal.

11.10 The Employer agrees to compensate employees on proof of loss of clothing damaged by fire or theft from secured premises on the job site up to an amount of five hundred dollars ($500.00).

11.11 The Employer will supply non-prescription safety glasses and replace same when damaged to all employees who require them, without cost or deposit to the employee, provided they return the safety glasses on termination.

ARTICLE 12 – BUSINESS REPRESENTATIVES AND UNION STEWARDS

12.01 (a) The Business Manager and/or Business Representative of the Local Union shall have access to all jobs of the Employer during working hours, but in no case shall their visits interfere with the progress of work. When visiting a job, they will first report to

the company superintendent or other supervisory personnel of the Employer in charge of the job.

(b) In circumstances where the Employer does not have the authority to allow access, the Employer agrees to make a joint application with the Union to the owner to gain such access prior to the job commencing.

(c) The Local Union representative, when on site, shall abide by all reasonable site regulations, safety and security rules as stipulated in the appropriate safety acts.

12.02 No discrimination shall be shown against any Union Steward for carrying out their duties, but in no case shall their duties interfere with the progress of work. It is agreed that Union Stewards may be appointed on each job of the Employer by a Business Representative of the Local Union who shall notify the job superintendent or other supervisory personnel of the Employer in charge of the job in writing or by facsimile and/or email. A Union Steward shall be one of the last two (2) employees retained on the job by the Employer provided they are competent and capable of performing the remaining work on the job. Where there are two or more Stewards on a job, each Union Steward shall be one of the last two (2) employees retained on the portion of the job or operation for which the Steward was appointed and working provided the Steward is competent and capable of performing the remaining work on that portion of the job. The Union Steward on each job will be responsible for reporting any disputes to the Employer and the Local Union Representative so that these can be taken up in the proper manner without delay.

The Union Steward shall not be excluded from a gang for overtime work provided they are willing and capable of performing the available work.

12.03 The Local Union shall be notified twenty-four (24) hours before a Steward is to be laid off or transferred.

12.04 A Steward shall be governed by the conditions of the applicable Local Schedule or by this Article, whichever provides greater rights for the Steward.

12.05 When a discipline meeting occurs, an employee has the right to

request the presence of a Steward or Union Representative, and if requested, the Employer shall attempt to contact a Steward or Union Representative. It is agreed that the absence of such Union Steward or Representative shall not be a bar to the application of discipline.

ARTICLE 13 – NO STRIKES, NO LOCKOUTS

13.01 In view of the grievance and arbitration procedures provided in this Agreement, it is agreed by the Union that there shall be no strikes or stoppages of work, either complete or partial, and the Employer agrees that during the term of this Agreement, there shall be no lockouts.

ARTICLE 14 – GRIEVANCE AND ARBITRATION PROCEDURE

14.01 It is the mutual desire of the parties to this Agreement that complaints of employees shall be dealt with as quickly as possible.

14.02 It is understood and agreed that before initiating an individual grievance, the employee shall, in the presence of their Steward or other Union Representative, if they so wish, discuss the matter with their foreperson and other supervisory personnel of the Employer, giving them an opportunity to deal with that complaint.

14.03 Grievances properly arising under this Agreement shall be adjusted and settled as follows:

Step 1

Within ten (10) days after the circumstances giving rise to the grievance occurred or originated (except in the case of a discharge grievance, which shall be presented within five (5) working days), the grievance shall be presented to the company, in writing, and the parties shall meet within five (5) working days in an endeavour to settle the grievance. Written notice of the grievance must be submitted to the Local Association.

Step 2

If a satisfactory settlement is not received within five (5) working days from the meeting in Step 1 above, then the grievance may be

submitted to a committee consisting of two (2) members of the Council and two (2) members of the Employer Bargaining Agency at any time within five (5) days thereafter, but not later.

Step 3

If a satisfactory settlement is not reached within five (5) working days from either meeting above, then the grievance may be submitted to arbitration as provided in this Agreement, at any time within ten (10) days thereafter, but not later.

14.04 Grievances dealing with alleged violations of payment for hours of work, rates of pay, overtime, vacation, and holiday pay, shift premium, traveling expenses, room and board allowances, reporting allowances and dues may be brought forward within ninety (90) days from the date the circumstances giving rise to the grievance occurred or originated. It being understood and agreed that the above time limits do not apply to grievances concerning welfare and pension contributions, training fund, vacation pay and union dues, remittances and Employer's Fund which may be brought forward within ninety (90) days from the date the Union became aware of the alleged violation.

14.05 No grievance may be submitted to arbitration, which has not been properly processed through the mandatory stages of the grievance procedure as herein provided. Notwithstanding Article 14.06, the party initiating the grievance may opt to proceed to arbitration under Section 133 of the Act.

14.06 When either party requests that a grievance be submitted to arbitration, the party making the request shall do so in writing to the other party and at the same time, appoint an arbitrator. Within five (5) working days thereafter, the other party shall appoint an arbitrator. The two (2) arbitrators so appointed will meet at their earliest convenience and attempt to select by agreement, a third person who shall act as Chairperson of the Arbitration Board. If they are unable to agree on a Chairperson within two (2) days, they will then request the Minister of Labour of the Province of Ontario to appoint an impartial Chairperson.

14.07 (a) The Arbitration Board shall hear the subject of the grievance, including whether or not the matter is arbitrable, and shall issue

a decision, which is binding upon the parties and upon any employee affected by it.

(b) The decision of a majority is the decision of the Arbitration Board but if there is no majority, the decision of the Chairperson governs.

(c) Each of the parties shall pay one-half (1/2) of the remuneration and expenses of the Chairperson of the Board.

(d) The Board shall not have the power to alter or amend any of the provisions of this Agreement.

14.08 It is understood that the Employer Bargaining Agency, on its own behalf, or on behalf of its member companies, may file a grievance with the Union and that if such complaint is not settled to the satisfaction of the parties concerned, it may be treated as a grievance and referred to arbitration in the same way as a grievance of any employee. Such grievances shall be processed in accordance with Article 14.03 of the grievance procedure set out above.

14.09 The Local Union and/or Council may file a grievance when an alleged violation occurs which is of common concern to all or a group of employees in the bargaining unit or when a dispute arises in the application, interpretation, or administration of this Agreement. Such grievance is subject to the same time limits as set out in Article 14 and is to be processed in accordance with the provisions of Article 14.03.

14.10 The nature of the grievance, the location of the project involved, the remedy sought and the article or articles of the Agreement which are alleged to have been violated shall be set out in the written record of the grievance.

14.11 In determining the time which is allowed in the various steps, Saturdays, Sundays and holidays shall be excluded and any time limits may be extended by mutual agreement in writing.

14.12 A party proceeding to arbitration before the OLRB under the provisions of Section 133 will send written notice to the Employer Bargaining Agency and the Ontario Provincial District Council of its intent to proceed to final and binding arbitration.

ARTICLE 15 – GOVERNMENT LEGISLATION

15.01 In the event that any of the provisions of this Agreement are found to be in conflict with any valid and applicable Federal or Provincial law now existing or hereinafter enacted, it is agreed that such law shall supersede the conflicting provision without in any way affecting the remainder of the Agreement.

ARTICLE 16 – REFRESHMENT AND LUNCH BREAK

16.01 An employee will be allowed to have one paid refreshment break of ten (10) minutes during each half of their working shift.

16.02 Regular day shift employees shall be allowed one-half (1/2) hour lunch break near the midpoint of the shift. It is understood that no employee will be required to work more than five (5) consecutive hours without a lunch break.

Where an employee is required to work through their lunch break, they will be paid at the applicable overtime rate for the lunch period and will be allowed one-half (1/2) hour later to eat their lunch.

16.03 Employees requested to work up to two (2) hours overtime shall be provided with a ten (10) minute paid break period prior to the start of overtime work. Where Trade Appendices or Local Union Schedules have conditions, which are better than the above paragraph, they shall remain in effect.

ARTICLE 17 – REINSTATEMENT OF EMPLOYEES UPON RETURN FROM INDUSTRIAL ACCIDENT

17.01 An employee injured in the performance of their duties will resume their former position when medically fit to do so provided their former position was filled by an employee, who subsequent to the time of injury, was hired by the Employer or transferred or otherwise assigned to such position.

An employee, who claims they have been denied employment contrary to this provision, may have recourse to the grievance and arbitration procedures as set out in this Agreement.

17.02 The above shall not apply if the injury is attributable solely to the willful misconduct of the employee.

ARTICLE 18 – TRUST FUNDS

18.01 (a) The parties hereto agree that the following Trust Funds shall be administered by a Board of Trustees and shall be governed by the respective Trust Agreements.

Zone I	-	LiUNA Pension Fund of Central and Eastern Canada
Zone II	-	L.I.U.N.A. Ontario Participating Locals 1981 Benefit Trust
Zone III	-	Individual Local Union Welfare Plan
Zone IV	-	Individual Local Union Vacation Pay Plan
Zone V	-	Labourers' Multi-Local Welfare Trust Fund of Ontario
Zone VI	-	Individual and Multi-Local Union Training Funds

(b) It is further agreed that should a Local Union covered by the terms of this Agreement be desirous of implementing a Trusteed Welfare Plan, (not including a S.U.B. or Vacation Pay Plan), during the life of this Agreement, it may do so provided the total cost of such plan does not exceed the current total negotiated wage package. However, if the Local Association declines in writing to participate, then a Trusteed Welfare Plan can be established unilaterally by the Local Union.

18.02 The parties agree that there shall be reciprocation of health and welfare contributions for employees working outside of their home jurisdiction exclusively through the Labourers' Provincial Reciprocal Agreement made as of May 1, 1982, and any amendments thereto (the "Reciprocal Agreement"). The Employer and Employee Bargaining Agencies, all affiliated bargaining agents and parties bound to this Agreement shall take all necessary steps to ensure that all health and welfare contributions made under this Collective Agreement continue to be sent to Trust Funds that are party to the

Reciprocal Agreement. The parties agree that there shall be no other reciprocal arrangements other than the Reciprocal Agreement for health and welfare contributions, and that any such arrangement is null and void.

18.03 Employer contributions to the funds provided in Article 18.01 (a) above shall be either electronically filed or remitted by the fifteenth (15th) day of the month following the month for which contributions are made, together with supporting information entered on a Reporting Form as designated by the Trustees by mutual consent.

18.04 At no time shall Employer contributions due to the funds provided herein be paid directly to the employee.

18.05 In the event an Employer fails to forward or deliver contributions and/or deductions and supporting information in accordance with Article 18.01 (a) the Employer shall pay to the Trustees, as liquidated damages and not as a penalty, an amount equal to five percent (5%) of the arrears for each month or part thereof, (which is the equivalent of sixty percent (60%) per annum), from the due date for any delinquent contribution fifteen (15) days in arrears, provided the Employer has received five (5) days' written notice to correct such delinquency and has not done so.

18.06 Each Employer bound by the terms of this Agreement agrees that upon written authority of the Board of Trustees of any Trusteed Benefit Plan to which the Employer is required to make contributions, afford the Trustees the following:

(a) With reasonable cause, the Trustees may appoint an independent chartered accountant to enter upon the Employer's premises during regular business hours to perform an audit of the Employer's payroll records, only with respect to Employer contributions to the required Employee Benefit Funds, or, at the option of the Employer, they shall direct their chartered accountant to provide a certified Audited Statement in reply to questions submitted by the Trustees in this regard.

(b) All fees and costs in connection with the Trustee appointed auditors shall be borne by the applicable Trust Fund.

(c) Where an Employer opts to direct their chartered accountant

to provide a certified Audited Statement, the cost of such audit shall be borne by said Employer.

18.07 In the event such audit reveals the Employer has failed to remit contributions in accordance with the provisions of this Agreement (save and except technical and/or clerical errors), the Employer shall, within ten (10) days of receipt of written notice from the Board of Trustees, conform with the following:

(i) Remit all outstanding contributions to the administrators of all Trust Funds, plus interest at the rate of five (5%) per month on such delinquent sums.

(ii) Complete and remit supporting contributions report forms as required by the Trustees.

18.08 If the Employer does not have any employees in their employ, a Nil Report shall be filed in accordance with the provisions of Article 18.03 above.

18.09 (i) In the event an Employer fails to conform with the provisions of Articles 18.06 and 18.07 herein, the Union, on written direction of the Board of Trustees, shall forthwith submit the question to final and binding determination. Should the Local Union fail to promptly submit the question to final and binding determination as directed by the Trustees, then the Trustees may proceed directly to final and binding determination.

(ii) All fees and costs not recoverable in connection with final and binding determination under Article 18.09 (i) above shall be borne by the applicable Trust Fund.

18.10 The Employer agrees to remit welfare, pension and vacation pay contributions and all proper deductions in accordance with the provisions of the applicable Schedules provided herein by the fifteenth (15th) day of the month following the month in which the hours were worked. Notwithstanding anything contained in any other Article, Appendix or Schedule to this Agreement, proposed amendments to the amount of contributions for pension shall first be presented to and will not take effect until approved by the Ontario Provincial District Council.

18.11 All contributions to the LiUNA Pension Fund of Central and Eastern Canada shall be remitted directly and in accordance with the provisions of Article 18.03 hereof to:

The LiUNA Pension Fund of Central and Eastern Canada
P.O. Box 9002, Lakeshore West PO
Oakville, Ontario L6K 0G1

18.12 (i) In the event that a grievance alleging that an Employer has failed to make proper payments to any Trust Fund or party as required by this Agreement, the parties agree that for the purposes of determining any issue, the following presumption shall apply a statement signed by a member of the Union, a business representative, a trustee, the administrator of a trust fund, shall be prima facie evidence of the number of hours worked by members of the Union, and of a failure to make the appropriate payments as required by this Agreement.

This evidence shall establish only a rebuttable presumption and may be challenged by the Employer with proper documentary evidence:

(ii) If the OLRB or a Board of Arbitration to which a grievance alleging failure to make applicable payments required by this Agreement, determines that an employer has violated provisions of Article 18, then the OLRB or the Board of Arbitration shall also require the Employer to pay all reasonable costs incurred by the Union in prosecuting the grievance, including but not limited to all arbitration and/or OLRB fees, legal fees and costs on a solicitor-and-client basis, travel, meals and accommodations, costs of all witnesses and Business Representatives, conduct money, costs incurred in serving a summons, any expenses incurred by the Union pursuant to Section 133 of the Ontario Labour Relations Act or otherwise, for the OLRB and/or the Board of Arbitration.

18.13 When a delinquent Employer commences business or undertakes a project for the first time in the area of a Local Union, the Local Union may require an Employer to post or secure a letter of credit to cover any delinquencies to the Trust Funds or Administrators as required by this Agreement. The maximum amount of the letter

of credit shall be the amount the Employer would be expected to contribute for a four (4) month period.

18.14 **Prepaid Legal Services**

In the event a Local Board of Trustees opts to establish a Prepaid Legal Services Plan during the life of this Agreement, the parties to this Agreement agree, that upon sixty (60) days of written notice, they will rearrange the total negotiated wage package in the applicable Schedule or Appendix at the time of implementation of the Plan to provide the necessary contributions for funding such Plan.

18.15 **Scholarship Fund**

In the event that a Local Union opts to establish a deduction for a Scholarship Fund during the term of this Agreement on sixty (60) days' notice to the Employer Association they will rearrange the total negotiated wage package in the applicable Schedule or Appendix at the time of implementation of the Plan to provide the necessary contributions for funding such a Plan.

ARTICLE 19 – LIABILITY

19.01 It is further agreed and understood that no liability shall attach to the Labourers' International Union of North America by reason of any unauthorized act of any employee of the Employer or of any Local Union and/or District Council or official thereof.

ARTICLE 20 – LOCAL SCHEDULE EXEMPTION OR AMENDMENT

20.01 Where a particular clause, article or provision contained within this Collective Agreement works a hardship on a specific geographic area within the jurisdiction of a Local Union, the Local Union and the Local Employer's Group may reach a Memorandum of Local Exemption or Amendment, in writing, to exempt or amend the particular clause, article or provision of the Local Union Schedule and/or Trade Appendix for the geographic area within the jurisdiction of the Local Union specified in the Memorandum of Local Exemption or Amendment and such Local Agreement shall be ratified by the Employer and Employee Bargaining Agencies.

Where the Local Union and the Local Employers Association agree on a procedure to amend the terms of the Local Schedule and/or Trade Appendix, as it applies to their local area, then that procedure shall be ratified by the Employer and Employee Bargaining Agencies and Articles 20.03 to 20.07 hereunder shall not be applicable to requests for amendment(s) to the Local Schedule and/or Trade Appendix applicable to their local area. It is the responsibility of the Employer to ascertain whether or not an amending agreement is in place for any particular project of geographic area.

Where a matter referred to under this Article is not resolved between the parties within seven (7) calendar days, the matter may be referred to the Provincial Joint Conference Board (the "PJCB") by either party in accordance with Article 20.02 hereunder.

20.02 Where no agreement is reached between the parties in accordance with Article 20.01, either party may refer the matter to the PJCB. The PJCB shall be made up of six (6) representatives, with three (3) appointed by the Employee Bargaining Agency and three (3) appointed by the Employer Bargaining Agency. Appointments to the PJCB shall be made with regard to the matter in dispute and will not include representatives of the Local Union, Employer Association or Trade Association party to the dispute.

The PJCB shall meet with the parties and attempt to resolve the matter(s) in dispute. The PJCB will have no power to make final and binding determination of the matter(s) in dispute, except where the parties to the dispute mutually agree to authorize the PJCB to make a final and binding determination. Where the PJCB is authorized to make a final and binding determination, the PJCB shall render such a decision based only on unanimous agreement of all members of the PJCB or in the absence of a recorded dissent by a member of the PJCB. Where the matter(s) in dispute is not resolved within seven (7) calendar days, it may be referred in accordance with Article 20.03 hereunder.

20.03 The Employer Bargaining Agency may refer any matter not resolved under the terms of Articles 20.01 or 20.02 to final and binding determination by an Arbitrator chosen from the appended list of persons who shall be retained by the parties for the duration of the Collective Agreement.

(i) The Employer Bargaining Agency may propose amendments, which would apply to any of the following:

(a) The kind of work performed, which could be all work performed in the industrial, commercial and institutional sector or a specified kind of that work.

(b) The market in which it is performed, which could be work performed for all of the industrial, commercial and institutional sectors or a specified market in it.

(c) The location of the work, which could be work performed in all of the affiliated bargaining agent's geographic jurisdiction or a specified portion of it.

(d) Amendments with regard to a specific job or project.

(ii) The Application may seek only amendments that concern the following matters:

(a) Wages, including overtime and shift differentials.

(b) Restrictions on the hiring of employees who are members of another affiliated bargaining agent that is in the same Employee Bargaining Agency as that in which the affiliated bargaining agent is a member but who are not members of the affiliated bargaining agent.

(c) Restrictions on an Employer's ability to select employees who are members of the affiliated bargaining agent.

(d) Accommodation and travel allowances.

(e) Hours of work and work schedules.

The Employer Bargaining Agency agrees that it will not refer frivolous or minor claims under this Article.

20.04 The person selected to arbitrate any matter pursuant to Article 20.05 below shall, at the request of either party, mediate those matters, but in no case shall the time periods in Article 20.05 be exceeded.

20.05 The Employer Bargaining Agency shall submit its final position with regard to amendments to the Collective Agreement, to the

Arbitrator, with a copy to the Employee Bargaining Agency, and the Employee Bargaining Agency shall likewise submit its final Proposal for Amendment (if any) to the Collective Agreement to the Arbitrator. The Arbitrator shall, at their sole discretion, hold hearings or request further clarification from either party, and if satisfied that the terms of the Collective Agreement places the Employer(s) at a competitive disadvantage, the Arbitrator shall choose the Proposal for Amendment to the Collective Agreement, which removes the competitive disadvantage. Such selection shall be made within fourteen (14) calendar days of the date of the referral by the Employer Bargaining Agency and shall amend the Collective Agreement as proposed. The Arbitrator shall not provide reasons for their selection.

The Arbitrator shall select the final proposal, which most achieves the objective of removing the hardship under Article 20.01 and with the least changes to the terms of the Collective Agreement.

20.06 No amendment(s) pursuant to this Article will have application, following the expiry date of this Collective Agreement.

20.07 Where an Employer Bargaining Agency has made a final proposal pursuant to Article 20.05 and such proposal has been rejected by an Arbitrator, no proposal with regard to the same amendment(s) will be made within one (1) year of the rejection.

20.08 The Employer Bargaining Agency agrees to oppose any request or application by any Employer Group or Association to become a Designated Regional Employers Organization under Bill 69, other than the Local Employer Associations and/or Local Trade Associations referred to in and covered by this Collective Agreement.

ARTICLE 21 – LABOUR MANAGMENT COMMITTEE

21.01 The parties agree to establish a Joint Labour Management Committee, which shall meet on a regular basis to review matters of mutual concern.

ARTICLE 22 – MASONRY CONSTRUCTION

22.01 Employers engaged in masonry construction, including refractory and acid-resistant work, agree that they will not submit proposals for such work without including the use of Mason Tenders as defined in the Trade Appendix for Mason Tenders.

In the event that such proposals are questioned or not accepted, the Employer shall notify the Union forthwith and assist the Union to meet with all interested parties to secure the Mason Tenders' work for the members of the Union before the job commences.

The Ontario Masonry Contractors Association agrees that it will advise all refractory contractors of the notice requirements specified in Article 22.01 of the Agreement. In the event an Employer is clearly in violation of the notice requirements in Article 22.01, The Ontario Masonry Contractors Association will not intervene nor provide financial assistance should the Union take legal action against such Employer.

22.02 All Employers acknowledge and agree that refractory and acid-resistant work will be performed in accordance with the refractory provision of the Trade Appendix for Masonry Tenders and without limiting the generality of the foregoing, Articles 3.04, 3.05, 3.06, Article 4 and Article 5, unless refractory conditions are otherwise specified in the Local Union Schedules.

ARTICLE 23 – PAY EQUITY

23.01 The parties agree that there are no female dominated job classes within the bargaining unit and therefore, there are no pay equity adjustments required. This statement is deemed to constitute the Pay Equity Plan for the Employer Bargaining Agency and the Employee Bargaining Agency.

23.02 **Gender Neutrality**

In this Agreement, any references to the masculine gender shall include the feminine gender and references to the feminine gender shall include the masculine gender.

ARTICLE 24 – DEEMED ASSIGNMENT OF COMPENSATION UNDER THE EMPLOYMENT STANDARDS AMENDMENT ACT, 1991

24.01 The Trustees of the employee Benefit Plans referred to in this Collective Agreement shall promptly notify the Union of the failure by any Employer to pay any employee benefit contributions required to be made under this Collective Agreement and which are owed under the said Plans in order that the Program Administrator of the Employee Wage Protection Program may deem that there has been an assignment of compensation under the said Program, in compliance with the regulation to the Employment Standards Amendment Act, 1991, in relation to the Employee Wage Protection Program.

ARTICLE 25 – EMPLOYMENT EQUITY

25.01 The Employer Bargaining Agency and the Union mutually recognize the need for employment equity initiatives. Following joint investigation and consultation, the parties agree to meet to develop an Employment Equity Plan as required by law.

ARTICLE 26 – LABOURERS' APPRENTICESHIP PROGRAM (CONSTRUCTION CRAFT WORKER)

26.01 The parties hereby agree to recognize and support the Construction Craft Worker Apprenticeship with the Ontario Ministry of Labour, Immigration, Training and Skills Developments. They also agree to participate on Local Apprenticeship Committees (LAC) to develop and implement programs and plans of training for work covered by this Agreement.

Such programs and plans of training shall be incorporated in their entirety into and form part of the Agreement.

ARTICLE 27 – DURATION OF AGREEMENT

27.01 This Agreement shall become effective the 1st day of May, 2025, and shall continue to remain in effect until the 30th day of April, 2028, and shall continue in force biennially thereafter unless either

party shall furnish the other with notice of termination, or proposed revision of this Agreement within a period of no more than one hundred and twenty (120) days and not less than thirty (30) days before the 30th day of April, 2028, or in a like period in any biennial year thereafter and the parties shall convene a meeting within fifteen (15) days and bargain in good faith to endeavour to reach an agreement.

On behalf of the Union:

Joseph S. Mancinelli
Labourers' International Union Agency of North America

Labourers' International Union of North America, Ontario Provincial District Council

Labourers' International Union of North America, Ontario Provincial District Council

On behalf of the Employer Bargaining Agency:

Chris Robinson
Provincial Employer Bargaining Labourers (PEBAL)

Construction Labour Relations Association of Ontario

David Stubbs
Ontario Masonry Contractors Association

Industrial Contractors Association of Canada

Waterproofing Contractors Association of Ontario

Cement Finishing Labour Relations Association

NOTES

LABOURERS' PROVINCIAL ICI COLLECTIVE AGREEMENT

BETWEEN:

THE LABOURERS' EMPLOYER BARGAINING AGENCY

- AND –

THE LABOURERS' EMPLOYEE BARGAINING AGENCY

LETTER OF UNDERSTANDING Re: Article 2.05

WHEREAS the parties have made changes to Article 2.05 of the Master Portion;

AND WHEREAS the parties did not intend those changes to prevent owners or general contractors from using subcontractors that are bound to the Labourers' Provincial Demolition, Provincial Precast or Provincial Concrete Sawcutting and Drilling, and or the Provincial Civil or Local Heavy Civil and/or Road Agreements or a Provincial or Local Utility Agreement;

NOW THEREFORE the parties agree:

1. The Employer may engage contractors or subcontractors that are bound to the following agreements for work that falls in the industrial, commercial and institutional sector of the construction industry.

    1.01 The Labourers' Provincial Demolition Agreement, being a collective agreement between the Ontario Association of Demolition Contractors Inc. and the Labourers' International Union of North America and the Labourers' International Union of North America, Ontario Provincial District Council.

    1.02 The Labourers Provincial Precast Agreement being a collective agreement between the Ontario Precast Concrete Manufacturing Association and the Labourers' International Union of North America and the Labourers' International Union of North America, Ontario Provincial District Council.

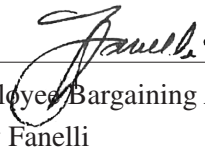
1.03 The Labourers' Provincial Sawcutting and Drilling Agreement being a collective agreement between the Concrete Sawing and Drilling Association, Labourers' International Union of North America and the Labourers' International Union of North America, Ontario Provincial District Council.

1.04 The Labourers' Provincial Civil Agreement or applicable Local Heavy Civil and/or Roads Agreement.

1.05 The Labourers' Provincial Utility Agreement or a similar Provincial or Local Utility Agreement exempted from the Provincial Utility Agreement accreditation Order.

And any such contract or subcontract shall be deemed not to violate Article 2.05 of the Master Portion of the Labourers' Provincial ICI Collective Agreement.

Dated in the City of Toronto, Ontario, this 24th day of April 2025.

By: 

Employee Bargaining Agency
Tony Fanelli

By:

Employee Bargaining Agency
Jack Oliveira

By:

Billy Barbosa

MEMORANDUM OF AGREEMENT

BETWEEN:

Construction Labour Relations Association of Ontario; Ontario Masonry Contractors Association; Industrial Contractors Association of Canada; Waterproofing Contractors Association of Ontario; Cement Finishing Labour Relations Association

(the "Employer Bargaining Agency")

-AND-

LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA
and LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA,
ONTARIO PROVINCIAL DISTRICT COUNCIL
on behalf of its affiliated Local Unions,
183, 493, 506, 527, 607, 625, 837, 1036, 1059, and 1089

(the "Union")

RE: PENSION CONTRIBUTIONS FOR INDIVIDUALS RECEIVING A PENSION

The Parties agree that the following shall form part of the LiUNA Provincial ICI Collective Agreement:

1. If the LiUNA Pension Fund of Central and Eastern Canada (the "Pension Fund") is prohibited by law from accepting any contributions required by the terms of this Agreement on account of Employees after the end of the calendar year in which the Employee attains 71 years of age and/or that are in receipt of a monthly pension from the Pension Fund, then the Employer agrees that the Pension Fund may redirect such contributions to an alternative fund designated by the Employees' home local.

2. The local union shall provide notice to the Employer Bargaining Agency of the fund it has designated to receive the funds that the Pension Fund could not accept.

3. The Union undertakes to hold harmless and agrees to fully indemnify the Employers represented by the Employer Bargaining Agency, their successors, administrators and assigns against any costs, losses, liability, penalties or fines incurred by each or all them by reason of the amounts equivalent to the Pension Fund Contribution being redirected to a fund designated pursuant to this Agreement, including, without limiting the generality of the foregoing, with respect to any deductions or remittances to be made in relations to any payments made out of the designated fund to Employees.

Dated at Toronto, Ontario this 17th day of November, 2025.

For the Union:

For the Employer Bargaining Agency:

Signed by:
Chris Robinson
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DocuSigned by:
Tony Fanelli
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Signed by:
David Stubbs
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Signed by:
Geoff R Kinney
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Signed by:
Jason Campbell
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Signed by:
Robert Montpetit
1C[illegible]

SCHEDULE "A"

Labourers' International Union of North America Central and Eastern Canada Regional Office

170 Jackson Street East
Hamilton, Ontario L8N 1L4
Regional Manager: Joseph Mancinelli

Phone: (905) 522-7177
Fax: (905) 522-9310

Labourers' International Union of North America, Ontario Provincial District Council

1315 North Service Rd. East
7th Floor, Suite 701
Oakville, Ontario L6H 1A7
Business Manager: Jack Oliveira

Phone: (289) 291-3678
Fax: (289) 291-1120

Labourers' International Union of North America, Local 183 (Headquarters – Vaughn Office)

200 Labourers' Way
Vaughan, ON L4H 5H9
Business Manager: Jack Oliveira

Phone: (416) 241-1183
Fax: (416) 241-9845

Labourers' International Union of North America, Local 183 (Eastern Office)

P.O. Box 156, 560 Dodge Street
Cobourg, Ontario K9A 4K5
Business Manager: Jack Oliveira

Phone: (905) 372-1183
Fax: (905) 372-7488

Labourers International Union of North America, Local 183 (Kingston Office)

145 Dalton Avenue, Suite 1
Kingston, Ontario K7K 6C2
Business Manager: Jack Oliveira

Phone: (613) 542-5950
Fax: (613) 542-2781

Labourers' International Union of North America, Local 493

584 Clinton Avenue
Sudbury, Ontario P3B 2T2
Business Manager: Mike Ryan

Phone: (705) 674-2515
Fax: (705) 574-6728

Labourers' International Union of North America, Local 506

3750 Chesswood Drive
Toronto, Ontario M3J 2W6
Business Manager: Carmen Principato

Phone: (416) 638-0506
Fax: (416) 638-1334

Labourers' International Union of North America, Local 527
6 Corvus Court
Ottawa, Ontario K2E 7Z4
Business Manager: Luigi Carrozzi
Phone: (613) 521-6565
Fax: (613) 521-6580

Labourers' International Union of North America, Local 607
730 Balmoral Street
Thunder Bay, Ontario P7C 5V3
Business Manager: Terry Varga
Phone: (807) 622-0607
Fax: (807) 622-0454

Labourers' International Union of North America, Local 625
2155 Fasan Drive
Oldcastle, Ontario N0R 1L0
Business Manager: Robert Petroni
Phone: (519) 737-0373

Labourers' International Union of North America, Local 837 (Hamilton Office)
170 Jackson Street East
Hamilton, Ontario L8N 1L4
Business Manager: Riccardo Persi
Phone: (905) 529-1116
Fax: (905) 529-2723

Labourers' International Union of North America, Local 837 (Cambridge Office)
330 Industrial Road
Cambridge, Ontario N3H 4R7
Business Manager: Riccardo Persi
Phone: (519) 653-3333
Fax: (519) 653-8086

Labourers' International Union of North America, Local 837 (Niagara Office)
267 Carlton St.
St. Catharines, Ontario L2N 187
Business Manager: Riccardo Persi
Phone: (905) 227-1837
Fax: (905) 227-0165

Labourers' International Union of North America, Local 1036
395 Korah Road
Sault Ste. Marie, Ontario P6C 4H5
Business Manager: Wayne Scott
Phone: (705) 942-1036
Fax: (705) 942-1015

Labourers' International Union of North America, Local 1059

635 Wilton Grove Rd. Phone: (519) 455-8083
London, Ontario N6N 1N7 Fax: (519) 455-0712
Business Manager: Brandon MacKinnon

Labourers' International Union of North America, Local 1089

1255 Confederation Street Phone: (519) 332-1089
Sarnia, Ontario N7S 4M7 Fax: (519) 332-6378
Business Manager: Tony Valenti

SCHEDULE "B"

GEOGRAPHIC REGIONS

Labourers' International Union of North America, Local 183 (OLRB Area No. 8 and East)

Metropolitan Toronto, the Counties of York and Peel, the Township of Esquesing, and the Towns of Oakville and Milton, in the County of Halton, and the City of Pickering. in the County of Ontario and the County of Simcoe. Universal Workers Union, Local 183 (Eastern Region) the Counties of Peterborough, Victoria and Haliburton, east part of Northumberland County on a line running from Lake Ontario to Rice Lake, including Cramahe, Percy, Seymore, Brighton and Murray Townships. The County of Ontario (with the exception of part of Pickering City on a line running from the south of Lake Ontario to the north at the Third Concession on Pickering Beach Road) and including all towns and townships therein; namely, the Town of Whitby, Whitby Township, Uxbridge and Uxbridge Township, Scott, Reach, Brock, the Town of Port Darlington, Cartwright, Clark, Manvers, Hope and Caven Townships and the Town of Bowmanville, Newcastle, Port Hope and Millbrook. The County of Northumberland including Hamilton, Haldimand, Alnwick Townships, the Towns of Cobourg, Grafton and Baltimore, District of Muskoka and the Townships of Rama, Mara and Thorah in the County of Simcoe.

Labourers' International Union of North America, Local 183 Kingston

[Employer and Employee Bargaining Agencies to meet after the conclusion of bargaining to discuss and attempt to agree on resolution.]

Zone I - the Counties of Lennox, Addington, Frontenac;

Zone II - the County of Leeds;

Zone III - the County of Prince Edward and the Townships of Lake Tudor, Grimsthorpe, Marmora, Madoc, Elzevir, Rawson, Huntingdon, Hungerford, Sidney, Thurlow, Murray, Trenton, Tyendinaga, Wollaston, Limerick and Cashel in the County of Hastings;

Zone IV - Bancroft (the Townships of McClure, Wicklow, Bangor,

Herschel, Monteagle, Carlow, Faraday, Danganon and Mayo in the County of Hastings). Area 29 is the Counties of Lennox, Addington, Frontenac and Leeds. Area 12 is Prince Edward County and the Townships of Lake Tudor, Grimsthorpe, Marmora, Madoc, Elzevir, Rawson, Huntingdon, Hungerford, Sidney, Thurlow and Tyendinaga in the County of Hastings. The Townships of McClure, Wicklow, Bangor, Herschel, Monteagle, Carlow, Faraday, Danganon, Mayo, Wollaston, Limerick and Cashel being all of Hastings County outside Area 12.

Labourers' International Union of North America, Local 493

The District of Sudbury, Manitoulin Island, Nipissing, Algonquin Provincial Park, Temiskaming, Parry Sound and part of the District of Cochrane lying south of the 49th parallel, including an eighty (80) kilometre radius of the Timmins Federal Building, (including the portion lying north of Highway 101 West to the border of the District of Algoma, including the Town of Chapleau), Cockburn and all other islands situated in Georgian Bay of Lake Huron, shall be recognized as being the exclusive territory jurisdiction of Local 493.

Labourers' International Union of North America, Local 506

Board Area 8, being the Municipality of Metropolitan Toronto, the Regional Municipalities of Peel and York, the Towns of Oakville and Halton Hills and the portion of the Town of Milton within the geographic Township of Esquesing and the Towns of Ajax and Pickering in the Regional Municipality of Durham and the County of Simcoe, Wellington and Dufferin, excluding the Townships of Rama, Mara and Thorah. Board Area 7 – County of Wellington and Board Area 27 – County of Dufferin.

Labourers' International Union of North America, Local 527

The Regional Municipality of Ottawa-Carleton and the County of Russell, the Counties of Grenville, Dundas, Lanark, Prescott, Stormont, Glengarry, Renfrew and the geographic Townships of North Crosby, South Crosby, Bastard, Kitley and Elizabethtown in the County of Leeds.

Labourers' International Union of North America, Local 607

The Districts of: Kenora, including the Patricia portion; Rainy River; Thunder Bay; and that part of the District of Cochrane which lies north of the 49th parallel of latitude and is not in OLRB Area No. 19.

Labourers' International Union of North America, Local 625

The Counties of Essex and Chatham Kent.

Labourers' International Union of North America, Local 837

The County of Wentworth and that portion of Halton County west of Highway 25, extended in a straight line to the Queen Elizabeth Way. For that portion south of the Queen Elizabeth Way the property line dividing the Petro-Canada and Shell Oil refineries in the County of Halton, and Board Area 5: namely, the Counties of Lincoln, Welland and Haldimand, Simcoe and Waterloo.

Labourers' International Union of North America, Local 1036

The District of Algoma including that portion of the District of Algoma which lies north of the 49th parallel of latitude and which is not within the OLRB Area 21.

Labourers' International Union of North America, Local 1059

The Counties of Middlesex, Huron, Bruce, Perth, Oxford, Elgin and Grey, recognized as OLRB Areas 3 and 28.

Labourers' International Union of North America, Local 1089

The County of Lambton.

SCHEDULE "C"

The following organizations comprise the "Provincial Employer Bargaining Agency – Labourers" as designated by the Minister of Labour Ontario.

CEMENT FINISHING LABOUR RELATIONS ASSOCIATION

RPO Dundas Neyagawa
PO Box 30051
Oakville, Ontario L6H 7L8
Attention: Mr. Geoff Kinney

Phone: (289) 837-1627
Fax: (416) 981-3913

CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF ONTARIO

6299 Airport Road, Suite 303
Mississauga, Ontario L4V 1N3
Attention: Mr. Tony Fanelli

Phone: (905) 671-0888
Fax: (905) 671-8212

INDUSTRIAL CONTRACTORS' ASSOCIATION OF CANADA

c/o Labourers Employer Bargaining Agency
6299 Airport Road, Suite 303
Mississauga, Ontario L4V 1N3
Attention: Mr. Tony Fanelli

Phone: (905) 671-0888
Fax: (905) 671-8212

ONTARIO MASONRY CONTRACTORS' ASSOCIATION

360 Superior Blvd.
Mississauga, Ontario L5T 2N7
Attention Mr. David Stubbs

Phone: (905) 564-6622
Fax: (905) 564-5744

WATERPROOFING CONTRACTORS' ASSOCIATION OF ONTARIO

70 Leek Crescent
Richmond Hill, Ontario L4B 1H1
Attention: Mr. Robert J. Montpetit

Phone: (416) 499-4000
Fax: (416) 499-8752

SCHEDULE "D"

This Schedule will set out the name, address and the contributing payment of all Trust Funds.

Pension:

For all Local Unions other than Local 625, make cheques payable to:

The LiUNA Pension Fund of Central and Eastern Canada and shall be remitted directly to:

The LiUNA Pension Fund of Central and Eastern Canada
P.O. Box 9002, Lakeshore West PO
Oakville, Ontario L6K 0G1

Tri-Fund:

For all Local Unions other than Local 625, make cheques payable to the Canadian Tri-Fund and shall be remitted directly to:

The LiUNA Pension Fund of Central and Eastern Canada
P.O. Box 9002, Lakeshore West PO
Oakville, Ontario L6K 0G1

LOCAL 625:

All Pension, Tri-Fund, OPDC Dues and Industry Fund remittances are to be sent to Local 625. Local 625 will disburse the contributions to the appropriate Funds.

Welfare, Training, Vacation and Holiday Pay & Other Contributions:

Local Union:	Payable to:	Mail to:	Phone/Fax:
Local 183 (Headquarters – Vaughn)	Local 183 Trust Administration	Local 183 Benefit Plan Administrators Limited 200 Labourers Way Vaughan, ON L4H 5H9	Tel: (416) 240-7480 Fax: (416) 240-7488
Local 183 (Oshawa)	Local 183 Trust Administration	Local 183 Benefit Plan Administrators Limited 200 Labourers Way Vaughan, ON L4H 5H9	Tel: (416) 240-7480 Fax: (416) 240-7488
Local 183 (Kingston)	Local 183 Administration	Local 183 Benefit Plan Administrators Limited 200 Labourers Way Vaughan, ON L4H 5H9	Tel: (416) 240-7480 Fax: (416) 240-7488
Local 183 Kingston	Local 183 Training and Rehabilitation Fund	c/o Local 183, 200 Labourers' Way Vaughan, ON L4H 5H9	Tel: (416) 240-7480 Fax: (416) 240-7488
Local 493 Welfare, Scholarship Supplementary Pension Organizing Fund and Training	LIUNA Local 493	584 Clinton Avenue Sudbury, ON P3B 2T2	Tel: (705)674-2515 Fax: (705)674-6728
Local 506	Trustees of Labourers' Union Local 506 (Construction Division) Employee Benefit Trust	c/o Benefit Plan Administrators Limited c/o Local 506 3750 Chesswood Drive, Suite 1 Toronto, ON M3J 2W6	Tel: (416) 240-7480 Fax: (416) 240-7488
Local 506 (OLRB Areas 7 & 27)	The Labourers' Multi-Local Welfare Trust Fund	c/o Global Benefit Plan Consultants Inc. 88 St. Regis Cresc. S., Toronto, ON M3J 1Y8	Tel: (416) 635-6000 Fax: (416) 635-6464
Local 527	LIUNA Local 527 Benefit, Health and Safety Trust Funds	c/o LIUNA Local 527 6 Corvus Court Ottawa, ON K2E 7Z4	Tel: (613) 521-6565 Fax: (613) 521-6580
Local 607	The Labourers' Multi-Local Welfare Trust Fund	c/o Global Benefit Plan Consultants Inc. 88 St. Regis Cres. S., Toronto, ON M3J 1Y8	Tel: (416) 635-6000 Fax: (416) 635-6464
Local 607 - Training	Construction and Allied Workers Local Union 607 Training and Education Fund	c/o LIUNA Local 607 730 Balmoral Street Thunder Bay, ON P7C 5V3	Tel: (807) 622-0607 Fax: (807) 622-0454

Local Union:	Payable to:	Mail to:	Phone/Fax:
Local 625	Trustees of the L.I.U.N.A. Ontario Participating Locals 1981 Benefit Trust	c/o LIUNA Local 625 2155 Fasan Drive Oldcastle, ON N0R 1L0	Tel: (519) 737-0373 Fax: (519) 737-0380
Local 625 Funds	Labourers' Local 625 Funds	c/o LIUNA Local 625 2155 Fasan Drive Oldcastle, ON N0R 1L0	Tel: (519) 737-0373
Local 837	LIUNA Local 837 Welfare Fund	All remittances to: c/o LIUNA Local 837 170 Jackson Street East Hamilton, ON L8N 1L4	Tel: (905) 529-1116 Fax: (905) 529-2723
Local 837 – Training	Labourers' Local 837 Training Trust	c/o LIUNA Local 837 170 Jackson Street East Hamilton, ON L8N 1L4	Tel: (905) 529-1116 Fax: (905) 529-2723
Local 837 – Vacation with Pay	Local 837 (Hamilton) Vacation Pay and Trust Fund	c/o LIUNA Local 837 170 Jackson Street East Hamilton, ON L8N 1L4	Tel: (905) 529-1116 Fax: (905) 529-2723
Local 1036	Labourers' Local 1036 Employee Benefit Trust Fund – The Labourers' Multi-Local Welfare Trust Fund of Ontario	c/o Global Benefit Plan Consultants Inc.. 88 St. Regis Cres. S., Toronto, ON M3J 1Y8	Tel: (416) 932-1100 Fax: (416) 932-1177
Local 1036 – Training	Labourers' Local 1036 Training Fund	LIUNA Local 1036 395 Korah Rd. Sault Ste. Marie, ON P6C 4H5	Tel: (705) 942-1036 Fax: (705) 942-1015
Local 1059	LIUNA Local 1059 Benefit Trust Fund WA Health	c/o Global Benefit Plan Consultants Inc. 149 Main Street East, Hamilton, Ontario L8N 1G4	Tel: (289) 768 -3621 Fax: (289) 768-3620
Local 1059 – Training	LIUNA Local 1059 Training Trust Fund	c/o LIUNA Local 1059 635 Wilton Grove Rd. London, ON N6N 1N7	Tel: (519) 455-8083 Fax: (519) 455-0712
Local 1059 – GRRSP	Local 1059 GRRSP Fund	Or designated alternative with 60 days written notice by Local 1059	
Local 1089	Labourers' Local 1089 (Sarnia) Benefit Trust Fund	All Remittances to: c/o LIUNA Local 1089 1255 Confederation Street Sarnia, ON N7S 4M7	Tel: (519) 332-1089 Fax: (519) 332-6378
Local 1089 – GRSP	Labourers' Local 1089 G.R.S.P. Fund		
Local 1089 – Training	The Administrator of Local 1089 Training Fund		

SCHEDULE "E"

Subject to Article 2.06 – Work Claimed but Not Limited To:

Excavation and site clearing for all buildings and associated work including the non-mechanical digging, backfilling and grading of trenches and foundations and compacting. Digging, piling, cutting and placing of lagging, sheeting, cribbing, bracing, anchor shoring, anchor installation and propping of foundations including torch cutting, splicing and the welding of all work, holes and caissons. Pulling, extracting or salvage of piling, capping of piling. Installation of tie backs, which shall include cutting, placing, fastening, grouting, and stressing of strand or tie back systems. All drilling, blasting, jackhammering, and handling of all power and associated work. Pumps 6" diameter and under for water control. Concrete polishing (e.g. retro plate), aerated flooring (e.g. cupolex), insulated concrete foam blocks system (e.g. formtech), modular bracing (e.g. plumbwall).

Installation of wire mesh, the installation and application of fibres in concrete, installation of concrete including placing and operation of nozzle hoses, hoppers, chutes, rigging for walls, foundations, mixing, handling, conveying, pouring, pumping, vibrating, gunniting, finishing, smoothing or otherwise applying and finishing concrete ceilings or vertical surfaces whether done by hand or any other process. The drying of plaster, concrete, mortar or other aggregate and the handling of temporary heating equipment. The installation of dry packing, caulking, grouting, chemical compounds including thycol and other rubber compounds. The work in connection with setup, operation, clean up and dismantling of diamond or carbide core drilling bits, concrete core drilling bits, concrete core drilling machines, concrete saws and boring of holes in concrete.

The aging and curing of concrete, mortar and other materials including epoxies applied to walls, ceilings and foundations of buildings and structures or other similar surfaces by means of any equipment, mode or method. The cleaning, sandblasting, brushing, rubbing of all concrete or masonry including chipping, bush hammering, grinding, patching whether done by air, gas, electric machine, water pressure or laser.

The work involved in the installation of all post-tensioning or prestressing systems on buildings or other structures, soil drilling and sampling of all types. All phases of on-site erection, finishing and caulking of precast concrete products and similar products including outsulation.

Traffic Control and Flagging.

Grouting of precast concrete products.

Formwork: Formwork with respect to hard landscaping.

Form removal: Once the reusable form panels have been released by loosening of the hardware, the removing, cleaning, oiling application or releasing agents and carrying to the next point of erection of all materials and panels, including flying forms, as well as the stripping of forms which are not to be reused and of forms on all flat arch work.

Cleaning and clearing of all debris including wire brushing of windows, scraping of floors, removal of surplus material and cleaning of all debris in building and construction areas. The cleanup of all work areas.

The erection, dismantling and moving of tubular metal scaffolding subject to a Local Agreement, if any with other trades. The dismantling of temporary weather protection. The placing and removal of temporary snow and wire fencing and loose barricades.

Tenders tending masons, plasterers and carpenters. Tending shall include but not be limited to the preparation of materials and the handling and conveying of materials. Demolition work, debris handlers, dump persons, watchpersons, guards, flagpersons, material checkers, storekeepers, tool crib attendants and yardperson's, sewers, watermains, drains and the building and installation of person holes and catch basins.

Water lances and breakers, wiresaws, jackleg drills and concrete panel systems including the roycet system and precast trenching.

Propane-fueled equipment (torches, heaters, etc.), subject to government licensing requirements.

All Labourers' work involved in restoration, renovation, rigging and the cleanup of hazardous material or hazardous waste.

Elevator Attendant

The use of small equipment to complete the above-noted work, including but not limited to, skid steer, zoom boom, and/or mini excavator.

SCHEDULE "F"

The Employer agrees to engage only subcontractors who are in contractual relations with the Union and/or its affiliated bargaining agents or the OPCMIA Local 598 for waterproofing and cement finishing work.

NOTES

TRADE APPENDIX FOR MASONRY TENDERS

BETWEEN:

Ontario Masonry Contractors' Association

– and –

Labourers' International Union of North America, and Labourers' International Union of North America, Ontario Provincial District Council

forming an integral part of the Collective Agreement between:

Construction Labour Relations Association of Ontario; Ontario Masonry Contractors Association; Industrial Contractors Association of Canada; Waterproofing Contractors Association of Ontario; Cement Finishing Labour Relations Association

(hereinafter called the "Employer Bargaining Agency" or "E.B.A.")

OF THE FIRST PART

– and –

Labourers' International Union of North America, Labourers' International Union of North America, Ontario Provincial District Council, on behalf of its affiliated Local Unions 183, 493, 506, 527, 607, 625, 837, 1036, 1059 and 1089;

(hereinafter called the "Union")

OF THE SECOND PART

ARTICLE 1 – RECOGNITION AND SUB-CONTRACTING

1.01 The members of the Ontario Masonry Contractors' Association, as outlined in Article 17 of this Appendix, and such other Employers who are or become bound to this Collective Agreement hereinafter referred to jointly and severally as the "Employer", recognize the Union as the exclusive Employee Bargaining Agency for mason tenders in the employ of the Employer while performing work outlined in Article 2 and classified under Schedule 'A' of this Appendix in the Province of Ontario in the areas outlined in Schedule 'B' of the Master Portion of the Agreement and agree to be bound by the terms and conditions as set out in this Appendix. This Appendix applies to all Employers that perform work outlined in Article 2 and/or Schedule "A"

1.02 The administration of this Appendix shall be the sole and exclusive function of the Ontario Masonry Contractors' Association, including the processing of all grievances and finalization thereof in accordance with Article 14 of the Master Portion of this Agreement.

1.03 Where a conflict arises between this Appendix and the general clauses in the Master Agreement or Local Schedules, this Appendix shall prevail in all instances with respect to any employees/Employers covered under Article 1.01 above.

1.04 (a) An individual employer desirous of contracting and/or sub-contracting any work encompassing the skills of a mason tender as described in Article 2, shall only sub-contract such work to a sub-contractor for whom the Union holds bargaining rights.

(b) For the purposes of greater clarity, it shall be a violation of the provisions of Article 1.04 if an employer subcontracts work to an individual union member, purporting to perform services as an Independent Operator or Contractor, performing work of a mason tender as defined in the provision of Article 2 – Work Jurisdiction. Any such violation shall be subject to damages in the amount of each person-hour of work performed at the full wage package under the Collective Agreement. The Employer Association and/or the Union will have the ability to require an individual Employer to produce pay stubs, any T5018 issued to them, and their most recent T4 ("Pay Records") of named employees for a period of up to six (6) months. Such Pay Records must be produced within fifteen (15) days of such request in writing. It is further agreed

that the auditing provisions of Article 13.07 may be relied upon for a violation of this nature. The Employer Association agrees that it will not act to represent or defend such violations by an individual employer.

(c) For the purposes of clarity, no member of the Union shall perform any work in the ICI Sector except in accordance with all the terms and conditions of this Collective Agreement.

1.05 Employers shall report, in writing, all new projects of 5 days or greater duration prior to commencement to the Local Union and OMCA.

1.06 Employers engaged in masonry construction, including refractory and acid-resistant work, agree that they will not submit proposals for such work without including the use of Mason Tenders as defined in the Trade Appendix for Masonry Tenders.

In the event that such proposals are questioned or not accepted, the Employer shall notify the Union forthwith and assist the Union to meet with all interested parties to secure the Mason Tenders' work for the members of the Union before the job commences.

The Ontario Masonry Contractors' Association agrees that it will advise all refractory contractors of the notice requirements specified in Article 1.05 of the Agreement. In the event an Employer is clearly in violation of the notice requirements in Article 1.05, The Ontario Masonry Contractors' Association will not intervene nor provide financial assistance should the Union take legal action against such Employer.

All Employers acknowledge and agree that refractory and acid-resistant work will be performed in accordance with the refractory provisions of the Trade Appendix for Masonry Tenders and without limiting the generality of the foregoing, Articles 3.05, 3.06, 3.07, 3.08, Article 4 and Article 5.

1.07 Employees covered by this Trade Appendix shall only provide service on an hourly rated basis as defined in Schedule B. For the purposes of greater clarity, any member of the Union found to be carrying on or performing mason tender work as defined in Article 2 – Work Jurisdiction, as an independent Contractor or Operator, shall constitute a violation of this Article 1.07.

1.08 All grievances filed by the Union impacting a Masonry Contractor and/or citing a violation of this Appendix shall be copied to the OMCA and any referral to arbitration shall be provided to the OMCA at the time of referral, naming the OMCA as an interested party.

ARTICLE 2 – WORK JURISDICTION

2.01 The Employer recognizes the Union work jurisdiction shall include that work which has been historically or traditionally or contractually assigned to members of the Labourers' International Union of North America in the tending of Masons including, but not limited to, unloading, mixing, handling and conveying of all materials used by Masons, including refractory by any mode or method; all work involved in the tear out of refractory materials up to the point of any required toothing; including the use of skid steer loaders and remote controlled Brokk type equipment; the unloading, erecting, dismantling, moving and adjustment of all types of scaffolding; all work in connection with the fabrication and installation of weather protection including final fastening; and the construction and dismantling of grout and castable formwork; the starting, stopping, fueling, oiling, cleaning, operating and maintenance of all mixers, compressors, mortar pumps, concrete and grout pumps, fork lifts, person and/or material lifts including, but not limited to scissor lifts, zoom boom, telescopic or otherwise, platforms, tuggers and other devices under the direction of the Employer or their representative and application of waterproofing.

ARTICLE 3 – HOURS OF WORK AND OVERTIME

3.01 The normal hours of work shall be forty-two and one-half (42 ½) hours per week, Monday to Friday inclusive for all areas of this Agreement. The standard working day for employees shall be not more than eight and one-half (8 ½) hours per day, between 7:30 a.m. and 5:00 p.m. The starting time may vary up to one (1) hour by mutual agreement of the parties operating under this Appendix.

3.02 Any work performed outside or in addition to the standard hours outlined above shall be deemed overtime and overtime premium shall be paid at the rate of one and one-half times (1 1/2x) for the first two (2) hours in excess of the normal day and double time (2x)

for all additional hours worked. All work performed on Saturday, Sunday and holidays shall be paid at double time (2x) the regular rate. This overtime provision shall apply to shift work on masonry only. Refractory overtime shall be paid in accordance with Articles 3.04 and 3.05.

3.03 The Employer shall have the right, after notice to the Union, to vary the regular working hours as set out in 3.01 above, to provide for eight (8) hours per day, Monday to Friday inclusive.

3.04 **Inclement Weather Make-up Time**

By mutual consent of the Local Union and the affected Employer, should inclement weather cause employees on a project to lose eight and one-half (8 ½) hours or more during a Monday to Friday regular work week, then Saturday may be worked as make-up time, at straight time rates. Employees working on Saturday shall not work in excess of the regular work week hours on a Monday to Saturday basis. If the employee works over the number of hours of a regular work week the overtime rates shall apply to the excess hours. It is understood and agreed that make-up time is on a voluntary basis only. Employees not wishing to work the make-up time shall not be subject to disciplinary action or layoff.

This article shall not apply to Local 183 East and Local 183 Kingston.

ARTICLE 4 – REFRACTORY CONDITIONS

4.01 For all tear out work, gloves and coveralls shall be provided for by the Employer. As warranted when graphite, carbon, acid, tar impregnated brick, gunite work, coveralls and gloves shall be provided by the Employer and such clothing shall remain the property of the Employer.

In the event that work boots are damaged by heat on the job site, the Employer will reimburse the employee for the cost of the work boots.

4.02 The Employer agrees to provide clean hot and cold water, soap and clean individual paper towels and provide sufficient time to wash up. Such facilities described herein shall be provided at commencement of the appropriate work herein.

4.03 Where dust conditions prevail, adequate ventilation will be provided, and employees will be provided with proper respiratory equipment.

4.04 Fifteen cents ($0.15) per hour premium shall be paid for refractory work in addition to the premiums provided for in Schedule 'A'.

4.05 All current refractory conditions set out in the Local 1089 Schedule shall be incorporated into this Appendix and apply to refractory work performed in Local 1089. Refractory shift work conditions for Local 1089 are set out in Article 4.11 (a).

4.06 (a) For work on a stack requiring a mason tender to work on a scaffold twenty-five feet (25') or more above the working platform, there shall be a premium of fifty cents ($0.50) per hour earned above the basic refractory rate, starting at the twenty-five foot (25') level.

(b) For work on a stack requiring a mason tender to work on a scaffold of one hundred feet (100') or more above the working platform, there shall be an additional premium of one dollar ($1.00) per hour earned above the basic refractory rate.

4.07 Employees working where the temperature of the immediate working area is thirty-eight (38) degrees Celsius or greater, shall be paid a premium of fifty cents ($0.50) per hour above the established rate of pay. If any employee is entitled to this premium, they shall be paid the premium for the entire shift. It is agreed that no employee shall be required to work in an area where the temperature exceeds one hundred and fifty (150) degrees Fahrenheit or sixty-five (65) degrees Celsius.

4.07 (a) **Refractory Hours of Work Schedule**

Covering: Local 183 – Peterborough & Oshawa; Local 183 – Kingston; Local 506 – Toronto; Local 527 – Ottawa; Local 625 – Windsor & Chatham, Local 837 – Hamilton; Local 1059 London;

								HOURS TO BE PAID			
WORKING PERIOD	STARTING TIME	WORK BREAK	LUNCH BREAK	WORK BREAK	WORK BREAK	FINISH WORK	ACTUAL HOURS WORKED	MON. TO THURS.	FRIDAY	SAT/SUN BEFORE HOLIDAY	SUNDAY OR HOLIDAY
Regular Hours	8:00 am	10:00-10:10 am	12:00- 12:30 pm	2:30-2:40 pm		4:30 pm	8	8	8	16	16
TWO SHIFT OPERATION											
1st - 12 hr.shift	8:00 am	10:00-10:10 am	12:00- 12:30 pm	2:30-2:40 pm	6:20-6:30 pm	8:00 pm	111/2	14	14	23	23
2nd - 12 hr. shift	8:00 pm	10:00-10:10 pm	12:00- 12:30 am	2:30-2:40 am	6:20-6:30 am	8:00 am	111/2	15	20	24	19
1st-10hr.shift	8:00 am	10:00-10:10 am	12:00- 12:30 pm	2:30-2:40 pm	4:20-4:30 pm	6:30 pm	10	11	11	20	20
2nd- 10hr.shift	8:00 pm	10:00-10:10 pm	12:00- 12:30 am	2:30-2:40 am	4:30-4:40 PM	6:30 am	10	12	17	21	15
1st - 9 hr. shift	8:00 am	10:00-10:10 am	12:00- 12:30 pm	2:30-2:40 pm		5:30 pm	9	91/2	91/2	18	18
2nd - 9 hr. shift	5:30 pm	7:30 - 7:40 pm	9:30- 10:00 pm	12:00-12:10 am		3:00 am	9	101/2	13	19	16
1st - 8 hr. shift	8:00 am	10:00-10:10 am	12:00- 12:30 pm	2:30- 2:40 pm		4:30 pm	8	8	8	16	16
2nd - 8 hr. shift	4:30 pm	6:30 - 6:40 pm	8:30 - 9:00 pm	11:00-11:10 pm		1:00 am	8	9	10	17	16
THREE SHIFT OPERATION											
1st shift	8:00 am	10:00-10:10 am	12:00- 12:30 pm	2:30-2:40 pm		4:00 pm	71/2	8	8	16	
2nd shift	4:00 pm	6:00 - 6:10 pm	8:00- 8:30 pm	10:30-10:40 pm		12:00 am	71/2	9	9	17	
3rd shift	12:00 am	2:00 - 2:10 am	4:00- 4:30 am	6:30-6:40 am		8:00 am	71/2	9	17	17	

Meaning: "Firebrick, Acid Resistant Structural Materials, Carbon, Graphite Materials, Gunite, Acid Resistant Tar Impregnated Brick and all other Refractory Materials."

(b) Starting time, work break or lunch break may be adjusted by mutual agreement.

(c) Also to include a hot meal where over ten (10) hour shifts are worked with the time of meal to be arranged by mutual agreement. If a hot meal is not arranged, each employee shall be paid a fifteen-dollar ($15.00) meal premium per each shift worked.

(d) Saturday premiums start at 12:01 a.m. and Sunday's end at 11:59 p.m. Any work done between 12:01 a.m. Saturday and 11:59 p.m. Sunday, will be paid at the rate of double time (2x).

(e) Holidays as named in Article 7 will commence at 12:01 a.m. and continue for twenty-four (24) hours on the calendar day on which it occurs and paid in accordance with Article 7 – Recognized Holidays.

(f) The columns headed "Hours to be Paid" do not reflect the correct number of hours in the event that any of the hours worked on any shift fall into a Saturday, Sunday or Holiday.

4.08 (a) **Refractory Hours of Work Schedule**

Covering: Local 493 – Sudbury; Local 607 – Thunder Bay; Local 1036 – Sault Ste. Marie;

Meaning: "Firebrick, Acid Resistant Structural Materials, Carbon, Graphite Materials, Gunite, Acid Resistant Tar Impregnated Brick and all other Refractory Materials."

WORKING PERIOD	STARTING TIME	WORK BREAK	LUNCH BREAK	WORK BREAK	WORK BREAK	FINISH WORK	HOURS TO BE PAID: ACTUAL HOURS WORKED	HOURS TO BE PAID: HOURS TO BE PAID	HOURS TO BE PAID: SAT. & SUNDAY
Regular Hours	8:00 am	10:00-10:10 am	12:00- 12:30 pm	2:30-2:40 pm		4:30 pm	8	8	16
TWO SHIFT OPERATION									
1st- 12 hr. shift	8:00 am	10:00-10:10 am	12:00- 12:30 pm	2:30-2:40 pm *	6:20-6:30 pm	8:00 pm	11	16	24
2nd- 12 hr. shift	8:00 pm	10:00-10:10 pm	12:00- 12:30 am	2:30-2:40 am *	6:20-6:30 am	8:00 am	11	17	25
1st- 10 hr. shift	8:00 am	10:00-10:10 am	12:00- 12:30 pm	2:30-2:40 pm	4:20-4:30 pm	6:30 pm	10	12	20
2nd- 10 hr. shift	8:00 pm	10:00-10:10 pm	12:00- 12:30 am	2:30-2:40 am	4:20-4:30 am	6:30 am	10	13	21
1st - 9 hr. shift	8:00 am	10:00-10:10 am	12:00- 12:30 pm	2:30-2:40 pm		5:30 pm	9	10	18
2nd - 9 hr. shift	5:30 pm	7:30 - 7:40 pm	9:30- 10:00 pm	12:00-12:10 am		3:00 am	9	11	19
1st - 8 hr. shift	8:00 am	10:00-10:10 am	12:00- 12:30 pm	2:30- 2:40 pm		4:30 pm	8	8	16
2nd - 8 hr. shift	4:30 pm	6:30 - 6:40 pm	8:30 - 9:00 pm	11:00-11:10 pm		1:00 am	8	9	17
THREE SHIFT OPERATION									
1st shift	8:00 am	10:00-10:10 am	12:00- 12:30 pm	2:30-2:40 pm		4:00 pm	71/2	8	15
2nd shift	4:00 pm	6:00 - 6:10 pm	8:00- 8:30 pm	10:30-10:40 pm		12:00 am	71/2	9	16
3rd shift	12:00 am	2:00 - 2:10 am	4:00- 4:30 am	6:30-6:40 am		8:00 am	71/2	9	16

(b) All overtime on the regular hours of work shall be paid at the rate of double time (2x) the applicable refractory rates.

(c) Starting time, work break or lunch break may be adjusted by mutual agreement.

(d) Also to include a hot meal where over ten (10) hour shifts are worked. Time of meal to be arranged by mutual agreement.

(e) Saturday premiums start at 12:01 a.m. and Sunday's end at 11:59 p.m. Any work done between 12:01 a.m. Saturday and 11:59 p.m. Sunday, will be paid at the rate of double time (2x).

(f) Holidays as named in Article 7 will commence at 12:01 a.m. and continue for twenty-four (24) hours on the calendar day on which it occurs and paid in accordance with Article 7 – Recognized Holidays.

4.09 **For Local 607 – Thunder Bay Only**

For Local 607, Thunder Bay, and on paper mills only, time and one-half (1 ½x) shall be paid for all work performed on swing stages or suspended scaffolds fifty (50) feet in height or over.

4.10 (a) Table as below.

						HOURS TO BE PAID					
WORKING PERIOD	STARTING TIME	WORK BREAK	LUNCH BREAK	WORK BREAK	WORK BREAK	FINISH WORK	ACTUAL HOURS WORKED	MON. TO THURS.	FRIDAY	SAT./SUN. BEFORE HOLIDAY	SUNDAY OR HOLIDAY
Regular Hours	8:00 am	10:00-10:10 am	12:00- 12:30 pm	2:30-2:40 pm		4:30 pm	8	8	8	16	16
TWO SHIFT OPERATION											
1st- 12 hr. shift	8:00 am	10:00-10:10 am	12:00- 12:30 pm	2:30-2:40 pm	6:20-6:30 pm	8:00 pm	12	16	16	24	24
2nd- 12 hr. shift	8:00 pm	10:00-10:10 pm	12:00- 12:30 am	2:30-2:40 am	6:20-6:30 am	8:00 am	12	18	21	25	22
1st- 10 hr. shift	8:00 am	10:00-10:00 am	12:00- 12:30 pm	2:30-2:40 pm	4:20-4:30 pm	6:00 pm	10	12	12	20	20
2nd- 10 hr. shift	8:00 pm	10:00-10:00 pm	12:00- 12:30 am	2:30-2:40 am	4:20-4:30 am	6:00 am	10	14	17	21	18
1st - 9 hr. shift	8:00 am	10:00-10:10 am	12:00- 12:30 pm	2:30-2:40 pm		5:00 pm	9	10	10	18	18
2nd - 9 hr. shift	5:30 pm	7:30 - 7:40 pm	9:30- 10:00 pm	12:00-12:10 am		2:30 am	9	12	13.5	19	17.5
1st - 8 hr. shift	8:00 am	10:00-10:00 am	12:00- 12:30 pm	2:30- 2:40 pm		4:00 pm	8	8	8	16	16
2nd - 8 hr. shift	4:30 pm	6:30 - 6:40 pm	8:30 - 9:00 pm	11:00-11:10 pm		12:30 am	8	10	9.5	17	17
THREE SHIFT OPERATION											
1st shift	8:00 am	10:00-10:10 am	12:00- 12:30 pm	2:30-2:40 pm		4:00 pm	8	8	8	16	16
2nd shift	4:00 pm	6:00 - 6:10 pm	8:00- 8:30 pm	10:30-10:40 pm		12:00 am	8	10	10	17	17
3rd shift	12:00 am	2:00 - 2:10 am	4:00- 4:30 am	6:30-6:40 am		8:00 am	8	12	18	18	12

ARTICLE 5 – SHIFT WORK

5.01 When it is necessary to work two (2) or three (3) shifts daily on any particular job, no employee shall be permitted to work on more than one (1) shift in any twenty-four (24) hours.

5.02 When a shift schedule is worked, the refractory hours of the Work Schedule shall apply. Employees shall be paid in accordance with Articles 4.08 and 4.08 (f) for work performed in Local 183, Local 183 – Peterborough & Oshawa; Local 183 – Kingston; Local 506 - Toronto; Local 527 – Ottawa; Local 625 – Windsor and Chatham; Local 837 – Hamilton; Local 1059 – London; and in accordance with Articles 4.09 and 4.09 (f) for work performed in Local 493 – Sudbury, Local 607 – Thunder Bay; Local 1036 – Sault Ste. Marie.

5.03 Employees who are called in to fill a shift but who do not complete five (5) full shifts are to be paid regular overtime rates for all time worked.

5.04 Employees who quit or are discharged for just cause shall be paid at the regular shift wage rate.

5.05 When a shift schedule is worked between 8:00 a.m. on Saturdays, Sundays and holidays to 8:00 a.m. on Monday or 8:00 a.m. Tuesday following a Monday holiday, the rate shall be paid for at double (2x) the current hourly rate plus the appropriate shift differential for such premium time as defined in Article 6 – Wages.

5.06 All hours worked outside the shift schedules set out in Article 5.02 above shall be paid as set out in Article 3.02 above unless adjustment of schedules has been mutually agreed to by parties operating under this Appendix prior to such adjustment taking place.

ARTICLE 6 – RATE OF WAGES

6.01 The wage rates for mason tender labourers in all Local Union areas are defined in Schedules ‘A’ and ‘B’ of this Appendix.

6.02 Employees permitted to work in an area with a lower wage package will maintain their home wage package. If the total home wage package is lower, the differential will be added to the employees’ basis wage rate.

6.03 Each Employer is required to maintain all timecards, job costing allocations, employment and payroll records for a period of at least twelve (12) months from the end of the month in which the work was performed. Failure to maintain such records shall be deemed to be a failure to properly contribute in accordance with Schedule 'B' of the Appendix.

6.04 Union members working in Board Areas 8 and 18 in the ICI sector, for Employers bound to this Agreement, shall only work in accordance with the applicable terms, conditions, and Local 506 wage schedule applicable thereto.

ARTICLE 7 – RECOGNIZED HOLIDAYS

7.01 Work performed on Saturdays, Sundays and the following holidays: New Year's Day, Good Friday, Victoria Day (or the Reigning Sovereign's Birthday), Canada Day, Civic Holiday (Local), Labour Day, Thanksgiving Day, Christmas Day, Boxing Day and Family Day, shall be paid at double time (2x) the current wage rates as defined in Article 6 (Wages).

7.02 If any of the above holidays fall on a Saturday or Sunday, such holiday shall be observed on the day or days immediately following the weekend.

7.03 When any of the above-named holidays fall on a Tuesday, Wednesday, or Thursday, the Employer and Local Union Business Manager may, by mutual agreement, reschedule the observance of the holiday to a Monday or a Friday.

ARTICLE 8 – VACATION AND HOLIDAY PAY

8.01 The Employer agrees to be bound by Article 18, specifically Article 18.10 of the Master Portion of this Agreement, as it refers to the Local Union Schedules concerning Vacation and Holiday Pay.

ARTICLE 9 – INITIAL REPORTING TIME

9.01 When a member reports for work at the Employer's shop or job at

the request of the Employer and is told that they are not required, they shall be paid a minimum of three (3) hours wages plus travel allowances and/or board allowance when applicable.

ARTICLE 10 – REPORTING TIME

10.01 Where an employee reports for work at the Employer's job and work is not available (for reasons other than inclement weather), the Employer shall pay the employee three (3) hours pay at the regular rate and travelling allowance and/or board allowance when applicable.

10.02 **Inclement Weather Reporting Time**

Three (3) hours reporting time plus the applicable travelling allowance and/or board allowance shall be paid by the Employer when an employee covered by this Agreement reports for work at the Employer's shop or job, but work is not available due to inclement weather, unless reasonable prior notice is given not to report by the Employer before the start of work that day.

ARTICLE 11 – REFRESHMENT BREAK

11.01 It is agreed that employees shall be given two (2) ten (10) minute refreshment breaks on each regular working day, evening or night work, or designated shift with no loss of pay.

11.02 Every reasonable effort shall be made to schedule such breaks at the midway points of the working period as defined. Where refreshments are available, arrangements shall be made to have orders taken by an employee on behalf of and delivered to the employees in the work area.

11.03 Employees who are requested to work overtime shall be allowed a ten (10) minute refreshment break before commencing overtime work.

ARTICLE 12 – TRAVEL, ROOM AND BOARD

12.01 The parties agree to be bound to the travel, and room and board

provisions as outlined in the Local Union Schedules of the Agreement.

12.02 When an employee drives to work, the Employer shall pay the employee up to a maximum of $18.00 per day for parking subject to the employee providing a valid receipt. There shall be no parking expense reimbursement if the Employer makes parking arrangements within 750 meters of a specific project.

ARTICLE 13 – EMPLOYER FUND

13.01 Where indicated in Schedule 'B' under "Employer Provincial", each Employer employing a mason tender shall contribute fifty-five cents ($0.55) per hour, for each hour worked by each mason tender to the "Employer Fund". Such contribution shall be directed to the Ontario Masonry Contractors' Association ("OMCA") or to such administrator as shall be directed by the Association by the fifteenth (15th) day of the month following the month in which such contributions were made, together with a supporting statement on one standard benefits reporting form showing all applicable deductions and/or contributions. In addition, any Local Employer Industry contribution shall be collected directly by the Ontario Masonry Contractors' Association.

13.02 Where there is a legally established Local Masonry Contractors Association ("LMCA"), the Board of Directors of such LMCA may request that OMCA collect an amount as Local Industry Funds to be set out in Article 13 of this Appendix and collected through the Electronics Remittance System. As a condition of such collection, the LMCA must provide to OMCA annual statements setting out their Local Industry Fund revenue and corresponding expenses. Such LMCA's shall have until August 1, of the year following ratification to provide the following:

- the documents establishing the LMCA;
- the current Officers and Directors of such LMCA (including signing officers); and
- bank account information for such LMCA.

OMCA shall provide a reconciliation by contractor of the hours

worked under the Local Wage Schedule under which the LMCA receives the Local Industry Funds.

Contributions with respect to pension shall be made to LiUNA Pension Fund of Central and Eastern Canada on behalf of the Ontario Masonry Contractors' Association by the same date.

OMCA shall collect its own Industry and Training Funds and collect the Industry Funds for all local Masonry Contractor Associations.

OMCA shall advise the Union for inclusion in the wage schedules set out in Schedule 'B' of any Local Industry Fund.

Article 13.01 is subject to the provisions of Article 20.02 (b) when a member is working out of their local jurisdiction.

13.03 All Employers are required to submit all Employer Industry Funds in accordance with Article 13 and Schedule 'B' by way of the electronic remittance system located on the Brick Employer Website at www.brickemployer.com.

Any Employer who does not utilize the Electronic Remittance System shall be required to pay an administration fee to OMCA to compensate for the entry of such data by Canada Masonry Centre staff and the additional delinquency control measures necessary due to the delay in information being entered in the system. This administration fee is subject to change by the OMCA Steering Committee or the Executive Director if so designated but shall be initially at fifty dollars ($50.00) plus thirty-five cents ($0.35) per hour per month.

13.04 Nothing herein precludes the Employer Association from filing a grievance and proceeding pursuant to the Lien Act or Section133 of the Ontario Labour Relations Act or utilizing any other section of the Act in addition to or in conjunction with the aforesaid. The remedies available to the Employer Association herein may also be sought through an Intervention in a Section 133 Application under the Ontario Labour Relations Act before the OLRB brought by the Union in claiming unpaid remittances or bargaining unit work performed by non-union members or a failure to utilize the Electronic Remittance System in accordance with Article 13.02.

In addition to other remedies available to the Employer Association

in this Collective Agreement, should the Employer Association deem an Employer to be delinquent in forwarding or delivering contributions or deductions, the Employer Association, as the case may be, may upon written notice, require the Employer to deliver contributions and/or deductions on a weekly basis, commencing with the week beginning the Monday after such notice is delivered by the Employer Association as the case may be. Contributions and/or deductions for each work week shall be remitted to the Employer Association at the same time as wages are due to employees pursuant to Article 10.02 of the Master Portion hereof.

In the event of a grievance alleging that an employer has failed to make the proper payments to the Employer Association as required by this Agreement, the parties agree that for the purposes of determining any issue, the following presumption shall apply:

A statement signed by a duly authorized agent of an Employer Association shall be prima facie evidence of a number of hours worked by members of the Union, and of a failure to make the appropriate payments as required by this Agreement. The evidence shall establish only a rebuttable presumption and may be challenged by the Employer with proper documentary evidence.

If the OLRB or a Board of Arbitration, to which a grievance alleging failure to pay wages to employees or a failure to make appropriate payments to the Employer Association as required by the Agreement, including failure to pay as a result of utilizing non-union members, or a failure to utilize the Electronic Remittance System in accordance with Article 13.02 determines that an Employer has violated the Collective Agreement on the above grievance(s) then the OLRB or the Board of Arbitration shall also require the Employer to pay all reasonable costs incurred by the Employer Association (whether as Applicant or Intervenor) in prosecuting the grievance including but not limited to, all legal costs on a solicitor-and-client basis, travel, meal and accommodation cost of all witness and Employer Association Representative, conduct money, costs incurred in serving a summons, any expenses incurred by the Employer Association pursuant to Section 133 or otherwise, for the Board of Arbitration.

13.05 Audit Language – Each Employer bound to this Trade Appendix agrees that where the OMCA has just cause to believe that an

Employer has not made proper or any industry, training and development and/or Local Employer Funds contribution, the Employer shall produce complete employment and payroll records, job costing allocations, T5018 forms, contracts, subcontracts and other supporting documentation as reasonably required to permit review of these records by a chartered accountant appointed by the OMCA, to determine whether the Employer has made the required contributions.

In the event such review reveals that an Employer has failed to properly contribute, remit or report Industry, Training and Development and/or Local Employer Funds in accordance with this Trade Appendix, the OMCA may require such Employer to pay the cost of the review where the OMCA are of the opinion that such Employer deliberately failed or omitted to properly contribute or report as aforesaid. If no such failure is revealed, the party requesting the audit shall bear the costs.

ARTICLE 14 – LAYOFF NOTICE

14.01 One (1) hour's advance notice shall be given and paid for whenever persons are laid off or dismissed. Layoffs shall only take place at the end of the regular working day and/or designated shifts, except for incompetency. Employees shall receive their pay and be permitted to leave the job after notice is given.

14.02 Whenever a Record of Employment (R.O.E.) is required, such R.O.E. shall be electronically filed with the appropriate government department agency dealing with Employment Insurance, by the end of the following working day.

When WSIB or other forms are required to be provided to the Employees, and they are not provided to the Employees at the time of layoff or dismissal, such forms shall be filed with the appropriate authority, mailed or emailed to the Employees to the Employee's last record email or address, as required, by the end of the following work day

Wages owing shall be provided to the employee either by cheque, electronic funds transfer or direct deposit by the end of the following workday.

14.03 Any employee who voluntarily leaves their employment shall have their wages, insurance records and hospitalization forms by the next regular payday.

14.04 Employees who do not receive their pay as defined above, shall be entitled to receive an amount equal to the regular hourly rate of pay based on regular daily working hours until such time as the employee receives their pay the stamp on the registered mail, the time and date of the email or the time and date of the initiation of the direct deposit sent to the financial institution shall be deemed to be the date on which the employee received their pay.

ARTICLE 15 – LOCAL UNION DEDUCTION AND CONTRIBUTION AMENDMENTS

15.01 Upon thirty (30) days' written notice to the Ontario Masonry Contractors' Association, a Local Union may amend the amount of contributions and/or deductions for union dues, welfare, pension, training, etc., and any such adjustments to same will form part of the then current wage package.

ARTICLE 16 – MASON TENDER APPRENTICESHIP PROGRAM

16.01 The parties hereby agree to recognize and support the Construction Craft Worker Apprenticeship with the Ontario Ministry of Labour, Immigration, Training and Skills Development. They also agree to participate on Local Apprenticeship Committees (LAC) and that any program and plan of training established by a LAC shall be incorporated in their entirety into and form part of this Agreement, as if an original part thereto.

ARTICLE 17- PROVINCIAL AGREEMENT MASON TENDERS ONTARIO MASONRY CONTRACTORS' ASSOCIATION

17.01 The Association agrees to notify the Ontario Provincial District Council should there be any additions or deletions to their membership and/or of any other Employer who becomes bound to this Collective Agreement by way of the designation order in effect.

17.02 The Union agrees to notify the Association on obtaining bargaining rights for any Employer that would be bound to this Collective Agreement.

ARTICLE 18 – SAFETY, SAFETY EQUIPMENT, SAFETY TRAINING, UNION REPRESENTATION

18.01 Where an Employer has more than 8 members of Local 506 in its employ and 2 or more projects concurrently underway, in addition to the Steward in Article 12.02 of the Master Portion of this Agreement, each Employer agrees to recognize the right of the Union to select or otherwise appoint an additional Steward per Employer, to assist employees in presenting complaints or grievances they may have to a representative of management. The Union shall be required to notify the Employer of the name of the additional Steward before they will be recognized. The Steward shall be allowed a reasonable amount of time to deal with Union business on the project to which they are assigned. The Steward, provided they are capable of performing the regular work, shall be the last worker retained by the Employer, companywide, within the geographical jurisdiction of Local 506.

18.02 It is mutually agreed by both the Employer and the Union that they shall comply with the current Occupational Health and Safety Act and Regulations for Construction Projects and as amended from time to time.

18.03 It is further agreed that the Employer will supply non-prescription safety glasses, work harnesses and other related safety equipment and shall replace same when damaged to all employees who require them, without cost or deposit to the employee, provided they return the equipment upon termination. The Employer further agrees to provide safety sunglasses with UV protection for forklift and zoomboom drivers working outside.

18.04 The Union agrees that the employee shall exhibit a proper duty of care of the safety equipment provided and will present any worn or damaged equipment to the Employer for replacement and/or service.

18.05 In cooperation with the Employer's overall program of accident control and prevention and the OMCA's membership, support and

involvement in the Workplace Safety and Insurance Board's Safety Group Program, the Union may appoint one of its Qualified Members as the Union Safety Representative. This appointment shall not interfere with the hiring under Article 20.02 of this appendix, nor shall it unreasonably interfere with the Employer's work. Such representative shall be allowed the necessary time to perform these duties relating to job safety and wherever possible, time for these duties shall be scheduled in cooperation with the Employer, and the Employer shall not unreasonably refuse such necessary time.

The Safety Representative will be one of the last three (3) workers retained by the Employer provided that they are competent and capable of performing the remaining work on the job. On projects with less than six (6) members of the Union employed by the Employer, the Job Steward will serve as the Union Safety Representative.

ARTICLE 19 – TRADE APPENDIX EXEMPTION OR AMENDMENT

19.01 Where a particular clause, article or provision contained within this Trade Appendix works a hardship on a specific geographic area within the jurisdiction of a Local Union, the Local Union and the Ontario Masonry Contractors' Association may reach a Memorandum of Local Exemption or Amendment, in writing, to exempt or amend the particular clause, article or provision of this Trade Appendix for the geographic area within the jurisdiction of the Local Union specified in the Memorandum of Local Exemption or Amendment and such Local Agreement shall be ratified by the Employer and Employee Bargaining Agencies.

19.02 The Union agrees that the Ontario Masonry Contractors' Association may refer any matter not resolved as set out in Master Portion Article 20.

ARTICLE 20 – HIRING OF EMPLOYEES

20.01 The following provisions will apply to the hiring of all employees covered by this Schedule.

(a) The Employer agrees to call the Local Union by 11:00 a.m. for its needed supply of persons for the following day. All employees

hired through the Union shall present to the Employer a referral slip from the Union prior to commencing employment, unless such referral has been transmitted electronically by the Union to the Employer. It is understood that if the Local Union having jurisdiction over the work is unable to provide the required persons within twenty-four (24) hours, the Employer is free to hire such labour as is available, but such labour shall acquire a referral slip prior to commencing work on the second day after hiring and as a condition of employment, either be in good standing or apply for membership in the Union within fourteen (14) days. This period may be extended with written consent from the Union.

The Local Union shall be allowed forty-eight (48) hours to supply persons to jobs beyond fifty (50) kilometres from the point of origin as defined in Master Portion Schedule 'B' hereto. (Except for refractory work)

20.02 (a) An Employer may transfer up to three (3) current regular employees in job classification – Mason Tenders (2), represented by a Local Union(s), to the jurisdiction of another Local Union. The parties agree that this Article is an agreement under Section 163.5 (7) to lower the percentages of Articles 1 and 2 of Section 163.5 (1) to the percentages provided by this Article.

(b) When transferring employees across Local Union jurisdictions or within a Local Union jurisdiction with more than one Wage Schedule, no employee shall suffer a reduction in wages and benefit plan contributions. Such transfer is without the requirement to transfer Local Unions; however, the Employer shall remit all working dues to the Local Union in which the work is being performed, and all Local Employer Industry Funds to the Local Masonry Contractor Association.

ARTICLE 21 – LOCAL UNION CONDITIONS

21.01 **Local 183 – Oshawa**

Apprentice Mason Tenders shall be paid seventy-five percent (75%) of the applicable rate for the first 1,200 hours worked; ninety percent (90%) of the applicable rate for the second 1,200 hours worked;

and one hundred percent (100%) of the applicable rate for all hours worked thereafter.

21.02 **Local 493**

(a) Any Employer Employing Masons and Plasterers

The following hours apply to masonry and plasterer tenders only:

The regular work week shall consist of forty-two and one-half (42 ½) hours, made up of eight and one-half (8 ½) hours per day, Monday to Friday.

(b) All employees covered by this Agreement shall be allowed ten (10) minutes wash-up time prior to the end of the shift when working with refractory masons who enjoy such benefits.

21.03 **Local 625, Windsor (Counties of Essex and Chatham-Kent)**

Classifications

For the purposes of this Agreement, the following definitions will apply:

(a) Foreperson (Working or Non-Working)

A working foreperson will be required only when seven (7) or more labourers are employed on one job.

If there are twenty-five (25) or more labourers employed by the Employer on the same jobsite, a non-working foreperson shall be required.

21.04 **Local 837 – Hamilton**

(a) Apprenticeship

Apprentices shall be paid according to the following:

- seventy percent (70%) of the applicable rate, for the first eight hundred (800) hours worked;
- eighty percent (80%) of the applicable rate, for the next eight hundred (800) hours worked;
- ninety percent (90%) of the applicable rate, for the next eight hundred (800) hours worked.

(b) No pension contributions shall be remitted for the first two hundred (200) hours.

(c) Progression from each level to the next level (i.e. first 800 hours to the second 800 hours) shall be contingent upon the performance of 800 hours of work and the successful completion of the courses/training required at each level.

(d) Local 837 will determine who the apprentices are and credit may be given to members who have demonstrable experience in related sectors of the construction industry.

(e) Employers may request apprentices from the Local Union office. Local 837 will advise the Employer of the names and hours of apprentice service of any apprentices being referred to ensure proper remuneration.

(f) It is understood that apprentices will be given a training program before being referred to any Employer for work.

(g) The content of the Apprenticeship Training Programme and the courses/training and standards required shall be set by the Local Apprenticeship Committee. Such Committee shall be formed immediately upon ratification of this Agreement.

(h) Labourers' Local 837 and the Employer shall initiate and maintain Apprenticeship Programs for members of Local 837. Apprenticeship Programs must be successfully completed by all Applicants at the Labourers' Local 837 Training Centre and thereafter, they will be accredited with trade status at the end of the applicable Apprenticeship Program.

21.05 **Local 837 – Niagara**

Local Schedule (1.01): A normal workweek shall be comprised of forty-two and one-half (42 ½) hours from Monday up to and including Friday, eight and one-half (8 ½) hours per day, 8:00 a.m. to 5:30 p.m. Masonry contractors whose normal week shall be forty-four (44) hours from and including Monday up to and including Friday, 7:00 a.m. to 5:00 p.m. All work at hours other than specified to be at overtime rates.

21.06 **Local 1036**

For Refractory work the Employer shall appoint a working foreperson when five (5) labourers are employed.

21.07 **Local 1059**

(a) In recognition of Employers need for competent and capable employees, the Employer will have the right to name request any Local Union member in good standing on the hiring hall list. Such persons must obtain a referral slip from the Union prior to commencing work.

(b) It shall be the responsibility and duty of the Employer to see that all members of Local Union 1059 receive an equal share of work.

(c) In the event overtime is to be worked, which will be approximately two (2) hours' duration or more, then a work break of ten (10) minutes will be provided before the start of such overtime with no loss of pay to the employee for such breaks.

(d) In the event overtime is to be worked which will be in excess of three (3) hours' duration, then a lunch break of one-half (1/2) hour will be provided on the Employer's time and where practicable, food will be made available.

(e) Should a job run out of materials or equipment break down before the end of the working day, the members shall receive the full day's pay providing they remain on the job at the request of the Employer.

(f) In case of lay-off, all persons will receive two (2) hours' of notice in advance with pay.

(g) Working Forepersons shall be paid no less than one dollar ($1.00) per hour above the classification of the highest paid person of which they are supervising. There shall be a minimum of one working foreperson when more than five labourers are employed on a crew.

21.09 **Local 1089**

1st year apprentice – up to 1,200 hours earned

- rate calculated at 60% of total package

2nd year apprentice – 1,200-2,400 hours earned

- rate calculated at 75% of total package

The Union shall ensure that these apprentices complete a Safety and Basic Training Course at the Local Union's Training Centre.

When these apprentices become available, the Employer will be permitted to hire one apprentice for every five (5) labourers hired. The reverse order will apply on lay-off.

Recall provisions shall not apply to apprentices.

21.09 **Board Areas 4, 6, 7, 27 and 28 Travel Expenses**

Except where the Employer provides transportation, travelling expenses shall be paid to all employes covered by this Agreement who are required to report for work outside of the free zones set out below, at the rate of $0.50 per kilometre from the edge of the free zone to the job site and return.

- In Zone I, there shall be a free zone of a forty (40) kilometre radius from the City Hall in Kitchener.
- In Zone II, there shall be a free zone of a forty (40) kilometre radius from the City Hall in Owen Sound.
- In Zone III, there shall be a free zone of a forty (40) kilometre radius from the City Hall in Guelph.
- In Zone IV, there shall be a free zone of a forty (40) kilometre radius from the City Hall in Orangeville.
- In Zone V, there shall be a free zone of a forty (40) kilometre radius from the City Hall in Brantford.
- In Zone VI, there shall be a free zone of a forty (40) kilometre radius from the City Hall in Simcoe.

In the event that the Employer provides transportation to the job site and return, then the employees shall be paid 60% of the travelling expense set out in Article 12.02 above.

*Based on current CRA Guidelines on date of signing.

21.10 **Local 527**

Apprentice Mason Tenders

(a) Apprentices shall be paid according to the following

- First Level Apprentice - Sixty-five percent (65%) of the Mason Tender 2 hourly wage rate, for the first eight hundred (800) hours worked;
- Second Level Apprentice - seventy-five percent (75%) of the Mason Tender 2 hourly wage rate, for the next eight hundred (800) hours worked;
- Third Level Apprentice - ninety percent (90%) of the Mason Tender 2 hourly wage rate, for the next eight hundred (800) hours worked.

(b) All other terms and conditions shall apply to apprentices other than a fifty cents ($0.50) per hour pension contribution for the first 800 hours of work performed by a First Level Apprentice.

(c) The Employer will be permitted to hire one apprentice to its first four Mason Tenders and an additional apprentice for every five Mason Tenders thereafter. The reverse order will apply on lay-off. Recall provisions shall not apply to apprentices.

(d) Local 527 will determine who the apprentices are and credit may be given to members who have demonstrable experience in related sectors of the construction industry.

ARTICLE 22 – APPRENTICESHIP: (LOCALS 183 & 506 ONLY)

22.01 No employee shall suffer a loss in wages as a result of this Agreement and in any event, applicable rate increases shall apply.

22.02 The parties hereby agree to recognize and support the Construction Craft Worker Apprenticeship with the Ontario Ministry of Labour, Immigration, Training and Skills Development. They also agree to participate in the Local Apprenticeship Committees (LAC) and that any program and plan of training established by a LAC shall be incorporated in their entirety into and form part of this Agreement, as if an original part thereto.

22.03 All apprentices shall be governed by the Ontario Ministry of Labour,

Immigration, Training and Skills Development pertaining to the Construction Craft Workers, pursuant to the Apprenticeship and Tradesperson Qualifications Act.

22.04 Apprentices employed under the jurisdiction of this Agreement shall be required to attend apprenticeship school when directed to do so by the Local Apprenticeship Committee.

22.05 Any apprentices refusing to attend or not attending school when directed by the Local Apprenticeship Committee shall be sufficient cause for suspension or discharge from employment within the terms of this Agreement.

22.06 (a) Classifications and percentages as follows:

(i) 1st year apprentice; 65% of Mason Tender (2) rate from 0 hours to 800 hours.

(ii) 2nd year apprentice; 75% of Mason Tender (2) rate from 801 hours to 1,600 hours.

(iii) 3rd year apprentice; 90% of Mason Tender (2) rate from 1,601 hours to 2,400 hours.

(iv) Journeyperson; Production of a Journeyperson's Certificate shall entitle them to Journeyperson's rate of pay Mason Tender (1) or (2) as may be applicable.

(b) No employee shall suffer a reduction of wages or working conditions as a result of this Agreement.

22.07 (a) The Training Centre will provide off-the-job training as directed by the Local Apprenticeship Committee and will keep records of such training. Such training shall include the CCW training requirements and the specific training in "Mason Tenders".

(b) A record book showing which Employer the apprentice has worked for, the type of work performed including a skill assessment checklist which the Employer shall sign off on verifying the apprentice's skill level completion.

22.08 Apprentices will not exceed the ratio of one (1) apprentice for every three (3) Journeypersons unless mutually agreed. The ratio established herein shall be companywide.

SCHEDULE "A"

JOB CLASSIFICATION

(1) Mason Tender 1 is a Labourer performing Mason Tender duties.

(2) Mason Tender 2 is a Mason Tender working as a forklift operator, mixer, brick expediter and lead scaffold erector.

(3) Mason Tender 1 who is employed in any of the foregoing classifications, shall be paid the following additional premium:

- Upon Ratification, 2022 $0.25 per hour
- May 1, 2023, $0.25 per hour
- May 6, 2024, $0.25 per hour

Mason Tender 2 who is employed in any of the foregoing classifications, shall be paid the following additional premium:

- Upon Ratification, 2022 $0.50 per hour
- May 1, 2023, $0.50 per hour
- May 6, 2024, $0.50 per hour

(4) When a working foreperson is appointed, they shall receive the premium rate as defined in the Local Union Schedule to the Master Portion of the Agreement.

(5) For Local 1036 only: Expediter to receive a premium of one dollar and fifty cents ($1.50).

SCHEDLE "B"

MASON TENDER RATES

LOCAL 183 – OSHAWA

										Employee Deductions			
EFFECTIVE DATE	HOURLY RATE	VACATION PAY - 10%	WELFARE	LONG TERM CARE	RETIREE FUND	PENSION	TRAINING	PROMO FUND	TOTAL PACKAGE	WORKING DUES	OPDC DUES	INDUSTRY FUND	EMPLOYER TOTAL
Tender 1													
05/01/24	$37.41	$3.74	$4.30	$0.35	$1.30	$8.62	$0.25	$0.20	$56.22	3%	$0.40	$0.55	$56.77
05/01/25	$38.41	$3.84	$4.45	$0.35	$1.40	$8.72	$0.35	$0.20	$57.72	3%	$0.40	$0.88	$58.27
05/01/26	$39.41	$3.94	$4.60	$0.35	$1.50	$8.82	$0.40	$0.20	$59.22	3%	$0.40	$0.88	$59.77
05/01/27	$40.41	$4.04	$4.75	$0.35	$1.60	$8.92	$0.45	$0.20	$60.72	3%	$0.40	$0.88	$61.27
Tender 2													
05/01/24	$38.85	$3.88	$4.30	$0.35	$1.30	$8.62	$0.25	$0.20	$57.80	3%	$0.40	$0.55	$58.35
05/01/25	$39.88	$3.99	$4.45	$0.35	$1.40	$8.72	$0.35	$0.20	$59.34	3%	$0.40	$0.88	$59.89
05/01/26	$40.92	$4.09	$4.60	$0.35	$1.50	$8.82	$0.40	$0.20	$60.88	3%	$0.40	$0.88	$61.43
05/01/27	$41.95	$4.20	$4.75	$0.35	$1.60	$8.92	$0.45	$0.20	$62.42	3%	$0.40	$0.88	$62.97
*Tri-Fund is included in Training Fund													

LOCAL 183 - PETERBOROUGH

										Employee Deductions			
EFFECTIVE DATE	HOURLY RATE	VACATION PAY - 10%	WELFARE	LONG TERM CARE	RETIREE FUND	PENSION	TRAINING	PROMO FUND	TOTAL PACKAGE	WORKING DUES	OPDC DUES	INDUSTRY FUND	EMPLOYER TOTAL
Tender 1													
05/04/25	$36.87	$3.69	$4.45	$0.35	$1.40	$8.72	$0.35	$0.20	$56.03	3%	$0.40	$0.88	$56.91
05/03/26	$37.84	$3.78	$4.60	$0.35	$1.50	$8.82	$0.40	$0.20	$57.49	3%	$0.40	$0.88	$58.37
05/02/27	$38.80	$3.88	$4.75	$0.35	$1.60	$8.92	$0.45	$0.20	$58.95	3%	$0.40	$0.88	$59.83
Tender 2													
05/04/25	$38.37	$3.84	$4.45	$0.35	$1.40	$8.72	$0.35	$0.20	$57.68	3%	$0.40	$0.88	$58.56
05/03/26	$39.37	$3.94	$4.60	$0.35	$1.50	$8.82	$0.40	$0.20	$59.18	3%	$0.40	$0.88	$60.06
05/02/27	$40.37	$4.04	$4.75	$0.35	$1.60	$8.92	$0.45	$0.20	$60.68	3%	$0.40	$0.88	$61.56
*Tri-Fund is included in Training Fund													

LOCAL 183 – MUSKOKA (MASON)

										Employee Deductions			
EFFECTIVE DATE	HOURLY RATE	VACATION PAY - 10%	WELFARE	LONG TERM CARE	RETIREE FUND	PENSION	TRAINING	PROMO FUND	TOTAL PACKAGE	WORKING DUES	OPDC DUES	INDUSTRY FUND	EMPLOYER TOTAL
Tender 1													
05/04/25	$36.93	$3.69	$4.45	$0.35	$1.40	$8.72	$0.35	$0.20	$56.09	3%	$0.40	$0.88	$56.97
05/03/26	$37.89	$3.79	$4.60	$0.35	$1.50	$8.82	$0.40	$0.20	$57.55	3%	$0.40	$0.88	$58.43
05/02/27	$38.85	$3.89	$4.75	$0.35	$1.60	$8.92	$0.45	$0.20	$59.01	3%	$0.40	$0.88	$59.89
Tender 2													
05/04/25	$38.43	$3.84	$4.45	$0.35	$1.40	$8.72	$0.35	$0.20	$57.74	3%	$0.40	$0.88	$58.62
05/03/26	$39.43	$3.94	$4.60	$0.35	$1.50	$8.82	$0.40	$0.20	$59.24	3%	$0.40	$0.88	$60.12
05/02/27	$40.43	$4.04	$4.75	$0.35	$1.60	$8.92	$0.45	$0.20	$60.74	3%	$0.40	$0.88	$61.62
*Tri-Fund is included in Training Fund													

LOCAL 183 – KINGSTON

										Employee Deductions				
EFFECTIVE DATE	HOURLY RATE	VACATION PAY - 10%	WELFARE	GROUP LEGAL	PENSION	TRAINING FUND*	RETIREE	PROMO FUND	TOTAL PACKAGE	WORKING DUES	OPDC DUES	ER PROV. IND. FUND	ER LOCAL	EMPLOYER TOTAL
Tender 1														
05/04/25	$40.02	$4.00	$4.20	$0.05	$7.55	$0.45	$0.70	$0.15	$57.12	3%	$0.40	$0.88	$0.10	$58.10
05/03/26	$41.00	$4.10	$4.35	$0.05	$7.65	$0.50	$0.80	$0.15	$58.60	3%	$0.40	$0.88	$0.10	$59.58
05/02/27	$41.98	$4.20	$4.50	$0.05	$7.75	$0.55	$0.90	$0.15	$60.08	3%	$0.40	$0.88	$0.10	$61.06
Tender 2														
05/04/25	$41.53	$4.15	$4.20	$0.05	$7.55	$0.45	$0.70	$0.15	$58.78	3%	$0.40	$0.88	$0.10	$59.76
05/03/26	$42.55	$4.26	$4.35	$0.05	$7.65	$0.50	$0.80	$0.15	$60.31	3%	$0.40	$0.88	$0.10	$61.29
05/02/27	$43.58	$4.36	$4.50	$0.05	$7.75	$0.55	$0.90	$0.15	$61.84	3%	$0.40	$0.88	$0.10	$62.82
*Tri-Fund is included in Training Fund														

Monthly Dues: May 4, 2025 $43.00

LOCAL 493 – SUDBURY

EFFECTIVE DATE	HOURLY RATE	VACATION PAY	WELFARE & SCHOLARSHIP	PENSION	TRAINING FUND	ORGANIZING FUND	TRI-FUND	SUPPLEMENTAL PENSION	TOTAL PACKAGE	W.E. DEDUCTION	OPDC DUES	EMP. LOC.	EMPLOYER TOTAL
Tender 1													
Last Rate	32.21	3.22	3.00	6.60	1.20	0.50	0.05	4.45	51.23	3%	0.40	0.05	0.55
5/1/2025	33.16	3.32	3.05	6.70	1.25	0.55	0.07	4.50	52.60	3%	0.40	0.05	0.88
05/01/26	34.09	3.41	3.10	6.80	1.30	0.60	0.07	4.60	53.97	3%	0.40	0.05	0.88
05/01/27	35.02	3.50	3.15	6.90	1.35	0.65	0.07	4.70	55.34	3%	0.40	0.05	0.88
Tender 2													
Last Rate	33.67	3.37	3.00	6.60	1.20	0.50	0.05	4.45	52.84	3%	0.40	0.05	0.55
5/1/2025	34.66	3.47	3.05	6.70	1.25	0.55	0.07	4.50	54.25	3%	0.40	0.05	0.88
05/01/26	35.63	3.56	3.10	6.80	1.30	0.60	0.07	4.60	55.66	3%	0.40	0.05	0.88
05/01/27	36.59	3.66	3.15	6.90	1.35	0.65	0.07	4.70	57.07	3%	0.40	0.05	0.88
Refractory premium of $0.15 per hour													

MASON TENDER TORONTO O.L.R.B. BOARD #8 WAGES AND CLASSIFICATION SCHEDULE																	
Local 506	Effective Date	Basic Rate	Vacation Pay	Welfare Dental	Pension	Training Fund	Tri-Fund	Legal Fund	Total Package	Employer Local	Employer Prov.	OPDC	Scholar Fund	Working Dues	Strike Fund	Retiree Fund
				(E)	(W)	(E)	(W)	(E)		(W)	(W)	(W)	(W)	(E)	(E)	(E)
Mason Tender 1												**Deducted from Worker**				
Current	5/6/2024	$43.54	$4.35	$4.20	$9.75	$1.15	$0.05	$0.07	$63.11	$0.20	$0.55	$0.40	$0.05	$1.31	$0.05	$0.40
	5/5/2025	$44.55	$4.46	$4.55	$9.95	$1.15	$0.07	$0.07	$64.80	$0.20	$0.88	$0.40	$0.05	$1.34	$0.05	$0.40
	5/4/2026	$45.59	$4.56	$4.90	$10.15	$1.15	$0.07	$0.07	$66.49	$0.20	$0.88	$0.40	$0.05	$1.37	$0.05	$0.40
	5/3/2027	$46.63	$4.66	$5.25	$10.35	$1.15	$0.07	$0.07	$68.18	$0.20	$0.88	$0.40	$0.05	$1.40	$0.05	$0.40
Mason Tender II																
Current	5/6/2024	$44.98	$4.50	$4.20	$9.75	$1.15	$0.05	$0.07	$64.70	$0.20	$0.55	$0.40	$0.05	$1.31	$0.05	$0.40
	5/5/2025	$46.04	$4.60	$4.55	$9.95	$1.15	$0.07	$0.07	$66.43	$0.20	$0.88	$0.40	$0.05	$1.34	$0.05	$0.40
	5/4/2026	$47.11	$4.71	$4.90	$10.15	$1.15	$0.07	$0.07	$68.16	$0.20	$0.88	$0.40	$0.05	$1.37	$0.05	$0.40
	5/3/2027	$48.18	$4.82	$5.25	$10.35	$1.15	$0.07	$0.07	$69.89	$0.20	$0.88	$0.40	$0.05	$1.40	$0.05	$0.40
Foreman 10% Above Mason Tender 1																
Current	5/6/2024	$47.89	$4.79	$4.20	$9.75	$1.15	$0.05	$0.07	$67.90	$0.20	$0.55	$0.40	$0.05	$1.31	$0.05	$0.40
	5/5/2025	$49.01	$4.90	$4.55	$9.95	$1.15	$0.07	$0.07	$69.70	$0.20	$0.88	$0.40	$0.05	$1.34	$0.05	$0.40
	5/4/2026	$50.15	$5.02	$4.90	$10.15	$1.15	$0.07	$0.07	$71.51	$0.20	$0.88	$0.40	$0.05	$1.37	$0.05	$0.40
	5/3/2027	$51.29	$5.13	$5.25	$10.35	$1.15	$0.07	$0.07	$73.31	$0.20	$0.88	$0.40	$0.05	$1.40	$0.05	$0.40
(E) - FUNDS REPORTED ON HOURS EARNED																
(W) - FUNDS REPORTED ON HOURS WORKED																

MASON TENDER TORONTO O.L.R.B. BOARD #8 WAGES AND CLASSIFICATION SCHEDULE																	
Local 506	**Effective Date**	**Basic Rate**	**Vacation Pay**	**Welfare Dental**	**Pension**	**Training Fund**	**Tri-Fund**	**Legal Fund**	**Total Package**	**Employer Local**	**Employer Prov.**	**OPDC**	**Scholar Fund**	**Working Dues**	**Strike Fund**	**Retiree Fund**
				(E)	(W)	(E)	(W)	(E)		(W)	(W)	(W)	(W)	(E)	(E)	(E)
1st Term Apprentice - 65% of Mason Tender II Rate 0-800 hours												**Deducted from Worker**				
Current	5/6/2024	$29.24	$2.92	$4.20	$9.75	$1.15	$0.05	$0.07	$47.38	$0.20	$0.55	$0.40	$0.05	$1.31	$0.05	$0.40
	5/5/2025	$30.16	$3.02	$4.55	$9.95	$1.15	$0.07	$0.07	$48.97	$0.20	$0.88	$0.40	$0.05	$1.34	$0.05	$0.40
	5/4/2026	$30.62	$3.06	$4.90	$10.15	$1.15	$0.07	$0.07	$50.02	$0.20	$0.88	$0.40	$0.05	$1.37	$0.05	$0.40
	5/3/2027	$31.32	$3.13	$5.25	$10.35	$1.15	$0.07	$0.07	$51.34	$0.20	$0.88	$0.40	$0.05	$1.40	$0.05	$0.40
2nd Term Apprentice - 75% of Mason Tender II Rate 801- 1600 hours																
Current	5/6/2024	$33.74	$3.37	$4.20	$9.75	$1.15	$0.05	$0.07	$52.33	$0.20	$0.55	$0.40	$0.05	$1.31	$0.05	$0.40
	5/5/2025	$34.80	$3.48	$4.55	$9.95	$1.15	$0.07	$0.07	$54.07	$0.20	$0.88	$0.40	$0.05	$1.34	$0.05	$0.40
	5/4/2026	$35.33	$3.53	$4.90	$10.15	$1.15	$0.07	$0.07	$55.20	$0.20	$0.88	$0.40	$0.05	$1.37	$0.05	$0.40
	5/3/2027	$36.14	$3.61	$5.25	$10.35	$1.15	$0.07	$0.07	$56.64	$0.20	$0.88	$0.40	$0.05	$1.40	$0.05	$0.40
3rd Term Apprentice - 90% of Mason Tender II Rate 1601- 2400 hours																
Current	5/6/2024	$40.48	$4.05	$4.20	$9.75	$1.15	$0.05	$0.07	$59.75	$0.20	$0.55	$0.40	$0.05	$1.31	$0.05	$0.40
	5/5/2025	$41.76	$4.18	$4.55	$9.95	$1.15	$0.07	$0.07	$61.73	$0.20	$0.88	$0.40	$0.05	$1.34	$0.05	$0.40
	5/4/2026	$42.40	$4.24	$4.90	$10.15	$1.15	$0.07	$0.07	$62.98	$0.20	$0.88	$0.40	$0.05	$1.37	$0.05	$0.40
	5/3/2027	$43.36	$4.34	$5.25	$10.35	$1.15	$0.07	$0.07	$64.59	$0.20	$0.88	$0.40	$0.05	$1.40	$0.05	$0.40
Journey Person 100% Of Group A Rate (Full Benefit Package) 2400 Hours + Upon Production Of A Journey Person Certificate																
(E) - FUNDS REPORTED ON HOURS EARNED																
(W) - FUNDS REPORTED ON HOURS WORKED																

MASON TENDER SIMCOE O.L.R.B. BOARD #18 WAGES AND CLASSIFICATION SCHEDULE																
Local 506	**Effective Date**	**Basic Rate**	**Vacation Pay**	**Welfare Dental**	**Pension**	**Training Fund**	**Tri-Fund**	**Legal Fund**	**Total Package**	**Employer Local**	**Employer Prov.**	**OPDC**	**Scholar Fund**	**Working Dues**	**Strike Fund**	**Retiree Fund**
				(E)	(W)	(E)	(W)	(E)		(W)	(W)	(W)	(W)	(E)	(E)	(E)
Mason Tender 1												**Deducted from Worker**				
Current	5/6/2024	$38.77	$3.88	$4.20	$9.75	$1.15	$0.05	$0.07	$57.87	$0.20	$0.55	$0.40	$0.05	$1.17	$0.05	$0.40
	5/5/2025	$39.66	$3.97	$4.55	$9.95	$1.15	$0.07	$0.07	$59.42	$0.20	$0.88	$0.40	$0.05	$1.19	$0.05	$0.40
	5/4/2026	$40.57	$4.06	$4.90	$10.15	$1.15	$0.07	$0.07	$60.97	$0.20	$0.88	$0.40	$0.05	$1.22	$0.05	$0.40
	5/3/2027	$41.48	$4.15	$5.25	$10.35	$1.15	$0.07	$0.07	$62.52	$0.20	$0.88	$0.40	$0.05	$1.24	$0.05	$0.40
Mason Tender II																
Current	5/6/2024	$40.23	$4.02	$4.20	$9.75	$1.15	$0.05	$0.07	$59.47	$0.20	$0.55	$0.40	$0.05	$1.17	$0.05	$0.40
	5/5/2025	$41.15	$4.12	$4.55	$9.95	$1.15	$0.07	$0.07	$61.06	$0.20	$0.88	$0.40	$0.05	$1.19	$0.05	$0.40
	5/4/2026	$42.10	$4.21	$4.90	$10.15	$1.15	$0.07	$0.07	$62.65	$0.20	$0.88	$0.40	$0.05	$1.22	$0.05	$0.40
	5/3/2027	$43.05	$4.30	$5.25	$10.35	$1.15	$0.07	$0.07	$64.24	$0.20	$0.88	$0.40	$0.05	$1.24	$0.05	$0.40
Foreman 10% Above Mason Tender 1																
Current	5/6/2024	$42.65	$4.27	$4.20	$9.75	$1.15	$0.05	$0.07	$62.14	$0.20	$0.55	$0.40	$0.05	$1.17	$0.05	$0.40
	5/5/2025	$43.63	$4.36	$4.55	$9.95	$1.15	$0.07	$0.07	$63.78	$0.20	$0.88	$0.40	$0.05	$1.19	$0.05	$0.40
	5/4/2026	$44.63	$4.46	$4.90	$10.15	$1.15	$0.07	$0.07	$65.43	$0.20	$0.88	$0.40	$0.05	$1.22	$0.05	$0.40
	5/3/2027	$45.63	$4.56	$5.25	$10.35	$1.15	$0.07	$0.07	$67.08	$0.20	$0.88	$0.40	$0.05	$1.24	$0.05	$0.40
(E) - FUNDS REPORTED ON HOURS EARNED																
(W) - FUNDS REPORTED ON HOURS WORKED																

MASON TENDER SIMCOE O.L.R.B. BOARD #18 WAGES AND CLASSIFICATION SCHEDULE																	
Local 506	**Effective Date**	**Basic Rate**	**Vacation Pay**	**Welfare Dental**	**Pension**	**Training Fund**	**Tri-Fund**	**Legal Fund**	**Total Package**	**Employer Local**	**Employer Prov.**	**OPDC**	**Scholar Fund**	**Working Dues**	**Strike Fund**	**Retiree Fund**
				(E)	(W)	(E)	(W)	(E)		(W)	(W)	(W)	(W)	(E)	(E)	(E)
1st Term Apprentice - 65% of Mason Tender II Rate 0-800 hours												**Deducted from Worker**				
Current	5/6/2024	$26.15	$2.62	$4.20	$9.75	$1.15	$0.05	$0.07	$43.99	$0.20	$0.55	$0.40	$0.05	$1.17	$0.05	$0.40
	5/5/2025	$26.75	$2.68	$4.55	$9.95	$1.15	$0.07	$0.07	$45.22	$0.20	$0.88	$0.40	$0.05	$1.19	$0.05	$0.40
	5/4/2026	$27.37	$2.74	$4.90	$10.15	$1.15	$0.07	$0.07	$46.45	$0.20	$0.88	$0.40	$0.05	$1.22	$0.05	$0.40
	5/3/2027	$27.98	$2.80	$5.25	$10.35	$1.15	$0.07	$0.07	$47.67	$0.20	$0.88	$0.40	$0.05	$1.24	$0.05	$0.40
2nd Term Apprentice - 75% of Mason Tender II Rate 801- 1600 hours																
Current	5/6/2024	$30.17	$3.02	$4.20	$9.75	$1.15	$0.05	$0.07	$48.41	$0.20	$0.55	$0.40	$0.05	$1.17	$0.05	$0.40
	5/5/2025	$30.86	$3.09	$4.55	$9.95	$1.15	$0.07	$0.07	$49.74	$0.20	$0.88	$0.40	$0.05	$1.19	$0.05	$0.40
	5/4/2026	$31.58	$3.16	$4.90	$10.15	$1.15	$0.07	$0.07	$51.08	$0.20	$0.88	$0.40	$0.05	$1.22	$0.05	$0.40
	5/3/2027	$32.29	$3.23	$5.25	$10.35	$1.15	$0.07	$0.07	$52.41	$0.20	$0.88	$0.40	$0.05	$1.24	$0.05	$0.40
3rd Term Apprentice - 90% of Mason Tender II Rate 1601- 2400 hours																
Current	5/6/2024	$36.21	$3.62	$4.20	$9.75	$1.15	$0.05	$0.07	$55.05	$0.20	$0.55	$0.40	$0.05	$1.17	$0.05	$0.40
	5/5/2025	$37.04	$3.70	$4.55	$9.95	$1.15	$0.07	$0.07	$56.53	$0.20	$0.88	$0.40	$0.05	$1.19	$0.05	$0.40
	5/4/2026	$37.89	$3.79	$4.90	$10.15	$1.15	$0.07	$0.07	$58.02	$0.20	$0.88	$0.40	$0.05	$1.22	$0.05	$0.40
	5/3/2027	$38.75	$3.88	$5.25	$10.35	$1.15	$0.07	$0.07	$59.52	$0.20	$0.88	$0.40	$0.05	$1.24	$0.05	$0.40
Journey Person 100% Of Group A Rate (Full Benefit Package) 2400 Hours + Upon Production Of A Journey Person Certificate																
(E) - FUNDS REPORTED ON HOURS EARNED																
(W) - FUNDS REPORTED ON HOURS WORKED																

LOCAL 527 – OTTAWA

Effective Date	Base Rate	Vacation Pay	Benefit Fund	PST	Pension	CDN Tri-Fund	OPDC	Total Package	Local Industry Fund	Provincial Industry Fund
			Benefit Fund Contributions		Pension Fund Contributions					
Zone I - Tender (1)										
05/06/24	$38.36	$3.84	$3.74	$0.179	$8.42	$0.05	$0.40	$54.99	$0.20	$0.55 + HST
05/05/25	$39.46	$3.95	$3.82	$0.144	$8.57	$0.07	$0.40	$56.41	$0.20	$0.88 + HST
05/04/26	$40.56	$4.06	$3.92	$0.150	$8.72	$0.07	$0.40	$57.88	$0.20	$0.88 + HST
05/03/27	$41.66	$4.17	$4.02	$0.156	$8.87	$0.07	$0.40	$59.34	$0.20	$0.88 + HST
Zone I - Tender (2)										
05/06/24	$39.82	$3.98	$3.74	$0.179	$8.42	$0.05	$0.40	$56.59	$0.20	$0.55 + HST
05/05/25	$40.96	$4.10	$3.82	$0.144	$8.57	$0.07	$0.40	$58.06	$0.20	$0.88 + HST
05/04/26	$42.10	$4.21	$3.92	$0.150	$8.72	$0.07	$0.40	$59.57	$0.20	$0.88 + HST
05/03/27	$43.24	$4.32	$4.02	$0.156	$8.87	$0.07	$0.40	$61.08	$0.20	$0.88 + HST
Zone II - Tender (1)										
05/06/24	$32.61	$3.26	$3.74	$0.179	$8.42	$0.05	$0.40	$48.66	$0.20	$0.55 + HST
05/05/25	$33.54	$3.35	$3.82	$0.144	$8.57	$0.07	$0.40	$49.90	$0.20	$0.88 + HST
05/04/26	$34.48	$3.45	$3.92	$0.150	$8.72	$0.07	$0.40	$51.18	$0.20	$0.88 + HST
05/03/27	$35.41	$3.54	$4.02	$0.156	$8.87	$0.07	$0.40	$52.47	$0.20	$0.88 + HST
Zone II - Tender (2)										
05/06/24	$33.85	$3.39	$3.74	$0.179	$8.42	$0.05	$0.40	$50.02	$0.20	$0.55 + HST
05/05/25	$34.82	$3.48	$3.82	$0.144	$8.57	$0.07	$0.40	$51.30	$0.20	$0.88 + HST
05/04/26	$35.79	$3.58	$3.92	$0.150	$8.72	$0.07	$0.40	$52.62	$0.20	$0.88 + HST
05/03/27	$36.75	$3.68	$4.02	$0.156	$8.87	$0.07	$0.40	$53.95	$0.20	$0.88 + HST

Effective Date	Base Rate	Vacation Pay	Benefit Fund	PST	Pension	CDN Tri-Fund	OPDC	Total Package	Local Industry Fund	Provincial Industry Fund
			Benefit Fund Contributions		Pension Fund Contributions					
Zone III - Tender (1)										
05/06/24	$30.69	$3.07	$3.74	$0.179	$8.42	$0.05	$0.40	$46.55	$0.20	$0.55 + HST
05/05/25	$31.57	$3.16	$3.82	$0.144	$8.57	$0.07	$0.40	$47.73	$0.20	$0.88 + HST
05/04/26	$32.45	$3.24	$3.92	$0.150	$8.72	$0.07	$0.40	$48.95	$0.20	$0.88 + HST
05/03/27	$33.33	$3.33	$4.02	$0.156	$8.87	$0.07	$0.40	$50.18	$0.20	$0.88 + HST
Zone III - Tender (2)										
05/06/24	$31.86	$3.19	$3.74	$0.179	$8.42	$0.05	$0.40	$47.84	$0.20	$0.55 + HST
05/05/25	$32.77	$3.28	$3.82	$0.144	$8.57	$0.07	$0.40	$49.05	$0.20	$0.88 + HST
05/04/26	$33.68	$3.37	$3.92	$0.150	$8.72	$0.07	$0.40	$50.31	$0.20	$0.88 + HST
05/03/27	$34.59	$3.46	$4.02	$0.156	$8.87	$0.07	$0.40	$51.57	$0.20	$0.88 + HST
Zone IV - Tender (1)										
05/06/24	$38.30	$3.83	$3.74	$0.179	$9.25	$0.05	$0.40	$55.75	$0.20	$0.55 + HST
05/05/25	$39.42	$3.94	$3.82	$0.144	$9.40	$0.07	$0.40	$57.20	$0.20	$0.88 + HST
05/04/26	$40.54	$4.05	$3.92	$0.150	$9.55	$0.07	$0.40	$58.68	$0.20	$0.88 + HST
05/03/27	$41.66	$4.17	$4.02	$0.156	$9.70	$0.07	$0.40	$60.17	$0.20	$0.88 + HST
Zone IV - Tender (2)										
05/06/24	$39.82	$3.98	$3.74	$0.179	$9.25	$0.05	$0.40	$57.42	$0.20	$0.55 + HST
05/05/25	$40.98	$4.10	$3.82	$0.144	$9.40	$0.07	$0.40	$58.91	$0.20	$0.88 + HST
05/04/26	$42.14	$4.21	$3.92	$0.150	$9.55	$0.07	$0.40	$60.44	$0.20	$0.88 + HST
05/03/27	$43.30	$4.33	$4.02	$0.156	$9.70	$0.07	$0.40	$61.98	$0.20	$0.88 + HST

LOCAL 607 – THUNDER BAY

NOTES: Within the city limits of Cornwall and Arnprior, the wages shall be ninety percent (90%) of Zone 1.

EFFECTIVE DATE	HOURLY RATE	VACATION	HEALTH AND WELFARE	PENSION	TRAINING	TRI FUND	DE NOVO	PROMO FUND	TOTAL PACKAGE	EMPLOYER INDUSTRY	WORKING DUES	OPDC DUES
Mason Tender 1												
May 1 2024	38.32	3.83	3.45	7.35	0.55	0.10	0.04	0.20	53.84	0.20	3%	0.40
May 4 2025	39.51	3.95	3.45	7.35	0.65	0.12	0.04	0.20	55.27	0.88	3%	0.40
May 3 2026	40.73	4.07	3.45	7.35	0.75	0.12	0.04	0.20	56.71	0.88	3%	0.40
May 2 2027	42.03	4.20	3.45	7.35	0.75	0.12	0.04	0.20	58.14	0.88	3%	0.40
Mason Tender 2												
May 1 2024	38.32	3.83	3.45	7.35	0.55	0.10	0.04	0.20	53.84	0.20	3%	0.40
May 1 2025	40.03	4.00	3.45	7.35	0.65	0.12	0.04	0.20	55.84	0.88	3%	0.40
May 1 2026	41.26	4.13	3.45	7.35	0.75	0.12	0.04	0.20	57.30	0.88	3%	0.40
May 1 2027	42.57	4.26	3.45	7.35	0.75	0.12	0.04	0.20	58.74	0.88	3%	0.40

Five cents ($0.05) of the above twelve cents ($0.12) Tri-Fund are to be directed to the Local 607 Tri-Fund.

LOCAL 625 – WINDSOR

EFFECTIVE DATE	BASE RATE	VACATION PAY	HEALTH & WELFARE	LEGAL	PENSION	FUNDS	TRI-FUND	TOTAL PACKAGE	OPDC	INDUSTRY FUND
Refractory (Firebrick) Tenders										
05/01/24	$36.30	$3.63	$3.70	$0.05	$8.33	$2.92	$0.05	$54.98	$0.40	$0.88
05/01/25	$37.24	$3.72	$3.80	$0.05	$8.55	$3.01	$0.07	$56.44	$0.40	$0.88
05/01/26	$38.18	$3.82	$3.90	$0.05	$8.77	$3.12	$0.07	$57.91	$0.40	$0.88
05/01/27	$39.12	$3.91	$4.00	$0.05	$9.00	$3.23	$0.07	$59.38	$0.40	$0.88
Mason Tender (1)										
05/01/24	$36.12	$3.61	$3.70	$0.05	$8.33	$2.92	$0.05	$54.78	$0.40	$0.88
05/01/25	$37.06	$3.71	$3.80	$0.05	$8.55	$3.01	$0.07	$56.25	$0.40	$0.88
05/01/26	$37.99	$3.80	$3.90	$0.05	$8.77	$3.12	$0.07	$57.70	$0.40	$0.88
05/01/27	$38.92	$3.89	$4.00	$0.05	$9.00	$3.23	$0.07	$59.16	$0.40	$0.88
Mason Tender (2)										
05/01/24	$37.57	$3.76	$3.70	$0.05	$8.33	$2.92	$0.05	$56.38	$0.40	$0.88
05/01/25	$38.55	$3.85	$3.80	$0.05	$8.55	$3.01	$0.07	$57.88	$0.40	$0.88
05/01/26	$39.52	$3.95	$3.90	$0.05	$8.77	$3.12	$0.07	$59.38	$0.40	$0.88
05/01/27	$40.49	$4.05	$4.00	$0.05	$9.00	$3.23	$0.07	$60.89	$0.40	$0.88

LOCAL 837 – HAMILTON AND NIAGARA

Effective Date	Base Rate	Vacation Pay	Health & Benefit	Legal Fund	Scholar. Fund	Pension	Training	Occupat. Health	Tri-Fund	CBTU	Total Package	OPDC	Working Dues	Industry Fund
												Employee Deductions		
Local 837 - Hamilton - Mason Tender 1														
05/06/24	$36.45	$3.65	$3.15	$0.20	$0.15	$11.25	$0.65	$0.05	$0.05	$0.01	$55.61	$0.40	3%	$0.55
05/05/25	$37.60	$3.76	$3.35	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$57.09	$0.40	3%	$0.88
05/04/26	$38.72	$3.87	$3.60	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$58.57	$0.40	3%	$0.88
05/03/27	$39.84	$3.98	$3.85	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$60.05	$0.40	3%	$0.88
Local 837 - Hamilton - Mason Tender 2														
05/06/24	$37.91	$3.79	$3.15	$0.20	$0.15	$11.25	$0.65	$0.05	$0.05	$0.01	$57.21	$0.40	3%	$0.55
05/05/25	$39.06	$3.90	$3.35	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$58.69	$0.40	3%	$0.88
05/04/26	$40.19	$4.02	$3.60	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$60.19	$0.40	3%	$0.88
05/03/27	$41.30	$4.13	$3.85	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$61.66	$0.40	3%	$0.88
Local 837 - Niagara - Mason Tender 1														
05/06/24	$35.94	$3.59	$3.15	$0.20	$0.15	$11.25	$0.65	$0.05	$0.05	$0.01	$55.04	$0.40	3%	$0.55
05/05/25	$37.06	$3.70	$3.35	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$56.49	$0.40	3%	$0.88
05/04/26	$38.16	$3.81	$3.60	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$57.95	$0.40	3%	$0.88
05/03/27	$39.26	$3.92	$3.85	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$59.41	$0.40	3%	$0.88
Local 837 - Niagara - Mason Tender 2														
05/06/24	$37.37	$3.74	$3.15	$0.20	$0.15	$11.25	$0.65	$0.05	$0.05	$0.01	$56.62	$0.40	3%	$0.55
05/05/25	$38.55	$3.85	$3.35	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$58.13	$0.40	3%	$0.88
05/04/26	$39.70	$3.97	$3.60	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$59.65	$0.40	3%	$0.88
05/03/27	$40.84	$4.08	$3.85	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$61.15	$0.40	3%	$0.88

LOCAL 837 – WATERLOO, BRANT, NORFOLK

Effective Date	Base Rate	Vacation Pay	Health & Benefit	Legal Fund	Scholar. Fund	Pension	Training	Occupat. Health	Tri-Fund	CBTU	Total Package	OPDC	Working Dues	Industry Fund
												Employee Deductions		
Local 837 - Waterloo, Brant, Norfolk - Mason Tender 1														
05/06/24	$35.60	$3.56	$3.15	$0.20	$0.15	$9.00	$0.65	$0.00	$0.05	$0.01	$52.37	$0.40	3%	$0.55
05/05/25	$36.67	$3.67	$3.35	$0.20	$0.15	$9.00	$0.65	$0.00	$0.07	$0.00	$53.76	$0.40	3%	$0.88
05/04/26	$37.71	$3.77	$3.60	$0.20	$0.15	$9.00	$0.65	$0.00	$0.07	$0.00	$55.15	$0.40	3%	$0.88
05/03/27	$38.75	$3.88	$3.85	$0.20	$0.15	$9.00	$0.65	$0.00	$0.07	$0.00	$56.55	$0.40	3%	$0.88
Local 837 - Waterloo, Brant, Norfolk - Mason Tender 2														
05/06/24	$37.06	$3.70	$3.15	$0.20	$0.15	$9.00	$0.65	$0.00	$0.05	$0.01	$53.97	$0.40	3%	$0.55
05/05/25	$38.17	$3.82	$3.35	$0.20	$0.15	$9.00	$0.65	$0.00	$0.07	$0.00	$55.41	$0.40	3%	$0.88
05/04/26	$39.25	$3.93	$3.60	$0.20	$0.15	$9.00	$0.65	$0.00	$0.07	$0.00	$56.85	$0.40	3%	$0.88
05/03/27	$40.34	$4.03	$3.85	$0.20	$0.15	$9.00	$0.65	$0.00	$0.07	$0.00	$58.29	$0.40	3%	$0.88

LOCAL 1059 – HURON, BRUCE, PERTH

EFFECTIVE DATE	BASE RATE	VACATION PAY	WELFARE	PENSION	TRI-FUND	TRAINING	TOTAL PACKAGE	UNION ADMIN	OPDC	RRSP	INDUSTRY FUND
								Employee Deductions			
Local 1059 - MIDDLESEX, ELGIN, OXFORD - MASON TENDER 1											
05/06/24	$39.25	$3.93	$3.50	$6.50	$0.05	$0.60	$53.83	$0.98	$0.40	$2.00	$0.55
05/05/25	$40.36	$4.04	$3.60	$6.50	$0.07	$0.65	$55.22	$1.04	$0.40	$2.00	$0.88
05/04/26	$41.35	$4.14	$3.70	$6.75	$0.07	$0.65	$56.66	$1.07	$0.40	$2.00	$0.88
05/03/27	$42.33	$4.23	$3.80	$7.00	$0.07	$0.70	$58.13	$1.09	$0.40	$2.00	$0.88
Mason Tender 2 - Forklift Operator, Lead Mixer, Brick Expediter & Lead Scaffold Erector											
05/06/24	$40.70	$4.07	$3.50	$6.50	$0.05	$0.60	$55.42	$0.98	$0.40	$2.00	$0.55
05/05/25	$41.85	$4.19	$3.60	$6.50	$0.07	$0.65	$56.86	$1.04	$0.40	$2.00	$0.88
05/04/26	$42.88	$4.29	$3.70	$6.75	$0.07	$0.65	$58.34	$1.07	$0.40	$2.00	$0.88
05/03/27	$43.90	$4.39	$3.80	$7.00	$0.07	$0.70	$59.86	$1.09	$0.40	$2.00	$0.88
LOCAL 1059 - HURON, BRUCE, PERTH - MASON TENDER 1											
05/06/24	$39.74	$3.97	$3.50	$6.50	$0.05	$0.60	$54.36	$0.98	$0.40	$2.00	$0.55
05/05/25	$40.90	$4.09	$3.60	$6.50	$0.07	$0.65	$55.81	$1.04	$0.40	$2.00	$0.88
05/04/26	$41.90	$4.19	$3.70	$6.75	$0.07	$0.65	$57.26	$1.07	$0.40	$2.00	$0.88
05/03/27	$42.85	$4.29	$3.80	$7.00	$0.07	$0.70	$58.71	$1.09	$0.40	$2.00	$0.88
Mason Tender 2 - Forklift Operator, Lead Mixer, Brick Expediter & Lead Scaffold Erector											
05/06/24	$41.19	$4.12	$3.50	$6.50	$0.05	$0.60	$55.96	$0.98	$0.40	$2.00	$0.55
05/05/25	$42.39	$4.24	$3.60	$6.50	$0.07	$0.65	$57.45	$1.04	$0.40	$2.00	$0.88
05/04/26	$43.43	$4.34	$3.70	$6.75	$0.07	$0.65	$58.94	$1.07	$0.40	$2.00	$0.88
05/03/27	$44.42	$4.44	$3.80	$7.00	$0.07	$0.70	$60.43	$1.09	$0.40	$2.00	$0.88
LOCAL 1059 - GREY COUNTY - MASON TENDER 1											
05/06/24	$37.93	$3.79	$3.50	$6.50	$0.05	$0.60	$52.37	3%	$0.40	$2.00	$0.55
05/05/25	$39.05	$3.90	$3.60	$6.50	$0.07	$0.65	$53.77	3%	$0.40	$2.00	$0.88
05/04/26	$40.00	$4.00	$3.70	$6.75	$0.07	$0.65	$55.17	3%	$0.40	$2.00	$0.88
05/03/27	$40.91	$4.09	$3.80	$7.00	$0.07	$0.70	$56.57	3%	$0.40	$2.00	$0.88
Mason Tender 2 - Forklift Operator, Lead Mixer, Brick Expediter & Lead Scaffold Erector											
05/06/24	$39.38	$3.94	$3.50	$6.50	$0.05	$0.60	$53.97	3%	$0.40	$2.00	$0.55
05/05/25	$40.54	$4.05	$3.60	$6.50	$0.07	$0.65	$55.41	3%	$0.40	$2.00	$0.88
05/04/26	$41.53	$4.15	$3.70	$6.75	$0.07	$0.65	$56.85	3%	$0.40	$2.00	$0.88
05/03/27	$42.47	$4.25	$3.80	$7.00	$0.07	$0.70	$58.29	3%	$0.40	$2.00	$0.88

LOCAL 1089 – SARNIA

EFFECTIVE DATE	BASE RATE	VACATION PAY	WELFARE	PENSION	TRAINING	GRSP	TRI-FUND	TOTAL PACKAGE	WD DED.	OPDC	INDUSTRY FUND
									Employee Deductions		
Mason Tender 1											
05/06/24	$38.55	$3.86	$3.15	$7.70	$0.75	$1.75	$0.05	$55.81	$1.66	$0.40	$0.55
05/05/25	$39.61	$3.96	$3.25	$7.90	$0.75	$1.75	$0.07	$57.29	$1.66	$0.40	$0.88
05/04/26	$40.65	$4.06	$3.35	$8.10	$0.80	$1.75	$0.07	$58.78	$1.66	$0.40	$0.88
05/03/27	$41.73	$4.17	$3.45	$8.30	$0.80	$1.75	$0.07	$60.27	$1.66	$0.40	$0.88
Mason Tender 2											
05/06/24	$39.98	$4.00	$3.15	$7.70	$0.75	$1.75	$0.05	$57.38	$1.67	$0.40	$0.55
05/05/25	$41.08	$4.11	$3.25	$7.90	$0.75	$1.75	$0.07	$58.91	$1.67	$0.40	$0.88
05/04/26	$42.15	$4.22	$3.35	$8.10	$0.80	$1.75	$0.07	$60.44	$1.67	$0.40	$0.88
05/03/27	$43.27	$4.33	$3.45	$8.30	$0.80	$1.75	$0.07	$61.97	$1.67	$0.40	$0.88

TERMS & CONDITIONS: MASONRY RESTORATION

SCOPE

These terms and conditions shall be applicable for the geographic scope of Local 183, Local 506, and Local 837's jurisdiction. All other terms and conditions of the Mason Tenders Trade Appendix and the Master Portion shall apply to masonry restoration work.

WAGES

(a) Wages, contributions and deductions shall be set out in the Wage Schedules set out below.

(It is understood that the mason tender's rate on a masonry restoration project shall be 80% of the bricklayer rate established for masonry restoration in accordance with the BACU/OPC ICI Collective Agreement).

(Note: Total Wage Package for BACU/OPC Journeyperson is currently $50.70 subject to the conclusion of ICI bargaining for Restoration Work by Local 598).

(b) In the event that the parties in the geographic jurisdiction of a local signatory to this proposal agree that these conditions are no longer necessary to preserve the work, it is understood that all masonry restoration work shall be covered by terms and conditions of the Mason Tenders Trade Appendix including Article – 3 Hours of Work and the wages set out in Schedule "B".

HOURS OF WORK

(c) The mason tender shall work:

(i) Regular hours of work for work performed on Monday to Friday inclusive are ten and one-half (10.5) hours worked from 6:30 a.m. until 5:30 p.m. each day. This is no guarantee of daily or weekly hours by the Employer. The starting time may vary up to one hour. Employees may work fifty-two and one-half (52.5) hours per week at straight time. Overtime commences after fifty-two and one-half (52.5) hours. It is understood that there will be no discrimination against workers who refuse to work more than forty-two and one-half (42.5) hours per week at straight time.

LETTER OF UNDERSTANDING

BETWEEN:

LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA, ONTARIO PROVINCIAL DISTRICT COUNCIL AND ITS AFFILIATED LOCAL UNIONS, LOCALS 183, 506 AND 837

("Union")

- AND –

ONTARIO MASONRY CONTRACTORS' ASSOCIATION

("OMCA")

RE: EMPLOYMENT CONDITIONS

WHEREAS the Union and OMCA agreed to terms and conditions for masonry restoration work;

NOW THEREFORE, the parties agree as follows:

- No one employed by an employer as of May 1, 2013, shall be forced by that employer to work under the Masonry Restoration terms and conditions.

Signed at Toronto this 24th day of April 2025.

For the Employer

For the Union

LETTER OF UNDERSTANDING

BETWEEN:

LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA, ONTARIO PROVINCIAL DISTRICT COUNCIL

("Union")

- AND –

LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 527

("Local 527")

- AND –

ONTARIO MASONRY CONTRACTORS' ASSOCIATION

("OMCA")

RE: JOB TARGETING – MASONRY RESTORATION

1. It is understood and agreed by the Union, Local 527, and OMCA that it is the intent of the parties to take all necessary steps through job targeting to ensure the survival and orderly growth of the organized masonry construction industry, and specifically masonry restoration work and the role of Mason Tenders in the industry.

2. In recognition of this understanding, it is agreed that when there is a Masonry Restoration project in the ICI sector that is being tendered where there is a non-union contractor or contractor bound to a competing union with terms and conditions more favourable to that contractor securing the work, it is agreed that the Union, Local 527 and OMCA will execute a job target with respect to that project in order to assist employers bound to the Trade Appendix for Masonry Tenders ("Appendix") to secure the project.

3. If the Union, Local 527 and OMCA cannot reach an agreement on terms and conditions for a job target with respect to a Masonry Restoration project, the parties agree that OMCA may refer the matter to final and

binding determination by an Arbitrator chosen from a list to be agreed upon by the parties within 90 days of the ratification of the ICI Collective Agreement.

(a) OMCA may make a proposal for amendments to the Appendix which would apply to the targeted project.

(b) The amendments proposed for a targeted project by OMCA may only concern the following matters:

(i) Total wage package, including overtime and shift differentials (but not including the breakdown of the total wage package);

(ii) Hours of work.

4. The person selected to arbitrate any matter pursuant to paragraph five (5) below shall, at the request of either party, mediate those matters, but in no case shall the time periods in paragraph five (5) be exceeded.

5. OMCA shall submit its final position with regard to amendments to the Appendix to the Arbitrator with a copy to the Union and Local 527 and the Union and Local 527 shall likewise submit its final proposal for amendment (if any) to the Appendix to the Arbitrator.

6. It is agreed that in making their proposals neither party shall refer to the BACU/OPC ICI Collective Agreement.

7. The Arbitrator shall, at their sole discretion, hold hearings or request further clarification from either party, and if satisfied that the terms of the Appendix place the Employer(s) at a competitive disadvantage, the Arbitrator shall choose the Proposal for Amendment to the Appendix which removes the competitive disadvantage. Such selection shall be made within fourteen (14) calendar days of the date of the referral by OMCA and shall amend the Appendix as proposed. The Arbitrator shall provide reasons for their selection if requested by the parties.

8. The Arbitrator shall select the final proposal which most achieves the objective of ensuring that the Employer is competitive with the least changes to the Appendix.

9. No amendment(s) pursuant to this Letter of Understanding will have application following the completion of the targeted project.

10. Where OMCA has made a final proposal pursuant to this Letter of Understanding, and such proposal has been rejected by an Arbitrator, no proposal with regard to the same amendment(s) will be made within one (1) year of the rejection.

11. It is agreed that no current employee of an Employer shall be forced to work under any terms and conditions imposed by an Arbitrator under this clause. It is understood that this is not a guarantee of employment under existing terms on the targeted project. It is further understood that no employee will be terminated or otherwise discriminated against for refusing to work under terms and conditions imposed by an arbitrator on a targeted project as long as the Employer has work available elsewhere.

12. This letter of understanding shall expire effective April 30, 2016 with the expiry of the 2013 to 2016 ICI Collective Agreement and shall not renew unless mutually agreed to by the parties.

Signed at Toronto this 24th day of April 2025.

For the Employer

For the Union

"Luigi Carrozzi"

For Local 527

LETTER OF UNDERSTANDING

BETWEEN:

LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA, ONTARIO PROVINCIAL DISTRICT COUNCIL

("Union")

- AND -

ONTARIO MASONRY CONTRACTORS' ASSOCIATION

("OMCA")

RE: Mason Tender Apprenticeship Program

The parties agree to form a subcommittee made up of representatives of the various locals and OMCA which shall meet to review and address discrepancies and variability in the Mason Tender apprenticeship program. The goal of the subcommittee shall be to standardize hours earned, wage percentage of total wage package, apprentice ratios for Mason Tender apprentices across the province and to develop a clear and standardized pathway to train CCW and CCW apprentices that transfer into Mason Tender work in time for the next renewal of the collective agreement in 2028.

Signed at Toronto this 24th day of April 2025.

For the Employer

For the Union

NOTES

CEMENT FINISHERS APPENDIX

BETWEEN:

Cement Finishing Labour Relations Association

- and -

Labourers' International Union of North America,
and Labourers' International Union of North America,
Ontario Provincial District Council

forming an integral part of the Collective Agreement between:

Construction Labour Relations Association of Ontario;
Ontario Masonry Contractors Association;
Industrial Contractors Association of Canada;
Waterproofing Contractors Association of Ontario;
Cement Finishing Labour Relations Association

(hereinafter called the "Employer Bargaining Agency" or "E.B.A.")
OF THE FIRST PART

- and -

Labourers' International Union of North America
and the Labourers' International Union of North America,
Ontario Provincial District Council, on behalf of its affiliated Local Unions
183, 493, 506, 527, 607, 625, 837, 1036, 1059 and 1089;

(hereinafter called the "Union")
OF THE SECOND PART

ARTICLE 1 – SCOPE

1.01 The Employer recognizes the Labourers' International Union of North America, Ontario Provincial District Council as the sole and exclusive bargaining agency for all employees for whom the Union has bargaining rights engaged in concrete finishing work as defined in Article 16 – Jurisdiction of this Appendix for the Province of Ontario.

This Appendix shall also apply to all other employers who are engaged as concrete floor finishing contractors and for whose employees the Union has bargaining rights.

ARTICLE 2 – HIRING AND UNION SECURITY

2.01 The Employer agrees to employ only members who are in good standing with Local Unions affiliated to the Labourers' International Union of North America, Ontario Provincial District Council, for work coming within the scope of this Appendix.

2.02 The Employer agrees whenever possible to notify the Local Union at least twenty-four (24) hours prior to performing work within the geographic jurisdiction of the Local Union. The Employer agrees that when hiring new employees covered by this Appendix, they shall call the Local Union office at least twenty-four (24) hours in advance for their needed supply of labour; over fifty (50) kilometres, forty-eight (48) hours advance notice.

2.03 Providing members of the Union are not available, the Employer may obtain its needed supply of cement masons elsewhere and shall inform the Local Union of the names of such persons on the date of their employment, and the Business Representative of the Local Union shall be granted permission to interview them with a view of recruiting them into Union membership. In the event that any such person does not elect to become a member of the Local Union within thirty (30) working days following their employment, they shall cease to be employed by the Employer.

2.04 The Employer may request by name the recall of an employee who has worked during the preceding twelve (12) months for that Employer, provided that the Employer shall give preference to the most senior employees who are currently on layoff if these employees can perform the work available.

2.05 Each employee shall, when working in a position within the bargaining unit described herein, be required as a condition of employment to have their regular monthly dues checked off. The Employer agrees to make such deduction from the pay of each employee at the beginning of each calendar month and to remit same not later than the fifteenth (15th) day of the month following such deduction to the Financial Secretary-Treasurer of the Local Union.

2.06 The Employer shall, when remitting such dues, name the employees from whose pay such deductions have been made and also the names of the employees who have left the employ of the Employer since the last payment and the names of the employees who have been hired by the Employer, together with their addresses. The Employer shall have the right to send employees from their principal center of operations to perform work covered by this Appendix to work anywhere within the Province of Ontario. When the Employer desires to hire general labourers, they shall be governed by the provisions of the Master Agreement and Local Union Schedules.

2.07 It is agreed and understood that personnel who are not members of the bargaining unit, including supervisors, cannot perform bargaining unit work regardless of their Union affiliation.

2.08 The Union agrees that when the Employer has a requirement for additional persons, they will be provided training in WHMIS, "Working at heights" (WAH), that is mandated through provincial legislation. Any additional training because of job site requirements will be paid by the Employer.

2.09 All grievances impacting Cement Finishing, Epoxy Flooring, Concrete Polishing, Parking Garage or other restoration (with the exception of masonry restoration) contractors and/or citing a violation of this Appendix shall be copied to the CFLRA and any referral to arbitration shall be provided to the CFLRA at the time of referral, naming the CFLRA an interested party.

ARTICLE 3 – SUB-CONTRACTING

3.01 The Employer agrees not to sublet work, as defined in Article 16 of this Appendix, to employers who are not in contractual relations with the Union as in accordance with the Master Portion.

ARTICLE 4 – HOURS OF WORK

4.01 The regular workday shall be from 6:30 a.m. to 4:30 p.m. with a thirty (30) minute lunch period, from Monday to Friday inclusive and the regular workweek shall consist of forty (40) hours. At the discretion of the Employer and with the agreement of the workers, a 4-day work week consisting of 10 regular work hours per day may be used as a regular work week.

4.02 All work done in excess of eight (8) hours per day and forty (40) hours per week shall be paid at the rate of time and one-half (1 1/2x) of the regular rate for all excess hours so worked, except as outlined in Article 6 – Premium Rate for Irregular Starting Time.

4.03 An employee will be allowed to have one paid work break of ten (10) minutes during each half of their shift near midpoint.

ARTICLE 5 – VACATIONS AND HOLIDAYS

5.01 Any employee commencing a shift on Friday or on Thursday prior to Good Friday, which runs into overtime, shall be paid time and one-half (1 1/2x) their regular rate for such overtime until 6:00 a.m. and then double time (2x) thereafter.

5.02 All work performed on Saturdays and Sundays and the following recognized holidays shall be paid at double (2x) the regular rate of wages:

(a)

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Christmas Day
Dominion Day	Boxing Day
Civic Holiday	Family Day

Whenever Heritage Day shall be declared a holiday under the Employment Standards Act, work done on Heritage Day shall be paid at double time (2x) the current wage rates as defined in Article 11.

(b) If any of the above holidays fall on a Saturday or Sunday, such holidays shall be observed on the day or days immediately

following the weekend. Vacation pay shall include an amount in lieu of payment of holidays.

(c) When any of the above-named holidays fall on a Tuesday, Wednesday or Thursday, the Employer and Local Union Business Manager may, by mutual agreement, reschedule the holiday to a Monday or a Friday.

ARTICLE 6 – PREMIUM RATE FOR IRREGULAR STARTING TIME

6.01 (a) Local 506: Employees of floor finishing contractors who start work on / or after 12:00 noon will be given a guarantee of eight (8) hours pay at a premium of four dollars and sixty cents ($4.60) over their regular rate for each hour worked and time and one-half (1 1/2x) for work over eight (8) hours at regular rates.

(a) Local 625 Employees: When work is performed in more than one shift, any employee working on any shift commencing after 12:00 noon shall be paid a premium one-eighth (1/8th) of regular time hourly rate.

(b) All other Locals: Employees of floor finishing contractors who start work on / or after 12:00 noon will be given a guarantee of eight (8) hours pay at a premium of four dollars and twenty cents ($4.20) over their regular rate for each hour worked and time and one-half (1 1/2x) for work over eight (8) hours at regular rates.

(c) Any employee who is called to commence work to perform soft cutting (concrete) on or after twelve midnight shall receive a guaranteed minimum of eight (8) hours pay at time and one-quarter (1 ¼x) their regular rate of pay. As well, after eight (8) hours of work, they shall receive time and one-half (1 1/2x) their regular rate of pay.

6.02 Any employee who is called in to commence work after 5:30 p.m. shall receive a guaranteed minimum of eight (8) hours paid at time and one-half (1 1/2x) their regular rate of pay for all hours worked. Any person who is called in to commence work after midnight shall receive a guaranteed minimum of eight (8) hours paid at double (2x) their regular rate of pay for all hours worked.

6.03 Shift work shall be defined as a continuous concrete pour of not less than seventy-two (72) hours duration and shall not be put into operation until three (3) shifts can be employed for not less than three (3) consecutive days. Saturdays, Sundays and holidays shall not be regarded as shift workdays.

6.04 When such shift system is put into operation, the hours of work and pay rates shall be as follows:

(1) First shift from 8:00 a.m. to 4:00 p.m. with one-half (1/2) hour off for lunch for eight (8) hours pay at regular straight time rates.

(2) Second shift from 4:00 p.m. to 12:00 midnight with one-half (1/2) hour off for lunch for ten (10) hours pay at regular straight time rates.

(3) Third shift from 12:00 midnight to 8:00 a.m. with one-half (1/2) hour off for lunch for twelve (12) hours pay at regular straight time rates.

6.05 When shifts are worked or continued on Saturdays, Sundays and holidays, premium pay shall be based on the hours specified above as follows: First shift sixteen (16) hours pay at regular hourly straight time rates; Second shift eighteen (18) hours pay at regular hourly straight time rates; Third shift twenty (20) hours pay at regular hourly straight time rates.

6.06 (a) Any employee who is called to commence work to perform Soff-Cut early entry cutting after 4:30 p.m., shall receive a premium of three dollars ($3.00) per hour over their regular rate of pay for each hour worked. As well, after eight (8) hours of work, they shall receive time and one-half (1 1/2x) their regular rate of pay.

(b) Effective July 1, 2001, any employee who is called to commence work to perform Soff-Cut early entry cutting (concrete) on or after twelve midnight shall receive a guaranteed minimum of eight (8) hours pay at time and one-quarter (1 1/4x) their regular rate of pay. As well, after eight (8) hours of work, they shall receive time and one-half (1 1/2x) their regular rate of pay.

(c) It is understood that the above premium shall be paid on the basis of a regular workweek. Outside the regular workweek, overtime premiums apply.

ARTICLE 7 – MAKE-UP TIME (EXCLUDING LOCAL 527 OTTAWA)

7.01 Where time is lost during regular work hours on exterior work or other work affected by inclement weather (excluding hot mastic traffic topping work), voluntary make-up hours may be worked at straight time, but not to exceed two (2) hours in any one day during the regular workweek, or eight (8) hours on Saturday up to a maximum of eight (8) hours in any week.

It is understood and agreed that such make-up hours must be worked on the same project in which they were lost in the calendar week.

The above shall not be construed as a guarantee that there is any daily or weekly number of hours available.

The same employees who were cancelled, should have the first right of refusal.

ARTICLE 8 – IN-PLANT REPAIR/OCCUPIED PREMISES

8.01 Occupied premises shall be defined as commercial and institutional facilities and industrial in-plant sites on which it is impractical to perform work during the regular business hours applicable to such business. Work within such facilities may be performed under the following conditions:

(a) Eight hours per day at the applicable straight time hourly rate to a maximum of five (5) consecutive days within each seven (7) day cycle.

(b) Applicable overtime rates shall be paid after eight (8) hours in any shift and for all work performed on the sixth (6th) and seventh (7th) days. Local 506 overtime rate of time and one-half (1 1/2x) will be paid for hours worked outside the normal forty (40) hour workweek.

(c) Rates of pay referred to herein shall be in accordance with the applicable Local Area Schedules.

(d) The Employer agrees to notify the applicable Local Union when such work is to be performed prior to the start of work.

ARTICLE 9 – REPORTING ALLOWANCE

9.01 When an employee reports for work at the Employer's job site or shop unless directed not to report the previous day by their Employer, and for whom no work is available due to reasons other than inclement weather, shall receive a minimum of four (4) hours reporting time plus travel time if they report to work.

9.02 Three (3) hours reporting time plus travel time shall be paid by the Employer when an employee covered by this Agreement reports for work at the Employer's shop or job site but work is not available due to inclement weather, unless reasonable prior notice is given to the employee not to report by the Employer before the start of that workday.

9.03 Once an employee commences work, they shall be guaranteed four (4) hours' pay at the applicable hourly rate; if an employee continues to work after their lunch break the employee shall be guaranteed a total of eight (8) hours pay at the applicable hourly rate and shall also remain to perform other work within their craft if requested by the foreperson.

ARTICLE 10 – WORK CALL-IN

10.01 Scheduling of concrete pours shall be determined prior to 4:30 p.m. the day before such pours and the Employer will give floor finishers currently employed by such Employer a minimum of fifteen (15) hours' notice if they have to commence work at or before 8:00 a.m.; four (4) hours' notice shall be given on second and third call-ins. The Employer will endeavour to restrict the calling of persons to commence work after 10:00 a.m. unless job conditions require same.

10.02 Minimum time off between shifts shall be eight (8) hours or by mutual consent.

ARTICLE 11 – TRAVELLING EXPENSES

11.01 Employers will pay travel expenses in accordance with Local Union Schedules unless otherwise set out in the below or elsewhere in this Appendix

11.02 These travelling expenses are paid regardless of point or residence.

11.03 **Travel expenses for Local 506**

Zone 1. Shall be the area enclosed by Highway 7, Highway 10, Morningside and Lake Ontario.

Zone 2. Shall be the area between Zone 1 and King Side Road, Westney Road and Winston Churchill Blvd.

Travel Allowance

Zone 1. Ten dollars ($10.00) plus the cost of parking will be paid.

Zone 2. Ten dollars ($10.00) plus the cost of parking will be paid.

Work on the Toronto Islands will be deemed to be within Zone 2.

Outside

Zone 2. Twenty cents ($0.20) per kilometre per day and ten dollars ($10.00) per day, plus parking.

In addition to the above, effective May 1, 2025, a person required to drive their own vehicle shall receive an additional sixty-six cents ($0.66) per kilometre.

When an employee is required to travel from job to job in the same work day, they shall be paid all hours spent travelling at their regular hourly rate or premium rate as may be applicable.

Travel and lodging for members of Board Areas 4, 5, 6, and 27 shall be defined in the Local Union schedule.

Employees shall have the option to go to the yard or meet directly on the job site, regardless proper travel time shall be paid (except car allowance mileage shall not apply if the employee chooses to go to the job site).

11.04 Where transportation is being provided to cement masons, the Employer shall be responsible for insuring the employee in case of accident, either by Workers' Compensation or other adequate means.

11.05 When an employee supplies their own vehicle, they shall not be required to carry equipment other than that which they can carry on public transportation.

11.06 Employees required to stay overnight shall receive a meal allowance of seventy dollars ($70.00) per day for each day they are away or the actual cost on presentation of receipts and shall be provided with clean and adequate lodging. This allowance shall also be paid for Saturday and Sunday if the employees are unable to return home by reason of the location of the job site. The Employer shall pay for shared accommodation provided that both persons/employees agree to share such a room. The maximum person/employees shall be two persons/employees per room. When required to work out of town, the meal allowance shall be paid prior to the start of the job.

11.07 Travel and lodging for members of Local 1059 shall be as defined in Articles 10 and 11 contained in the Local Union Schedule for Local 1059.

11.08 Employees working out of town are entitled to stay overnight if workday and travel time exceed fourteen (14) hours per day. Should an employee decide to stay overnight, they shall be entitled to the meal allowance as per 11.06. Should an employee decide to not stay overnight, they shall be provided with dinner or an allowance of thirty-five dollars ($35.00).

ARTICLE 12 – RATES OF WAGES

12.01 Cement finishers shall receive a minimum differential of two dollars and eighty cents ($2.80) per hour above the base labourers' rate. Where the present differential between the base labourer's rate and the cement mason's rate, it shall remain.

12.02 The total wage package payable shall be the higher of the employees' home Local Schedule or the Local Schedule where the work is being performed. In no case shall the total wage and benefit package payable be less than the Local Schedule.

12.03 **CEMENT MASON'S – RATES & CLASSIFICATIONS**

LOCAL 183 – KINGSTON - CEMENT FINISHERS APPENDIX

										Employee Deductions			
EFFECTIVE DATE	HOURLY RATE	VACATION PAY - 10%	WELFARE	GROUP LEGAL	PENSION	TRAINING FUND*	RETIREE	PROMO FUND	TOTAL PACKAGE	WORKING DUES	OPDC DUES	INDUSTRY FUND	EMPLOYER TOTAL
Cement Finisher													
05/04/25	$38.85	$3.88	$4.20	$0.05	$7.85	$0.45	$0.70	$0.15	$56.13	3%	$0.40	$0.66	$56.79
05/03/26	$39.81	$3.98	$4.35	$0.05	$7.95	$0.50	$0.80	$0.15	$57.59	3%	$0.40	$0.66	$58.25
05/02/27	$40.77	$4.08	$4.50	$0.05	$8.05	$0.55	$0.90	$0.15	$59.05	3%	$0.40	$0.66	$59.71
*Tri-Fund is included in Training Fund													

LOCAL 493 - CEMENT FINISHERS APPENDIX

EFFECTIVE DATE	HOURLY RATE	VACATION PAY	WELFARE & SCHOLARSHIP	PENSION	TRAINING FUND	ORGANISING FUND	TRI-FUND	SUPPLEMENTAL PENSION	TOTAL PACKAGE	W. D. DED	OPDC DUES	INDUSTRY FUND
Cement Finisher												
Last Rate	31.55	3.15	3.00	6.60	1.20	0.50	0.05	4.45	50.50	3%	0.40	0.51
5/1/2025	32.53	3.25	3.05	6.70	1.25	0.50	0.07	4.50	51.85	3%	0.40	0.66
5/1/2026	33.48	3.35	3.10	6.80	1.30	0.55	0.07	4.55	53.20	3%	0.40	0.66
5/1/2027	34.44	3.44	3.15	6.90	1.35	0.60	0.07	4.60	54.55	3%	0.40	0.66

CEMENT FINISHERS WAGE AND CLASSIFICATION SCHEDULE															
Local 506	Effective Date	Basic Rate	Vacation Pay	Welfare Dental	Pension	Training Fund	Tri-Fund	Legal Fund	Total Package	CFLRA Employer Fund	OPDC	Scholar Fund	Working Dues	Strike Fund	Retiree Fund
Journey Person											**Deducted from Worker**				
Current	5/6/2024	$45.78	$4.58	$4.20	$9.75	$1.15	$0.05	$0.07	$65.58	$0.61	$0.40	$0.05	3%	$0.05	$0.40
	5/5/2025	$46.95	$4.69	$4.55	$9.95	$1.15	$0.07	$0.07	$67.43	$0.66	$0.40	$0.05	3%	$0.05	$0.40
	5/4/2026	$48.13	$4.81	$4.90	$10.15	$1.15	$0.07	$0.07	$69.28	$0.66	$0.40	$0.05	3%	$0.05	$0.40
	5/3/2027	$49.31	$4.93	$5.25	$10.35	$1.15	$0.07	$0.07	$71.13	$0.66	$0.40	$0.05	3%	$0.05	$0.40
Foreman 10% Above Journey Person Rate															
Current	5/6/2024	$50.36	$5.04	$4.20	$9.75	$1.15	$0.05	$0.07	$70.62	$0.61	$0.40	$0.05	3%	$0.05	$0.40
	5/5/2025	$51.65	$5.17	$4.55	$9.95	$1.15	$0.07	$0.07	$72.61	$0.66	$0.40	$0.05	3%	$0.05	$0.40
	5/4/2026	$52.94	$5.29	$4.90	$10.15	$1.15	$0.07	$0.07	$74.57	$0.66	$0.40	$0.05	3%	$0.05	$0.40
	5/3/2027	$54.24	$5.42	$5.25	$10.35	$1.15	$0.07	$0.07	$76.55	$0.66	$0.40	$0.05	3%	$0.05	$0.40
Cement Finisher 1st Year Apprentice - 65% Of Journey Person Rate 1000 Hours (No Pension)															
Current	5/6/2024	$29.76	$2.98	$4.20	$0.00	$1.15	$0.05	$0.07	$38.21	$0.61	$0.40	$0.05	3%	$0.05	$0.40
	5/5/2025	$30.52	$3.05	$4.55	$0.00	$1.15	$0.07	$0.07	$39.41	$0.66	$0.40	$0.05	3%	$0.05	$0.40
	5/4/2026	$31.28	$3.13	$4.90	$0.00	$1.15	$0.07	$0.07	$40.60	$0.66	$0.40	$0.05	3%	$0.05	$0.40
	5/3/2027	$32.05	$3.21	$5.25	$0.00	$1.15	$0.07	$0.07	$41.80	$0.66	$0.40	$0.05	3%	$0.05	$0.40

CEMENT FINISHERS WAGE AND CLASSIFICATION SCHEDULE																
Local 506	Effective Date	Basic Rate	Vacation Pay	Welfare Dental	Pension	Training Fund	Tri-Fund	Legal Fund	Total Package	CFLRA Employer Fund	OPDC	Scholar Fund	Working Dues	Strike Fund	Retiree Fund
Cement Finisher 2nd Year Apprentice - 75% Of Journey Person Rate 1500 Hours (Full Benefits)											**Deducted from Worker**				
Current	5/6/2024	$34.34	$3.43	$4.20	$9.75	$1.15	$0.05	$0.07	$52.99	$0.61	$0.40	$0.05	3%	$0.05	$0.40
	5/5/2025	$35.21	$3.52	$4.55	$9.95	$1.15	$0.07	$0.07	$54.52	$0.66	$0.40	$0.05	3%	$0.05	$0.40
	5/4/2026	$36.10	$3.61	$4.90	$10.15	$1.15	$0.07	$0.07	$56.05	$0.66	$0.40	$0.05	3%	$0.05	$0.40
	5/3/2027	$36.98	$3.70	$5.25	$10.35	$1.15	$0.07	$0.07	$57.57	$0.66	$0.40	$0.05	3%	$0.05	$0.40
Cement Finisher 3rd Year Apprentice - 85% Of Journey Person Rate 1500 Hours (Full Benefits)															
Current	5/6/2024	$38.91	$3.89	$4.20	$9.75	$1.15	$0.05	$0.07	$58.02	$0.61	$0.40	$0.05	3%	$0.05	$0.40
	5/5/2025	$39.91	$3.99	$4.55	$9.95	$1.15	$0.07	$0.07	$59.69	$0.66	$0.40	$0.05	3%	$0.05	$0.40
	5/4/2026	$40.91	$4.09	$4.90	$10.15	$1.15	$0.07	$0.07	$61.34	$0.66	$0.40	$0.05	3%	$0.05	$0.40
	5/3/2027	$41.91	$4.19	$5.25	$10.35	$1.15	$0.07	$0.07	$62.99	$0.66	$0.40	$0.05	3%	$0.05	$0.40

LOCAL 527 - CEMENT FINISHERS APPENDIX

EFFECTIVE DATE	BASE RATE	VACATION PAY	BENEFIT FUND	PST	PENSION	CDN TRI-FUND	OPDC	TOTAL PACKAGE	CFLRA INDUSTRY FUND
			Benefit Fund Contributions		Pension Fund Contributions				
Journeyperson									
05/06/24	$42.80	$4.28	$3.74	$0.179	$8.42	$0.05	$0.40	$59.869	$0.51
05/05/25	$44.03	$4.40	$3.82	$0.144	$8.57	$0.07	$0.40	$61.434	$0.66
05/04/26	$45.26	$4.53	$3.92	$0.150	$8.72	$0.07	$0.40	$63.050	$0.66
05/03/27	$46.49	$4.65	$4.02	$0.156	$8.87	$0.07	$0.40	$64.656	$0.66
Foreperson									
05/06/24	$45.13	$4.51	$3.74	$0.179	$8.42	$0.05	$0.40	$62.429	$0.51
05/05/25	$46.42	$4.64	$3.82	$0.144	$8.57	$0.07	$0.40	$64.064	$0.66
05/04/26	$47.71	$4.77	$3.92	$0.150	$8.72	$0.07	$0.40	$65.740	$0.66
05/03/27	$49.00	$4.90	$4.02	$0.156	$8.87	$0.07	$0.40	$67.416	$0.66

Clarity Note: In the event of any conflict with the terms and conditions found under the Local 527 Schedule, the terms and conditions in the Local 527 Schedule will prevail except with respect to the payment of the CFLRA Industry Fund.

LiUNA Local 607
All terms and conditions as provided for in the Agreement between the Cement Finishers Division of the Construction Association of Thunder Bay Inc. and Local 607 are incorporated into and form part of this Agreement and in the event of conflict, shall prevail over the general terms of this Agreement and Appendix

LOCAL 625

Effective Date	Base Rate	Vacation Pay	Health & Welfare	Legal	Pension	Funds	Tri-Fund	Total Package	OPDC	Industry Fund
Cement Mason Journeyperson										
05/06/24	$37.99	$3.80	$3.70	$0.05	$8.33	$2.92	$0.05	$56.84	$0.40	$0.66
05/05/25	$38.97	$3.90	$3.80	$0.05	$8.55	$3.01	$0.07	$58.35	$0.40	$0.66
05/04/26	$39.96	$4.00	$3.90	$0.05	$8.77	$3.12	$0.07	$59.87	$0.40	$0.66
05/03/27	$40.94	$4.09	$4.00	$0.05	$9.00	$3.23	$0.07	$61.39	$0.40	$0.66

General Labourers shall be paid the Group 1: Experienced Labourer rate set out in the Local Union Schedule for Local 625 – Windsor, Essex County & Chatham – Kent County (OLRB Area 1) at Article 2.03.

Concrete Vibrator Operators shall be paid the Group 2: Skilled Labourers, Concrete Vibrator Operator rate set out in the Local Union Schedule for Local 625 – Windsor, Essex County & Chatham – Kent County (OLRB Area 1) at Article 2.03.

Travel and Room and Board as per the Local Union Schedule for Local 625 Windsor, Essex County & Chatham – Kent County (OLRB Area 1).

Hours of work and overtime as per the Local Union Schedule for Windsor, Essex County & Chatham - Kent County (OLRB Area 1)

LOCAL 837 – HAMILTON

												Employee Deductions		
EFFECTIVE DATE	BASE RATE	VACATION PAY	HEALTH & BENEFIT	LEGAL FUND	SCHOLAR. FUND	PENSION	TRAINING	OCCUPAT. HEALTH	TRI-FUND	CBTU	TOTAL PACKAGE	OPDC	WORKING DUES	CFLRA EMPLOYER FUND
Journey Person														
01/01/25	$38.16	$3.82	$3.15	$0.20	$0.15	$11.25	$0.65	$0.05	$0.05	$0.01	$57.49	$0.40	3%	$0.66
05/05/25	$39.36	$3.93	$3.35	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$59.02	$0.40	3%	$0.66
05/04/26	$40.52	$4.05	$3.60	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$60.55	$0.40	3%	$0.66
05/03/27	$41.69	$4.16	$3.85	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$62.08	$0.40	3%	$0.66
Cement Finisher - 1st Year Apprentice (65%) 1000 Hours														
01/01/25	$24.86	$2.49	$3.15	$0.20	$0.15	$0.00	$0.65	$0.05	$0.05	$0.01	$31.61	$0.40	3%	$0.66
05/05/25	$25.58	$2.58	$3.35	$0.20	$0.15	$0.00	$0.65	$0.05	$0.07	$0.01	$32.64	$0.40	3%	$0.66
05/04/26	$26.33	$2.63	$3.60	$0.20	$0.15	$0.00	$0.65	$0.05	$0.07	$0.01	$33.69	$0.40	3%	$0.66
05/03/27	$27.09	$2.70	$3.85	$0.20	$0.15	$0.00	$0.65	$0.05	$0.07	$0.01	$34.77	$0.40	3%	$0.66
Cement Finisher - 2nd Year Apprentice (75%) 1500 Hours														
01/01/25	$28.69	$2.87	$3.15	$0.20	$0.15	$11.25	$0.65	$0.05	$0.05	$0.01	$47.07	$0.40	3%	$0.66
05/05/25	$29.52	$2.95	$3.35	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$48.20	$0.40	3%	$0.66
05/04/26	$30.39	$3.03	$3.60	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$49.40	$0.40	3%	$0.66
05/03/27	$31.26	$3.12	$3.85	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$50.61	$0.40	3%	$0.66
Cement Finisher - 3rd Year Apprentice (85%) 1500 Hours														
01/01/24	$32.51	$3.25	$3.15	$0.20	$0.15	$11.25	$0.65	$0.05	$0.05	$0.01	$51.27	$0.40	3%	$0.66
05/05/25	$33.45	$3.34	$3.35	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$52.52	$0.40	3%	$0.66
05/04/26	$34.44	$3.44	$3.60	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$53.86	$0.40	3%	$0.66
05/03/27	$35.43	$3.54	$3.85	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$55.20	$0.40	3%	$0.66

LOCAL 837 – NIAGARA

												Employee Deductions		
EFFECTIVE DATE	BASE RATE	VACATION PAY	HEALTH & BENEFIT	LEGAL FUND	SCHOLAR. FUND	PENSION	TRAINING	OCCUPAT. HEALTH	TRI-FUND	CBTU	TOTAL PACKAGE	OPDC	WORKING DUES	CFLRA EMPLOYER FUND
Journey Person														
01/01/25	$37.54	$3.75	$3.15	$0.20	$0.15	$11.25	$0.65	$0.05	$0.05	$0.01	$56.80	$0.40	3%	$0.66
05/05/25	$38.71	$3.87	$3.35	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$58.31	$0.40	3%	$0.66
05/04/26	$39.86	$3.98	$3.60	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$59.82	$0.40	3%	$0.66
05/03/27	$41.01	$4.10	$3.85	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$61.34	$0.40	3%	$0.66
Cement Finisher - 1st Year Apprentice (65%) 1000 Hours														
01/01/25	$24.40	$2.44	$3.15	$0.20	$0.15	$0.00	$0.65	$0.05	$0.05	$0.01	$31.10	$0.40	3%	$0.66
05/05/25	$25.17	$2.52	$3.35	$0.20	$0.15	$0.00	$0.65	$0.05	$0.07	$0.01	$32.17	$0.40	3%	$0.66
05/04/26	$25.93	$2.59	$3.60	$0.20	$0.15	$0.00	$0.65	$0.05	$0.07	$0.01	$33.25	$0.40	3%	$0.66
05/03/27	$26.67	$2.67	$3.85	$0.20	$0.15	$0.00	$0.65	$0.05	$0.07	$0.01	$34.32	$0.40	3%	$0.66
Cement Finisher - 2nd Year Apprentice (75%) 1500 Hours														
01/01/25	$28.16	$2.82	$3.15	$0.20	$0.15	$11.25	$0.65	$0.05	$0.05	$0.01	$46.48	$0.40	3%	$0.66
05/05/25	$29.04	$2.90	$3.35	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$47.67	$0.40	3%	$0.66
05/04/26	$29.92	$2.99	$3.60	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$48.89	$0.40	3%	$0.66
05/03/27	$30.79	$3.07	$3.85	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$50.09	$0.40	3%	$0.66
Cement Finisher - 3rd Year Apprentice (85%) 1500 Hours														
01/01/24	$31.91	$3.19	$3.15	$0.20	$0.15	$11.25	$0.65	$0.05	$0.05	$0.01	$50.61	$0.40	3%	$0.66
05/05/25	$32.92	$3.29	$3.35	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$51.94	$0.40	3%	$0.66
05/04/26	$33.91	$3.39	$3.60	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$53.28	$0.40	3%	$0.66
05/03/27	$34.90	$3.49	$3.85	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$54.62	$0.40	3%	$0.66

Local 837 – WATERLOO, BRANT, NORFOLK

EFFECTIVE DATE	HOURLY RATE	VACATION PAY - 10%	WELFARE & BENEFIT	LEGAL FUND	SCHOLAR. FUND	PENSION	TRAINING	OCCUPAT. HEALTH	TRI-FUND	CBTU	TOTAL PACKAGE	ADMIN FUND	OPDC DUES	CFLRA INDUSTRY FUND
CEMENT MASON														
01/01/25	$36.80	$3.68	$3.15	$0.20	$0.15	$9.00	$0.65	$0.00	$0.05	$0.01	$53.69	3%	$0.40	$0.66
05/05/25	$37.90	$3.79	$3.35	$0.20	$0.15	$9.00	$0.65	$0.00	$0.07	$0.01	$55.12	3%	$0.40	$0.66
05/04/26	$38.98	$3.89	$3.60	$0.20	$0.15	$9.00	$0.65	$0.00	$0.07	$0.01	$56.55	3%	$0.40	$0.66
05/03/27	$40.05	$4.00	$3.85	$0.20	$0.15	$9.00	$0.65	$0.00	$0.07	$0.01	$57.98	3%	$0.40	$0.66

LOCAL 1059 – HURON, BRUCE, PERTH

EFFECTIVE DATE	BASE RATE	VACATION PAY	WELFARE	PENSION	TRI-FUND	TRAINING	TOTAL PACKAGE	UNION ADMIN	OPDC ADMIN	GRSP	CFLRA INDUSTRY FUND
Cement Finisher - Huron, Bruce, Perth											
05/06/24	$41.35	$4.14	$3.50	$6.50	$0.05	$0.60	$56.14	3%	$0.40	$2.00	$0.66
05/05/25	$42.33	$4.23	$3.60	$6.75	$0.07	$0.65	$57.63	3%	$0.40	$2.00	$0.66
05/04/26	$43.38	$4.33	$3.70	$7.00	$0.07	$0.65	$59.13	3%	$0.40	$2.00	$0.66
05/03/27	$44.38	$4.43	$3.80	$7.25	$0.07	$0.70	$60.63	3%	$0.40	$2.00	$0.66
Cement Finisher - 3rd Year Apprentice (85%)											
05/06/24	$35.15	$3.51	$3.50	$6.50	$0.05	$0.60	$49.31	3%	$0.40	$2.00	$0.66
05/05/25	$35.98	$3.60	$3.60	$6.75	$0.07	$0.65	$50.65	3%	$0.40	$2.00	$0.66
05/04/26	$36.87	$3.69	$3.70	$7.00	$0.07	$0.65	$51.98	3%	$0.40	$2.00	$0.66
05/03/27	$37.72	$3.77	$3.80	$7.25	$0.07	$0.70	$53.31	3%	$0.40	$2.00	$0.66
Cement Finisher - 2nd Year Apprentice (75%)											
05/06/24	$31.01	$3.10	$3.50	$6.50	$0.05	$0.60	$44.76	3%	$0.40	$2.00	$0.66
05/05/25	$31.75	$3.18	$3.60	$6.75	$0.07	$0.65	$45.99	3%	$0.40	$2.00	$0.66
05/04/26	$32.53	$3.25	$3.70	$7.00	$0.07	$0.65	$47.20	3%	$0.40	$2.00	$0.66
05/03/27	$33.29	$3.33	$3.80	$7.25	$0.07	$0.70	$48.44	3%	$0.40	$2.00	$0.66
Cement Finisher - 1st Year Apprentice (65%)											
05/06/24	$26.88	$2.69	$3.50	$0.00	$0.05	$0.60	$33.72	3%	$0.40	$2.00	$0.66
05/05/25	$27.51	$2.75	$3.60	$0.00	$0.07	$0.65	$34.58	3%	$0.40	$2.00	$0.66
05/04/26	$28.19	$2.82	$3.70	$0.00	$0.07	$0.65	$35.43	3%	$0.40	$2.00	$0.66
05/03/27	$28.85	$2.89	$3.80	$0.00	$0.07	$0.70	$36.31	3%	$0.40	$2.00	$0.66

LOCAL 1059 – GREY COUNTY

EFFECTIVE DATE	BASE RATE	VACATION PAY	WELFARE	PENSION	TRI-FUND	TRAINING	TOTAL PACKAGE	UNION ADMIN	OPDC ADMIN	GRSP	CFLRA INDUSTRY FUND
Cement Finisher - Grey County											
05/06/24	$37.88	$3.79	$3.50	$6.75	$0.05	$0.60	$52.57	3%	$0.40	$2.00	$0.66
05/05/25	$39.00	$3.90	$3.60	$6.75	$0.07	$0.65	$53.97	3%	$0.40	$2.00	$0.66
05/04/26	$39.95	$4.00	$3.70	$7.00	$0.07	$0.65	$55.37	3%	$0.40	$2.00	$0.66
05/03/27	$40.86	$4.09	$3.80	$7.25	$0.07	$0.70	$56.77	3%	$0.40	$2.00	$0.66

LOCAL 1059 – MIDDLESEX, ELGIN, OXFORD

EFFECTIVE DATE	BASE RATE	VACATION PAY	WELFARE	PENSION	TRI-FUND	TRAINING	TOTAL PACKAGE	UNION ADMIN	OPDC ADMIN	RRSP	CFLRA INDUSTRY FUND
								Employee Deductions			
Cement Finisher - Middlesex, Elgin, Oxford											
05/06/24	$41.30	$4.13	$3.50	$6.50	$0.05	$0.60	$56.08	3%	$0.40	$2.00	$0.66
05/05/25	$42.28	$4.23	$3.60	$6.75	$0.07	$0.65	$57.58	3%	$0.40	$2.00	$0.66
05/04/26	$43.33	$4.33	$3.70	$7.00	$0.07	$0.65	$59.08	3%	$0.40	$2.00	$0.66
05/03/27	$44.33	$4.43	$3.80	$7.25	$0.07	$0.70	$60.58	3%	$0.40	$2.00	$0.66
Cement Finisher - 3rd Year Apprentice (85%)											
05/06/24	$35.11	$3.51	$3.50	$6.50	$0.05	$0.60	$49.27	3%	$0.40	$2.00	$0.66
05/05/25	$35.93	$3.59	$3.60	$6.75	$0.07	$0.65	$50.59	3%	$0.40	$2.00	$0.66
05/04/26	$36.83	$3.68	$3.70	$7.00	$0.07	$0.65	$51.93	3%	$0.40	$2.00	$0.66
05/03/27	$37.68	$3.77	$3.80	$7.25	$0.07	$0.70	$53.27	3%	$0.40	$2.00	$0.66
Cement Finisher - 2nd Year Apprentice (75%)											
05/06/24	$30.98	$3.10	$3.50	$6.50	$0.05	$0.60	$44.72	3%	$0.40	$2.00	$0.66
05/05/25	$31.71	$3.17	$3.60	$6.75	$0.07	$0.65	$45.95	3%	$0.40	$2.00	$0.66
05/04/26	$32.50	$3.25	$3.70	$7.00	$0.07	$0.65	$47.17	3%	$0.40	$2.00	$0.66
05/03/27	$33.25	$3.33	$3.80	$7.25	$0.07	$0.70	$48.40	3%	$0.40	$2.00	$0.66
Cement Finisher - 1st Year Apprentice (65%)											
05/06/24	$26.85	$2.68	$3.50	$0.00	$0.05	$0.60	$33.68	3%	$0.40	$2.00	$0.66
05/05/25	$27.48	$2.75	$3.60	$0.00	$0.07	$0.65	$34.55	3%	$0.40	$2.00	$0.66
05/04/26	$28.16	$2.82	$3.70	$0.00	$0.07	$0.65	$35.40	3%	$0.40	$2.00	$0.66
05/03/27	$28.81	$2.88	$3.80	$0.00	$0.07	$0.70	$36.26	3%	$0.40	$2.00	$0.66

LOCAL 1089

EFFECTIVE DATE	BASE RATE	VACATION PAY	WELFARE	PENSION	TRAINING	GRSP	TRI-FUND	TOTAL PACKAGE	Employee Deductions: WD DED.	Employee Deductions: OPDC DUES	INDUSTRY FUND
Local 1089 - Sarnia - Cement Finisher											
05/06/24	$40.24	$4.02	$3.15	$7.70	$0.75	$1.75	$0.05	$57.66	$1.80	$0.40	$0.51
05/05/25	$41.35	$4.13	$3.25	$7.90	$0.75	$1.75	$0.07	$59.20	$1.80	$0.40	$0.66
05/04/26	$42.43	$4.24	$3.35	$8.10	$0.80	$1.75	$0.07	$60.74	$1.80	$0.40	$0.66
05/03/27	$43.55	$4.36	$3.45	$8.30	$0.80	$1.75	$0.07	$62.28	$1.80	$0.40	$0.66
Cement Finisher - 3rd Year Apprentice (85%)											
05/06/24	$34.20	$3.42	$3.15	$7.70	$0.75	$1.75	$0.05	$51.02	$1.59	$0.40	$0.51
05/05/25	$35.15	$3.52	$3.25	$7.90	$0.75	$1.75	$0.07	$52.39	$1.59	$0.40	$0.66
05/04/26	$36.07	$3.61	$3.35	$8.10	$0.80	$1.75	$0.07	$53.75	$1.59	$0.40	$0.66
05/03/27	$37.02	$3.70	$3.45	$8.30	$0.80	$1.75	$0.07	$55.09	$1.59	$0.40	$0.66
Cement Finisher - 2nd Year Apprentice (75%)											
05/06/24	$30.18	$3.02	$3.15	$7.70	$0.75	$1.75	$0.05	$46.60	$1.38	$0.40	$0.51
05/05/25	$31.01	$3.10	$3.25	$7.90	$0.75	$1.75	$0.07	$47.83	$1.38	$0.40	$0.66
05/04/26	$31.82	$3.18	$3.35	$8.10	$0.80	$1.75	$0.07	$49.07	$1.38	$0.40	$0.66
05/03/27	$32.66	$3.27	$3.45	$8.30	$0.80	$1.75	$0.07	$50.30	$1.38	$0.40	$0.66
Cement Finisher - 1st Year Apprentice (65%)											
05/06/24	$26.16	$2.62	$3.15	$0.00	$0.75	$1.75	$0.05	$34.47	$1.01	$0.40	$0.51
05/05/25	$26.88	$2.69	$3.25	$0.00	$0.75	$1.75	$0.07	$35.39	$1.01	$0.40	$0.66
05/04/26	$27.58	$2.76	$3.35	$0.00	$0.80	$1.75	$0.07	$36.31	$1.01	$0.40	$0.66
05/03/27	$28.31	$2.83	$3.45	$0.00	$0.80	$1.75	$0.07	$37.21	$1.01	$0.40	$0.66

ARTICLE 13 – CLASSIFICATIONS – APPRENTICES

13.01 Apprentices employed under the jurisdiction of the Agreement shall be required to attend apprenticeship school when directed to do so by the Local Apprenticeship Committee.

13.02 Any apprentice refusing to attend or not attending school when directed by the Local Apprenticeship Committee shall be sufficient cause for suspension or discharge from employment within the terms of this Agreement.

13.03 All apprentices shall be governed by the Ministry of Labour, Immigration, Training and Skills Development regulations

pertaining to the Trades Qualification and Apprenticeship Act, Apprentice Committee between the Union and management to be set up and meet semi-annually to discuss apprenticeship programs.

13.04 (a) **First Year Apprentice:**

One thousand (1,000) hours at 65 percent (65%) of effective journeyperson's rate (no pension payable).

(b) **Second Year Apprentice:**

Fifteen hundred (1,500) hours at 75 percent (75%) of effective journeyperson's rate.

(c) **Third Year Apprentice:**

Fifteen hundred (1,500) hours at 85 percent (85%) of effective journeyperson's rate.

A journeyperson certificate issued by the LIUNA Training Centre confirming the successful completion of the Cement Masons / Finishers Program acceptable to the CFLRA and the Union will be recognized by the Employer.

Final decision on issuing the journeyperson's certificate to be agreed upon between LIUNA and CFLRA.

(d) All terms and conditions of this Agreement shall apply to all apprentices except for first-year apprentices who will receive, effective July 1, 2019, ten percent (10%) vacation pay and pension contributions will commence at the beginning of the second (2nd) year.

(e) After the three (3) year term, a review by the Union and the Employer may take place as to the capabilities of said Apprentice(s). By mutual agreement of the parties, the term of the apprenticeship could be extended for an additional six (6) month period.

(f) As in accordance with the policy established by the Union/ Management, a committee to be established to meet and make recommendations to the Ontario Ministry of Labour, Immigration, Training and Skills Development.

13.05 Upon completion of three (3) years apprenticeship training, the apprentice must make application to become a journeyperson. Production of the Journeyperson's Certificate shall entitle them to journeyperson's rate then in effect.

The ratio of apprentices shall not exceed one (1) apprentice to one (1) Journeyperson.

ARTICLE 14 – TRAINING FUNDS

14.01 (a) In accordance with Article 18 – Trust Funds of the Master Agreement, the Employer agrees to contribute to the appropriate Training Plan, at the rate provided for in Article 12 – Rates of Wages, for each hour earned by each employee covered by this Appendix, or as provided for in Article 2 – Union Security, Section 2.06 of this Appendix.

(b) Cement finisher skills upgrading course will be developed through a jointly managed Union and CFLRA apprenticeship committee and implemented through a LIUNA Training Centre.

ARTICLE 15 – CEMENT MASONS FOREPERSON

15.01 Whenever four (4) or more employees are working on a job, for the Employer, there will be a working foreperson who shall be a member of a Local Union and they shall be under the direction of the Employer as their agent, except in instances when the Employer personally directs the job.

A foreperson shall receive a minimum of ten percent (10%) above the Cement Finisher Journeyperson's rate.

Whenever four (4) or more employees are working on a job for the Employer, there will be a working foreperson who shall be a member of a Local Union and they shall be under the direction of the Employer as their agent, except in instances when the Employer personally directs the job.

A foreperson shall receive a minimum of ten percent (10%) above the Cement Finisher Journeyperson's rate.

ARTICLE 16 – JURISDICTION

16.01 The operation of conveyor equipment, the operation and control of all types of vacuum mat used in the drying of cement floors in preparing same for finish, the operation of power-driven floats and troweling machines is the work of the cement masons. The finishing or washing of all concrete construction including silos, application of concrete sealers, patterned concrete whether done by stamping or other means of impression, installation of fillers or sealants to floor joints and sitework including walkways, roadways and ramps, elevators and smoke stacks, using any colour pigment when mixed with cement in any other form – mosaic and nail coat whether done by brush, broom, trowel, float or any other process including the operation of machines for scoring floors, saw cutting, or for any other purposes used in connection with the cement mason's trade. The rodding or screeding and tamping of all concrete floors and the finishing of all top materials, sills, coping, steps, stairs and risers shall be the work of the cement masons; It is agreed that where the Union has been notified and is unable to supply cement masons, the Employer may do the work with their own forces. This shall apply to rough screeding in areas up to fifteen hundred (1,500) square feet. All preparatory work on concrete construction to be finished or rubbed, such as construction of bulkheads, cutting of nails, wires, wall ties, etc., patching, brushing, chipping and bush hammering, rubbing or grinding if done by machine, or carborundum stone of all concrete construction. All glass set in concrete. The installation of tiles and wire mesh, all tile cast into concrete monolithically. The installation of metal or synthetic fibers. The installing of concrete fibers and plasticizer into concrete mix on site. The pointing and patching around all steel or metal window frames that touch concrete. All dry packing, grouting and finishing in connection with the setting of all machinery such as engines, pumps, generators, air compressor, tanks, etc., that are set on concrete foundations, including the finishing, rubbing, grouting, pointing and patching of same. The curing of finishing concrete, when necessary, by chemical compounds shall be part of the jurisdiction of the cement mason.

The operation of all remote-control equipment. The operation of all equipment for the mechanical screeding of concrete. The screeding, darbying and trowel finishing of all types of epoxies, traprock, and magnesium oxychloride cement composition floors shall be the work

of the magnesite composition cement mason; all types of oxychloride granolithic floors including hand grinding and machine grinding of same; the preparation of all sub-floor surfaces to receive same bonding; the preparation and installation of ground or base courses, steps and cove base; polishing concrete by diamond grinding; the application of liquid hardeners; dustproofers and densifiers; acid staining and dying of concrete; and the application of all coatings, the mixing and installation of all self-levelling concrete materials (including but not limited to gypsum or gypcrete, etc.) and sealers to concrete (regardless of the method of application). The purpose and intent of the six-inch base law will not be defeated. All magnesite composition installation work shall be done under the supervision of a competent and qualified magnesite composition cement mason. Screeding and finishing of sidewalks, concrete finishing, placing and grinding of all plastic floors on job sites. Motorized buddy or similar equipment used to move or pour concrete. (Concrete Polishing), (Aerated Flooring), (insulated concrete foam blocks), (Modular bracing).

Note: The Employer agrees that the existing language in Article 16.01 covers the installation of the following products: retro plate, cupolex, formtech and plumwall.

The Employer agrees to support the Union's endeavour to have the concrete slump increased.

In the event that during the term of this Collective Agreement industry development or practice results in a requirement for classifications within the jurisdiction of the Union not provided for herein, the Employer and the Union shall meet within fifteen (15) days' notice of either upon the other and commence negotiations, the sole and restricted purpose of which shall be to establish such classifications to be included in this Appendix.

ARTICLE 17 – WORKING CONDITIONS

17.01 The Employer agrees to supply protective rainwear and protective clothing not normally required by the employee in the normal course of their duties to members of the Union.

17.02 Every apprentice and journeyperson must have the following equipment:

1 6” Chisel	1 Magnesium or steel float
1 10” Chisel	1 Wood Float
1 Rub Stone	1 Rub Float
1 Rubber Float	1 Set of Kneepads
1 Chipping Hammer	1 Set of Sidewalk Edgers, Sidewalk size
1 Mesh Hammer	1 Small Pointing Trowel
1 Set of Centre Joint Edger, Sidewalk	1 Plaster Size Square
1 Set of Floor Joint Edger	1 Trowel
1 24” Level	2 14” Floor Trowels
1 Measuring Tape	1 Chalk Line

17.03 The Employer is to supply any other tools needed that are not listed above which shall be returned to the Employer.

17.04 On night work, and for safety reasons, on mechanical equipment there shall be at least two (2) persons on the job at all times, one of which could be an apprentice.

ARTICLE 18 – CLOTHING PROTECTION

18.01 The Employer agrees to compensate employees on proof of loss of personal items or clothing damaged by fire or theft on the job site up to an amount of eight hundred dollars ($800.00) including personal tools from a company-designated facility.

ARTICLE 19 – SWING SCAFFOLD – SUSPENDED SCAFFOLD

19.01 The Employer agrees to pay cement masons an additional two dollars and twenty-five cents ($2.25) per hour for swing scaffold work, suspended scaffold work , bosun’s chair work and platforms in excess of fifteen (15) feet.

ARTICLE 20 – WELFARE

20.01 In accordance with Article 18 - Trust Funds, of the Master Portion, the Employer agrees to contribute to the appropriate Health & Welfare Plan at the rate provided for in Article 12 – Rates of Wages, for each hour worked by each employee covered by this Appendix or as provided for in Article 2 – Union Security, Section 2.06 of this Appendix.

20.02 Local 506 will create a new employee deduction for a supplemental retirees' benefit, to be taken from the total monetary settlement above.

20.03 Local 506 will add language to include the deduction of three cents ($0.03) per hour for a scholarship program, which is taken from the total monetary package.

ARTICLE 21 – PENSION

21.01 In accordance with Article 18 – Trust Funds of the Master Portion the Employer agrees to contribute to the LiUNA Pension Fund of Central and Eastern Canada at the rate provided for in Article 12 – Rates of Wages for each hour worked by each employee covered by this Appendix, or as provided for in Article 2 – Union Security, Section 2.06 of this Appendix.

ARTICLE 22 – EMPLOYER FUND

22.01 All trade contractor employers shall contribute sixty-six cents ($0.66) per hour worked to the CFLRA Employer Association fund for each employee working under this Appendix to the LiUNA Pension Fund of Central and Eastern Canada, P.O. Box 9002, Lakeshore West P.O., Oakville, Ontario, L6K 0G1.

22.02 The Local Union agrees to notify the Association on obtaining bargaining rights for an employer that would be bound to this collective agreement.

22.03 (a) If the CLFRA has just cause to believe that an Employer has not made proper or any contributions and reports in relation to its Industry Funds payable to CFLRA, the CFLRA shall have the

right to conduct an audit of Employer Fund remittances for work hours pertaining to the employment of cement finisher masons. Such audit shall include but not be limited to the Employer producing all and complete employment and payroll records, job costing allocations, T5018 forms, contracts, subcontractors and other supporting documentation as reasonably required to permit review of these records by a Chartered Accountant appointed by CFLRA to determine whether the Employer has made the required contributions. In the event that such a review reveals that an Employer has failed to properly contribute or report CFLRA Industry Funds in accordance with the Agreement, the CFLRA may require such employer to pay the cost of the review by the Chartered Accountant.

(b) If the OLRB or Board of Arbitration to which a grievance alleging failure to pay remittances, including the Employer Fund as required by the Agreement, or alleging use of non-union personnel, determines that an employer has violated the Collective Agreement with respect to the referenced grievances, then the OLRB or the Board of Arbitration shall also require the Employer to pay all reasonable costs incurred by the Employer Association (whether as Applicant or Intervenor) in prosecuting the grievance including but not limited to, all legal costs on a solicitor-and-client basis, filing fees, hearing fees, travel, meal and accommodation costs of all witnesses or Employer Association Representatives, conduct money, costs incurred in serving a summons or otherwise.

ARTICLE 23 – VACATION PAY

23.01 Vacation pay for all employees covered by this Appendix shall be paid weekly at the rate of ten percent (10%) of gross wages earned. Employers who remit vacation pay in accordance with a Vacation Pay Trust Fund, shall continue to do so.

Of the ten percent (10%) payable herein, four percent (4%) shall be vacation pay and six percent (6%) shall be payment in lieu of statutory holidays.

ARTICLE 24 – IN-PLANT MAINTENANCE

24.01 Rates of wages for in-plant maintenance work performed in the jurisdictional territory of Local 837, Hamilton only. For in-plant maintenance performed directly for the company, on weekend work up to eight (8) hours per day regular rate plus three dollars ($3.00) per hour premium.

24.02 In-plant maintenance work in the territorial jurisdiction of Local 493, Sudbury, shall be performed under the applicable Agreement covering such work.

ARTICLE 25 – INTERPRETATION OF THIS AGREEMENT

25.01 In the event there is a conflict between the common clauses of the Master Agreement, and this Appendix for cement finishing, then this Appendix will prevail in all cases.

25.02 The parties agree to establish a Joint Labour Management Committee which shall meet on a regular basis to review matters of mutual concern.

ARTICLE 26 – WORK DISTRIBUTION

26.01 The Employer is to attempt to distribute work evenly as is possible among their work crew. The Employer will endeavour to retain those employees with the most seniority, provided they are capable of performing the available work.

ARTICLE 27 – LOCAL SCHEDULE EXEMPTION OR AMENDMENT

27.01 The provisions of Article 20 of the Master Portion shall apply to this Appendix. Notification of exemptions or amendments shall be made in writing to the Association.

ARTICLE 28 – JOB STEWARD / SAFETY REPRESENTATIVE

28.01 Each Employer agrees to recognize the right of the Union to select or otherwise appoint up to a maximum of one (1) steward per company,

per sector to assist employees in presenting any complaints or concerns they may have with representatives of management. The Union shall be required to notify the company/supervisor of the named steward before they will be recognized. The steward shall be allowed a reasonable amount of time to deal with Union business. The steward, provided they are capable of performing the regular work, shall be one of the last two (2) persons retained by the Employer.

28.02 In cooperation with the Employer's overall program of accident control and prevention, the Union may appoint one of its members as the Union Safety Representative, however, this appointment shall not interfere with the hiring hall provision of the applicable Local Union, nor shall it unreasonably interfere with the Employer's work. Such representative shall be allowed the necessary time to perform their duties relating to job safety and wherever possible, time for these duties shall be scheduled in cooperation with the Employer, and the Employer shall not unreasonably refuse such necessary time. The Safety Representative will be one of the last three (3) workers retained by the Employer, provided that they are competent and capable of performing the remaining work on the job.

LETTER OF UNDERSTANDING

Re: Competitiveness

Item 4 Agreement to renew the Local 506 Concrete Restoration Enabled Agreement in 2026.

SUBAPPENDIX #1
TO CEMENT FINISHERS APPENDIX

ARTICLE 1 – APPLICATION

1.01 This Schedule shall apply to employees engaged in the repair, rehabilitation and maintenance of existing garages and parking structures.

ARTICLE 2 – HOURS OF WORK

2.01 The regular workweek shall be forty-five (45) hours with a maximum of ten (10) hours per day at the regular hourly rate Monday to Saturday inclusive.

2.02 The employee will have the individual option of refusing Saturday work and there will be no discrimination against any employee who does not work Saturday.

2.03 Shift and irregular starting time premiums do not apply.

ARTICLE 3 – OVERTIME

3.01 All work performed in excess of the regular workweek and maximum workday shall be overtime work. The rate of wages Monday to Saturday shall be time and one-half (1 1/2x) the regular hourly rate. The rate of wages on Sunday shall be two times (2x) the regular hourly rate. There shall be no pyramiding of overtime under this Article.

ARTICLE 4 – REPORTING ALLOWANCE

4.01 Reporting time for inclement weather shall be one (1) hour.

ARTICLE 5 – RECALL

5.01 Recall shall be as indicated in Local Schedules within a minimum recall period of six (6) months.

ARTICLE 6 – TRANSPORTATION, ROOM AND BOARD

6.01 There shall be a free daily travel zone extending to a radius of forty (40) kilometres from the Federal building, project, or other starting point as indicated in Local Schedules with the following exceptions:

(a) **Local 506 – Toronto:**

Zone 1 - The area bounded by the east boundary of Highway 10 in the west, the south boundary of Highway 7 in the north and the Metropolitan Toronto boundary in the east.

Zone 2 - The jurisdictional area outside of Zone 1.

Travelling Expenses:

Work in Zone 1 – no travelling expense.
Work in Zone 2 – as per Local Schedule.

(b) **Local 527 – Ottawa:**

All daily travel as per Local Schedule.

(c) **Local 1059 London:**

All daily travel as per Local Schedule.

6.02 Daily travel expense payments outside the free zone shall be in accordance with Local Schedules.

6.03 Room and board allowances shall be in accordance with Local Schedules.

ARTICLE 7 – SUB-CONTRACTING

7.01 The Employer agrees not to sublet work, as defined in Article 1 of this Appendix, to employers who are not in contractual relations with the Union as in accordance with the Master Portion.

7.02 For work not normally performed by its own employees, preference shall be given to companies in contractual relations with the Union, provided they are reasonably competitive.

ARTICLE 8 – CLASSIFICATIONS AND WAGE RATES

8.01 Restoration worker – seventy-five percent (75%) of base hourly wage rate in Local Schedules.

Restoration helper starting rate – sixty percent (60%) of base hourly wage rate in Local Schedules.

8.02 A restoration helper shall receive an increase of fifty cents ($0.50) per hour every three (3) months of employment until their rate reaches that of the restoration worker.

8.03 On each project, the Employer shall be allowed one (1) restoration helper for up to five (5) restoration workers; two (2) restoration helpers for six (6) to ten (10) restoration workers and one (1) restoration helper for each additional five (5) restoration workers.

8.04 Working forepersons shall be paid a premium of ten percent (10%) above the hourly wage rate of the highest classification they are supervising.

8.05. If an employee working on new I.C.I. construction is transferred to restoration work for a period of two (2) weeks or less, the employee shall be paid the full base hourly wage rate in the Local Schedule.

8.06 When a restoration worker is transferred from one area to another, there will be no reduction in the wage rate.

ARTICLE 9 – BENEFIT PLANS

9.01 Refer to Local Union Schedules for Remittances.

ARTICLE 10 – EMPLOYER FUND

10.01 Employer Industry Fund: All trade contractor employers shall contribute thirty-one cents ($0.31) per hour worked to the CFLRA Employer Association fund for each employee working under this Sub-Appendix to the LiUNA Pension Fund of Central and Eastern Canada, P.O. Box 9002, Lakeshore West P.O., Oakville, Ontario, L6K 0G1.

SUBAPPENDIX #2 TO CEMENT FINISHERS APPENDIX
FLUID APPLIED FLOORING AND POLISHED CONCRETE

ARTICLE 1 - APPLICATION

1.01 This Sub Appendix shall apply to employees engaged in the application and/or removal of protective and/or decorative coatings which might be referred to as polyurethanes, polyurethane cement, urethanes, epoxy flooring, epoxy mortar, resinous flooring, fluid applied moisture mitigation, fiberglassing, caulking, and patching and repair of concrete in conjunction with the coating system and the use of all equipment and tools as required for the preparation and application thereof including all preparatory work necessary including, but not limited to, grinding, shotblasting, scarifying, sanding, media blasting, and milling, to carry out the work outlined above.

1.02 This Sub Appendix shall apply to employees engaged in the grinding, polishing, buffing, and burnishing of concrete including staining, dying, patch and repair, and the application of penetrating sealer, densifier, and topical treatments.

1.03 This Sub Appendix shall not apply to employees engaged in any work not referenced in Articles 1.01 and 1.02.

1.04 This Sub Appendix shall only apply to Locals 183, 493, 506, 607, 837, and 1036.

1.06 The parties agree that the intention of this Sub Appendix is to obtain work for bound Employers to be performed by employees under the terms and conditions of this Cement Finishers Appendix.

1.06 The parties further agree that they will review and discuss the terms of this Sub Appendix with a view to resolving any issues regarding its interpretation and application to the work. In the event issues persist and cannot be resolved, then any of the Local Unions identified within Article 1.04 may terminate their participation in this Sub Appendix or terminate the ability of any employer to utilize the Sub Appendix by giving written notice to the Cement Finishing Labour Relations Association and the impacted employer(s). In the event a Local Union issues notice to end its participation, this Sub Appendix will not apply

to bids for work that are submitted after the date that the notice has been given.

ARTICLE 2 - HOURS OF WORK

2.01 The regular workweek shall be forty-five (45) hours with a maximum of ten (10) hours per day at the regular hourly rate Monday to Saturday inclusive.

2.02 The employee will have the individual option of refusing Saturday work and there will be no discrimination against any employee who does not work Saturday.

2.03 Shift and Irregular starting time premiums do not apply.

ARTICLE 3 - OVERTIME

3.01 All work performed in excess of the regular workweek and maximum workday shall be overtime work. The overtime rate of wages Monday to Saturday shall be time and one-half (1 1/2x) the base hourly rate. The overtime rate of wages on Sunday shall be two times (2x) the base hourly rate. There shall be no pyramiding of overtime under this Article.

ARTICLE 4 - REPORTING ALLOWANCE

4.01 Reporting time for inclement weather shall be one (1) hour.

ARTICLE 5 - RECALL

5.01 Recall shall be as indicated in Local Schedules within a minimum recall period of six (6) months

ARTICLE 6 - TRANSPORTATION ROOM AND BOARD

6.01 Travel, room and board shall be in accordance with the Cement Finishers Appendix.

ARTICLE 7 - SUBCONTRACTING

7.01 The Employer agrees not to sublet work, as defined in Article 1 of this Sub Appendix, to employers who are not in contractual relations with the Union as in accordance with the Master Portion.

7.02 For work not normally performed by an Employer's own employees preference shall be given to companies in contractual relations with the Union, provided they are reasonably competitive.

ARTICLE 8 - CLASSIFICATION AND WAGE RATES

8.01 Any employee regularly working under the terms and conditions of the Cement Finishers Appendix shall not suffer any loss in compensation, benefits, or in any other manner, whether financial or otherwise if assigned to perform work covered by this Sub Appendix.

8.02 No employee who regularly works under the terms and conditions of the Cement Finishers Appendix and performs work covered by this Sub Appendix shall be laid off or suffer any loss in compensation, benefits, or in any other manner, whether financial or otherwise because of the Employer's use of this Sub Appendix.

8.03 The Employer may hire an employee or establish a group of employees in accordance with Article 2 of the Cement Finishers Appendix that are subject to the terms of this Sub Appendix.

8.04 Labourer - seventy-five percent (75%) of the base hourly wage in the applicable Local Wage Schedule. Apprentice starting rate - sixty percent (60%) of the base hourly wage in the applicable Local Wage Schedule.

8.05 An apprentice shall receive an increase of fifty cents ($0.50) per hour every three (3) months of employment until their rate reaches that of a Labourer. Pension contributions shall commence once the apprentice has worked one thousand (1,000) hours.

8.06 On each project the ratio of apprenticeships shall not exceed one (1) apprentice to one (1) Labourer.

ARTICLE 9 - BENEFIT PLANS

9.01 Refer to Local schedules for remittances.

ARTICLE 10 - JOB NOTIFICATION

10.01 An Employer applying the terms of this Sub Appendix will notify the relevant Local Union of the name and location of the project, along with the anticipated start date for work.

ARTICLE 11 - SAFETY BOOTS

11.01 Any special footwear required on a job site will be supplied by the Employer. Work boots will be supplied for all new employees with 1,000 hours worked, and every 12 months thereafter for all existing employees to a maximum of one hundred and fifty ($150.00) upon presentation of receipt.

ARTICLE 12- WAGE SCHEDULE

12.01 Within thirty (30) days of the ratification of this agreement, each Local referenced in Article 1.04 shall provide the employer with a complete wage schedule applicable to this Sub Appendix.

ARTICLE 13 – EMPLOYER FUND

13.01 Employer Industry Fund: All trade contractor employers shall contribute thirty-one cents ($0.31) per hour worked to the CFLRA Employer Association fund for each employee working under this Sub-Appendix to the LiUNA Pension Fund of Central and Eastern Canada, P.O. Box 9002, Lakeshore West P.O., Oakville, Ontario, L6K 0G1.

Letter of Understanding

General Labourer Classification

Item 1 The CFLRA and the OPDC shall meet within twelve (12) months of the ratification to meet and discuss the integration of a General Labourer classification (and other worker classifications) and applicable terms and conditions in the Cement Finishers Appendix. The discussions shall take place at mutually agreed upon time and location within the above-noted timeline.

Item 2 The CFLRA and the OPDC shall review the entirety of the Collective Agreement to determine the impact and feasibility of replacing the term "cement mason" with "cement finisher" throughout the Collective Agreement. It being understood that the change is intended to create consistency throughout the agreement and not to change the meaning or interpretation of the clauses where any change Is made, unless the parties agree otherwise.

Item 3 The CFLRA and the OPDC shall identify any outstanding Locals or Board Areas which do not have a cement mason or cement finisher wage schedule in the Collective Agreement.

Item 4 As part of the review of the agreement and amendments thereto, the Parties will also review and amend, where necessary, language references to wage and classification schedules to ensure consistency and clarity regarding the interpretation and application of the agreement.

NOTES

WATERPROOFING APPENDIX

BETWEEN:

Waterproofing Contractors Association of Ontario

– and –

Labourers' International Union of North America and Labourers' International Union of North America, Ontario Provincial District Council

forming an integral part of the Collective Agreement between:

**Construction Labour Relations Association of Ontario;
Ontario Masonry Contractors Association;
Industrial Contractors Association of Canada;
Waterproofing Contractors Association of Ontario;
Cement Finishing Labour Relations Association**

(hereinafter called the "Employer Bargaining Agency" or "E.B.A.")

OF THE FIRST PART

– and –

Labourers' International Union of North America and the Labourers' International Union of North America, Ontario Provincial District Council, on behalf of its affiliated Local Unions 183, 493, 506, 527, 607, 625, 837, 1036, 1059 and 1089;

(hereinafter called the "Union")

OF THE SECOND PART

ARTICLE 1 – SCOPE

1.01 The Employer recognizes the Labourers' International Union of North America and the Labourers' International Union of North America, Ontario Provincial District Council as the sole and exclusive bargaining agent for all employees for whom the Union has bargaining rights engaged in all waterproofing and restoration as defined in Article 10 of this Appendix, for the Province of Ontario. This Appendix shall also apply to all other employers who are engaged as waterproofing contractors and for whose employees the Union has bargaining rights.

ARTICLE 2 – HIRING AND UNION SECURITY

2.01 The Employer agrees to employ only members who are in good standing with Local Unions affiliated to the Labourers' International Union of North America, Ontario Provincial District Council, for work coming within the scope of this Appendix.

2.02 The Employer agrees that when hiring new employees covered by this Appendix, they shall call the Local Union Office at least twenty-four (24) hours in advance for their needed supply of labour; over fifty (50) kilometres, forty-eight (48) hours in advance.

2.03 Providing members of the Union are not available, the Employer may obtain its needed supply of waterproofers elsewhere and shall inform the Local Union of the names of such persons on the date of their employment and the Business Representative of the Local Union shall be granted permission to interview them with a view of recruiting them into Union membership. In the event that any such person does not elect to become a member of the Local Union within thirty(30) working days following their employment, they shall cease to be employed by the Employer. The Employer may extend this article with written consent of the Union.

2.04 The Employer may request by name the recall of an employee who has worked during the preceding twelve (12) months for the Employer, provided that the Employer shall give preference to the most senior employees who are currently on layoff if these employees can perform the work available. Such recall request shall be made to the applicable Local Union.

2.05 Each employee shall, when working in a position within the bargaining unit described herein, be required as a condition of employment to have their regular monthly dues checked off. The Employer agrees to make such deduction from the pay of each employee at the beginning of each calendar month and to remit the same not later than the fifteenth (15th) day of the month following such deduction to the Financial Secretary-Treasurer of the Local Union.

2.06 The Employer shall, when remitting such dues, name the employees from whose pay such deductions have been made and also the names of the employees who have left the employ of the Employer since the last payment and the names of the employees who have been hired by the Employer, together with their addresses. The Employer shall have the right to send employees from their principal center of operations to perform work covered by this Appendix to work anywhere within the Province of Ontario. When the Employer desires to hire general labourers, they shall be governed by the provisions of the Master Agreement.

2.07 Within the geographic jurisdiction of Local 506 only, and upon mutual consent, it is agreed that students may be hired during the summer period provided there are no journeypersons or apprentices available and a maximum ratio for any company shall be one student for seven (7) journeypersons.

ARTICLE 3 – VACATION PAY

3.01 Vacation pay for all employees covered by this Appendix shall be paid at the rate of ten percent (10%) of gross wages earned.

Vacation pay to be paid weekly. Of the ten percent (10%) payable herein, six percent (6%) shall be vacation pay and four percent (4%) shall be payment in lieu of statutory holidays. Employers, who remit vacation pay in accordance with a Vacation Pay Trust Fund, shall continue to do so. It is agreed and understood that the total amount contained in the Agreement will not change.

ARTICLE 4 – CLASSIFICATIONS AND METHOD OF PAYMENT

4.01 Wages shall be paid and received each week by cash, cheque or direct deposit, at the option of the Employer not later than 3:30 p.m. Thursday on the job.

4.02 Every Employer shall furnish to the employee at the time the wages are paid to the employee an attached statement that can be used for a record, clearly setting forth the following:

(a) the name of the Employer;

(b) the period of time for which the wages are being paid; separating the travel time hours; separating the welfare time hours; premium time hours and overtime hours;

(c) room and board;

(d) the rate of regular hourly rate of wages as it applies to each employee;

(e) the amount of deductions for Income Tax, Employment Insurance, Canada Pension Plan, Ontario Hospital and all other voluntary contributions not covered by the Statute;

(f) the amount of vacation pay credits;

(g) vehicle allowance; and

(h) union dues check-off.

4.03 (a) In case of layoff or dismissal, all employees will receive three (3) hours' notice in advance, where possible. Local Union office to receive twenty-four (24) hours' notice.

(b) The Employer shall use its best efforts not to lay off employees on the first day of the work week.

4.04 Whenever the Employment Insurance Separation Certificate and vacation pay are not given to the employee at the time of termination, they shall be sent by the Employer to the employee by registered mail within two (2) business days from the time of termination to the last known address.

4.05 (a) The Apprentice Plan shall not exceed three (3) years. Upon completion, the apprentice must make application to become a journeyperson. Production of a Journeyperson's Certificate shall entitle them to journeyperson's rates then in effect.

(b) A Journeyperson Certificate issued by the LiUNA Training Centre confirming the successful completion of the Waterproofing Program acceptable to the W.C.A.O. and the Union will be the recognized by the Employer.

ARTICLE 5 – RATES OF WAGES

LOCAL 183 – COBOURG AND KINGSTON

											Employee Deductions			
EFFECTIVE DATE	HOURLY RATE	VACATION PAY	WELFARE	GROUP LEGAL	PENSION	TRAINING FUND*	RETIREE FUND	PROMO FUND	TOTAL PACKAGE	WORKING DUES	OPDC DUES	INDUSTRY FUND	EMPLOYER FUND
05/06/24	$37.83	$3.78	$4.05	$0.05	$7.45	$0.35	$0.60	$0.15	$54.26	3%	$0.40	$0.21	$54.47
05/05/25	$39.01	$3.90	$4.20	$0.05	$7.55	$0.40	$0.70	$0.15	$55.96	3%	$0.40	$0.21	$56.17
05/04/26	$40.19	$4.02	$4.35	$0.05	$7.65	$0.45	$0.80	$0.15	$57.66	3%	$0.40	$0.21	$57.87
05/03/27	$41.37	$4.14	$4.50	$0.05	$7.75	$0.50	$0.90	$0.15	$59.36	3%	$0.40	$0.21	$59.57
*Tri-Fund is included in Training Fund													

LOCAL 493

EFFECTIVE DATE	HOURLY RATE	VACATION PAY	WELFARE & SCHOL. FUND	PENSION	TRAINING FUND	ORGANIZING FUND	TRI-FUND	SUPPLIEMENTAL PENSION	TOTAL PACKAGE	W.D. DED.	OPDC DUES	INDUSTRY FUND
05/06/24	33.16	3.32	3.00	6.60	1.20	0.50	0.05	4.45	52.28	3%	0.40	0.21
05/05/25	34.18	3.42	3.05	6.70	1.25	0.50	0.07	4.50	53.67	3%	0.40	0.21
05/04/26	35.17	3.52	3.10	6.80	1.30	0.55	0.07	4.55	55.06	3%	0.40	0.21
05/03/27	36.16	3.62	3.15	6.90	1.35	0.60	0.07	4.60	56.45	3%	0.40	0.21

WATERPROOFING WAGE AND CLASSIFICATION SCHEDULE															
Local 506	Effective Date	Basic Rate	Vacation Pay	Welfare Dental	Pension	Training Fund	Tri-Fund	Legal Fund	Total Package	Industry Fund	OPDC	Scholar Fund	Working Dues	Strike Fund	Retiree Fund
				(W)	(W)	(E)	(W)	(E)		(W)	(W)	(W)	(E)	(E)	(E)
Journey Person											**Deducted from Worker**				
Current	5/6/2024	$45.74	$4.57	$4.20	$9.75	$1.15	$0.05	$0.07	$65.53	$0.21	$0.40	$0.05	$1.37	$0.05	$0.40
	5/5/2025	$46.99	$4.70	$4.55	$9.95	$1.15	$0.07	$0.07	$67.48	$0.21	$0.40	$0.05	$1.41	$0.05	$0.40
	5/4/2026	$48.26	$4.83	$4.90	$10.15	$1.15	$0.07	$0.07	$69.43	$0.21	$0.40	$0.05	$1.45	$0.05	$0.40
	5/3/2027	$49.54	$4.95	$5.25	$10.35	$1.15	$0.07	$0.07	$71.38	$0.21	$0.40	$0.05	$1.49	$0.05	$0.40
Leadhand 5% Above Journey Person Rate															
Current	5/6/2024	$48.03	$4.80	$4.20	$9.75	$1.15	$0.05	$0.07	$68.05	$0.21	$0.40	$0.05	$1.44	$0.05	$0.40
	5/5/2025	$49.34	$4.93	$4.55	$9.95	$1.15	$0.07	$0.07	$70.06	$0.21	$0.40	$0.05	$1.48	$0.05	$0.40
	5/4/2026	$50.67	$5.07	$4.90	$10.15	$1.15	$0.07	$0.07	$72.08	$0.21	$0.40	$0.05	$1.52	$0.05	$0.40
	5/3/2027	$52.02	$5.20	$5.25	$10.35	$1.15	$0.07	$0.07	$74.11	$0.21	$0.40	$0.05	$1.56	$0.05	$0.40
Foreman 10% Above Journey Person Rate															
Current	5/6/2024	$50.31	$5.03	$4.20	$9.75	$1.15	$0.05	$0.07	$70.56	$0.21	$0.40	$0.05	$1.51	$0.05	$0.40
	5/5/2025	$51.69	$5.17	$4.55	$9.95	$1.15	$0.07	$0.07	$72.65	$0.21	$0.40	$0.05	$1.55	$0.05	$0.40
	5/4/2026	$53.09	$5.31	$4.90	$10.15	$1.15	$0.07	$0.07	$74.74	$0.21	$0.40	$0.05	$1.59	$0.05	$0.40
	5/3/2027	$54.49	$5.45	$5.25	$10.35	$1.15	$0.07	$0.07	$76.83	$0.21	$0.40	$0.05	$1.63	$0.05	$0.40
Journey Person Apprentice 3rd Year - 90% Of Journey Person Rate 1500 Hours (Full Benefits)															
Current	5/6/2024	$41.17	$4.12	$4.20	$9.75	$1.15	$0.05	$0.07	$60.51	$0.21	$0.40	$0.05	$1.24	$0.05	$0.40
	5/5/2025	$42.29	$4.23	$4.55	$9.95	$1.15	$0.07	$0.07	$62.31	$0.21	$0.40	$0.05	$1.27	$0.05	$0.40
	5/4/2026	$43.43	$4.34	$4.90	$10.15	$1.15	$0.07	$0.07	$64.11	$0.21	$0.40	$0.05	$1.30	$0.05	$0.40
	5/3/2027	$44.59	$4.46	$5.25	$10.35	$1.15	$0.07	$0.07	$65.94	$0.21	$0.40	$0.05	$1.34	$0.05	$0.40
(E) - FUNDS REPORTED ON HOURS EARNED (W) - FUNDS REPORTED ON HOURS WORKED															

WATERPROOFING WAGE AND CLASSIFICATION SCHEDULE															
Local 506	Effective Date	Basic Rate	Vacation Pay	Welfare Dental	Pension	Training Fund	Tri-Fund	Legal Fund	Total Package	Industry Fund	OPDC	Scholar Fund	Working Dues	Strike Fund	Retiree Fund
				(W)	(W)	(E)	(W)	(E)		(W)	(W)	(W)	(E)	(E)	(E)
Journey Person Apprentice 2nd Year - 80% Of Journey Person Rate 1500 Hours (Full Benefits)															
Current	5/6/2024	$36.59	$3.66	$4.20	$9.75	$1.15	$0.05	$0.07	$55.47	$0.21	$0.40	$0.05	$1.10	$0.05	$0.40
	5/5/2025	$37.59	$3.76	$4.55	$9.95	$1.15	$0.07	$0.07	$57.14	$0.21	$0.40	$0.05	$1.13	$0.05	$0.40
	5/4/2026	$38.61	$3.86	$4.90	$10.15	$1.15	$0.07	$0.07	$58.81	$0.21	$0.40	$0.05	$1.16	$0.05	$0.40
	5/3/2027	$39.63	$3.96	$5.25	$10.35	$1.15	$0.07	$0.07	$60.48	$0.21	$0.40	$0.05	$1.19	$0.05	$0.40
Journey Person Apprentice 1st Year - 75% Of Journey Person Rate 1500 Hours (Full Benefits)															
Current	5/6/2024	$34.31	$3.43	$4.20	$9.75	$1.15	$0.05	$0.07	$52.96	$0.21	$0.40	$0.05	$1.03	$0.05	$0.40
	5/5/2025	$35.24	$3.52	$4.55	$9.95	$1.15	$0.07	$0.07	$54.55	$0.21	$0.40	$0.05	$1.06	$0.05	$0.40
	5/4/2026	$36.20	$3.62	$4.90	$10.15	$1.15	$0.07	$0.07	$56.16	$0.21	$0.40	$0.05	$1.09	$0.05	$0.40
	5/3/2027	$37.16	$3.72	$5.25	$10.35	$1.15	$0.07	$0.07	$57.77	$0.21	$0.40	$0.05	$1.11	$0.05	$0.40
Helper 60% of Journey Person Rate - 2000 Hours (No Pension)															
Current	5/6/2024	$27.44	$2.74	$4.20	$0.00	$1.15	$0.05	$0.07	$35.65	$0.21	$0.40	$0.05	$0.82	$0.05	$0.40
	5/5/2025	$28.19	$2.82	$4.55	$0.00	$1.15	$0.07	$0.07	$36.85	$0.21	$0.40	$0.05	$0.85	$0.05	$0.40
	5/4/2026	$28.96	$2.90	$4.90	$0.00	$1.15	$0.07	$0.07	$38.05	$0.21	$0.40	$0.05	$0.87	$0.05	$0.40
	5/3/2027	$29.72	$2.97	$5.25	$0.00	$1.15	$0.07	$0.07	$39.23	$0.21	$0.40	$0.05	$0.89	$0.05	$0.40
(E) - FUNDS REPORTED ON HOURS EARNED															
(W) - FUNDS REPORTED ON HOURS WORKED															

LOCAL 837

EFFECTIVE DATE	BASE RATE	VACATION PAY	HEALTH & BENEFIT	LEGAL FUND	SCHOLAR FUND	PENSION	TRAINING	OCCUPAT. HEALTH	TRI-FUND	CBTU	TOTAL PACKAGE	OPDC	WORKING DUES	INDUS. FUND
Journey Person														
01/01/25	$35.45	$3.55	$3.15	$0.20	$0.15	$11.25	$0.65	$0.05	$0.05	$0.01	$54.51	$0.40	3%	$0.21
05/05/25	$36.52	$3.65	$3.40	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$55.95	$0.40	3%	$0.21
05/04/26	$37.61	$3.76	$3.65	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$57.40	$0.40	3%	$0.21
05/03/27	$38.70	$3.87	$3.90	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$0.01	$58.85	$0.40	3%	$0.21

LOCAL 1089

EFFECTIVE DATE	BASE RATE	VACATION PAY	WELFARE	GRSP	PENSION	TRAINING	TRI-FUND	TOTAL PACKAGE	WORKING DUES	OPDC ADMIN	INDUSTRY FUND
									Employee Deductions		
Group A: Labourer											
05/06/24	$37.56	$3.76	$3.15	$1.75	$7.70	$0.75	$0.05	$54.72	$1.64	$0.40	$0.21
05/05/25	$39.26	$3.93	$3.25	$1.75	$7.90	$0.75	$0.07	$56.91	$1.64	$0.40	$0.21
05/04/26	$39.94	$3.99	$3.35	$1.75	$8.10	$0.80	$0.07	$58.00	$1.64	$0.40	$0.21
05/03/27	$40.65	$4.07	$3.45	$1.75	$8.30	$0.80	$0.07	$59.09	$1.64	$0.40	$0.21
1st Year Apprentice (60% of Total Package)											
05/06/24	$21.25	$2.13	$3.15	$0.75	$4.76	$0.75	$0.05	$32.84	$0.99	$0.40	$0.21
05/05/25	$22.15	$2.22	$3.25	$0.75	$4.96	$0.75	$0.07	$34.15	$0.99	$0.40	$0.21
05/04/26	$22.43	$2.24	$3.35	$0.75	$5.16	$0.80	$0.07	$34.80	$0.99	$0.40	$0.21
05/03/27	$22.75	$2.27	$3.45	$0.75	$5.36	$0.80	$0.07	$35.45	$0.99	$0.40	$0.21
2nd Year Apprentice (75% of Total Package)											
05/06/24	$28.07	$2.81	$3.15	$0.85	$5.36	$0.75	$0.05	$41.04	$1.23	$0.40	$0.21
05/05/25	$29.27	$2.93	$3.25	$0.85	$5.56	$0.75	$0.07	$42.68	$1.23	$0.40	$0.21
05/04/26	$29.70	$2.97	$3.35	$0.85	$5.76	$0.80	$0.07	$43.50	$1.23	$0.40	$0.21
05/03/27	$30.17	$3.02	$3.45	$0.85	$5.96	$0.80	$0.07	$44.32	$1.23	$0.40	$0.21

ARTICLE 6 – SENIORITY

6.01 Each Employer is permitted to keep one apprentice, trainee or helper for every three (3) journeypersons. However, on layoff, in no case will the ratio be greater than one (1) apprentice, trainee or helper for every three (3) journeypersons.

6.02 During layoff periods, the Employer shall endeavour to retain those employees with more seniority in the appropriate classification, provided in each case the employee's skills are normally required to perform the available work.

ARTICLE 7 – REPORTING TIME AND INCLEMENT WEATHER

7.01 Any waterproofers notified to report for work, then sent home because of no work being available, shall be paid the minimum of two (2) hours' pay plus travelling expenses where applicable.

7.02 This shall not apply if the employee is notified the previous day not to report.

7.03 When an employee is required to report for work and no work is available and they are requested to wait until work commences, their waiting time shall be regarded as working time in calculating the regular workdays pay.

7.04 Once an employee actually commences work, they shall be guaranteed a minimum of four (4) hours of work at the regular rate. Any member of a Local Union who works on a project which lasts more than four (4) hours, but less than eight (8) hours, shall receive eight (8) hours pay at regular rates provided that the failure to work eight (8) hours is not caused by adverse weather conditions.

ARTICLE 8 – WATERPROOFING FOREPERSON

8.01 (a) Whenever five (5) or more waterproofers are working on a job, there will be a working foreperson who shall be a member of a Local Union and they shall be under the direction of the Employer as their agent, except in instances when the Employer personally directs the job. The waterproofers' forepersons' rate of pay shall be ten percent (10%) above the current journeyperson's rate.

(b) If an employee is designated to be an acting foreperson for five (5) days or more, they shall receive the foreperson's rate for the entire period from which they were designated to be in such position.

(c) Whenever four (4) or less waterproofers are working on a job,

there will be a lead hand who shall be a member of a Local Union and they shall be under the direction of the Employer as their agent, except in instances when the Employer personally directs the job.

The lead hand's rate of pay, provided that they are acting in that capacity and perform the same duties seventy-five percent (75%) of the time, shall be five percent (5%) above the journeyperson's rate of pay. Once that premium has been established with the employee, they will continue to receive that premium at all times.

ARTICLE 9 – CRAFT JURISDICTION

1. Applying metallic waterproofing to walls, floors, footings, ceiling and other surfaces as required.
2. Metallic mortar, cement parging and concrete toppings for protection of waterproofing floors, walls, pits, ceilings, trenches, wood float and steel trowel finish.
3. Metallic slurry coating of floors, walls, pits, trenches, etc.
4. Metallic grouting.
5. All preparation of surfaces for waterproofing.
6. Asphalt and other bituminous coating hot or cold, including reinforcing membranes and protective coverings or surfaces.
7. Asphalt and other bituminous dampproofing and all vapour barriers.
8. Caulking for the purpose of waterproofing and dampproofing.
9. Pneumatically and mechanically installed waterproofing materials.
10. Spandrel beam and column waterproofing and vapour barriers.
11. Installation of all manufactured membrane, including self-adhered membrane such as Blueskin for the purpose of waterproofing and dampproofing.
12. Parging for the purpose of waterproofing and dampproofing.

13. Installation of reinforcing steel and wire mesh on concrete and masonry restoration work.

14. Installation and removal of bleed and drain systems for the purpose of waterproofing.

15. Application of clear and opaque weatherproofing and water repellent materials on concrete and masonry.

16. Formwork for waterproofing and restoration.

17. Concrete restoration for the purpose of weatherproofing.

18. Sandblasting and acid etching for application of waterproofing and weatherproofing, vapour barriers, membranes, waterproof paints, etc.

19. Sandblasting, acid and alkali cleaning of walls as part of restoration and weatherproofing or waterproofing work.

20. Application or installation of any material for the purpose of waterproofing, weatherproofing, dampproofing, acid proofing, roofing or restoration.

21. Hot and cold joint sealing work.

22. All gunite and sandblasting and rough screeding.

23. Insulation in conjunction with waterproofing, weatherproofing, dampproofing, roofing or restoration work.

24. Installation of expansion joint materials for the purpose of waterproofing, etc.

25. Scaffolding as required to perform waterproofing.

26. Synthetic resins or compounds as used for waterproofing, etc., or protective toppings for same.

27. Hot and cold mastic.

28. Hot and cold plastic.

29. Plastics, esters, vinyls, rubber latex, magnesite and epoxies in all its forms.

30. Installation of reinforcing steel and wire mesh in conjunction with protective coatings.

31. Plastic joints, hot and cold, on runways.

32. All gunite, sandblasting and rough screeding.

33. Supplying and applying mixed on-site insulation materials such as vermiculite and zonolite.

34. Supplying and applying hot mastic to tank linings, stumps, channels, with acid-proofing hot mastic.

35. HARDEX, Gas Vapour Barriers, and pre-applied waterproofing.

36. Morretex.

37. MMA (Methyl Mechacrylate) Fast curing, highly flexible waterproof systems, which can also be used for overlays, decorative and functional type flooring.

38. Any and all types of traffic toppings including, but not limited to, parking decks and heavy vehicle protection systems.

39. Epoxy terrazzo and related installation systems and similar self-leveling applications.

40. Sika Moritex and similar systems consisting of trowel-based and broadcast floor, inclusive of waterproof membranes.

41. Cast-in-place flooring, including but not limited to full resin mortars.

ARTICLE 10 – JURISDICTIONAL TERRITORY

10.01 The geographical jurisdiction of this Appendix shall be the Province of Ontario.

ARTICLE 11 – TRAVELLING AND LIVING EXPENSES

11.01 Car allowance will be paid to each employee required to use their own automobile on company business. Employees will be paid sixty-six cents ($0.66) per kilometre to and from job locations or the yard.

11.02 If the employee is transported to the job site, they shall be paid for all time spent travelling both ways at the regular rate of pay, the point of departure will be the Employer's yard.

11.03 **Board Allowance**

Employees required to stay overnight shall receive a meal allowance of seventy dollars ($70.00) or the actual cost on presentation of receipts and shall be provided with clean and adequate lodging. This allowance shall also be paid for Saturday and Sunday if the employees are unable to return home by reason of the location of the job site.

11.04 **Meal Allowance**

If an employee's paid hours in any day, including travel time, exceed twelve (12) hours, they shall be paid a reasonable meal allowance upon presentation of proper vouchers.

11.05 **Travelling Time Allowance**

Employees who are required to work outside the limits described as follows: Metropolitan areas will be paid straight time from the time they cross these limits and the same amount after returning home from work. An Employer with their principal centre of operations outside of Metropolitan Toronto will have a free zone area as described in the existing Labourers' Local Union Schedules.

11.06 **Parking Allowance**

The Employer to pay for parking where applicable up to a maximum of twenty-four dollars ($24.00) per day, upon submission of receipt, except where free parking at close proximity to the jobsite is provided. This parking allowance will increase to twenty-five dollars ($25.00) on May 1, 2026 and to twenty-eight dollars ($28.00) on May 1, 2027.

ARTICLE 12 – WORKDAY, WORKWEEK AND SHIFT WORK

12.01 The normal workweek shall be comprised of eight (8) hours per day between the hours of 7:00 a.m. and 4:30 p.m. Monday, Tuesday, Wednesday, Thursday and Friday.

12.02 All hours worked in excess of eight (8) hours a day or forty (40)

hours a week shall be paid at the rate of time and one-half (1 1/2x).

12.03 All work performed on Saturday, Sunday and any legal holiday shall be paid at the rate of double time (2x). Legal holidays are as follows:

(a)

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Christmas Day
Dominion Day	Boxing Day
Civic Holiday	Family Day

Whenever Heritage Day shall be declared a holiday by the Government of Ontario under the Employment Standards Act, it shall be paid at double time (2x) the current wage rates as defined in Article 5.

(b) If any of the above holidays fall on a Saturday or Sunday, such holidays shall be observed on the day or days immediately following the weekend. Vacation pay shall include an amount in lieu of payment of holidays.

(c) When any of the above-named holidays fall on a Tuesday, Wednesday or Thursday, the Employer and Local Union Business Manager may, by mutual agreement, reschedule the holiday to a Monday or a Friday.

12.04 **Make-Up Time**

Where time is lost during regular workhours on exterior work or other work affected by inclement weather (excluding hot mastic traffic topping work), voluntary make-up hours may be worked at straight time but not to exceed two (2) hours in any one day during the regular workweek, or eight (8) hours on Saturday, up to a maximum of eight (8) hours in any week.

It is understood and agreed that the intent of such make-up hours is that it be worked on the same project in which they were lost in the same calendar week.

The above shall not be construed as a guarantee that there is any daily or weekly number of hours available.

The same employees, who were cancelled, should have the first right of refusal.

12.05 (a) A regular second shift shall consist of a maximum of eight (8) hours per day and a maximum of forty (40) hours per week. The second shift will commence between the hours of 3:30 p.m. and 7:30 p.m., provided however, that the Friday second shift will commence between 1:00 p.m. and 7:30 p.m. and such second shift will be scheduled for a minimum of eight (8) hours. Effective May 1, 2019 all work on the second shift is to be paid at a premium of four dollars and fifty cents ($4.50) per hour in excess of the employee's classified rate.

(b) Effective May 1, 2019 employees of waterproofing contractors who start work after 12:00 noon will be paid at a premium of four dollars and fifty cents ($4.50) per hour over their regular rate for each hour worked and time and one-half (1 1/2x) for work over eight (8) hours at regular rates.

ARTICLE 13 – SUSPENDED ACCESS EQUIPMENT

13.01 The Employer agrees to pay waterproofers a premium of three dollars ($3.00) per hour for suspended access equipment work including, but not limited to, swing scaffold work, suspended scaffold work and bosun's chair work.

ARTICLE 14 – PICKET LINES

14.01 The refusal to cross a picket line in support of a legal strike among employees of the Employer shall not be considered a breach of this Agreement.

ARTICLE 15 - WORKING CONDITIONS

15.01 The employee shall be required to provide themselves with any and all hand tools, with the exception of brooms, brushes, squeegees, knives, blades, and trowels, which are usual to the waterproofing trade. Trowel(s) shall be returned upon completion of the project or cessation of employment.

15.02 The Employer will attempt to distribute all hours of employment as evenly as possible.

15.03 Employees to be allowed sufficient time on each shift to clean up and put away tools and equipment.

15.04 Dust masks, safety goggles, raingear (coat), safety vest and harnesses to be supplied by the Employer at the Employer's expense. If masks and goggles are not returned by the employee to the Employer, the employee shall be charged with the cost for same.

15.05 On night work, and for safety reasons, on mechanical equipment there shall be at least two (2) persons on the job at all times, one of which could be an apprentice.

15.06 For safety reasons, no one should work with hot rubberized material exceeding more than 6 ft. high without a proper safety procedure for the application.

15.07 When face-shields are needed on any project upon request from an employee the Employer shall supply such protective equipment and the employee shall return the protective equipment when the job is completed.

ARTICLE 16 – CLOTHING PROTECTION

16.01 (a) The Employer agrees to compensate employees on proof of loss of tools and clothing (including safety boots) damaged by fire or loss by theft or from a company designated facilities up to an amount of six hundred and fifty dollars ($650.00).

(b) Any special footwear required on a job site will be supplied by the Employer. Work boots will be supplied for all new employees with 1,000 hours worked, and every 12 months thereafter for all existing employees to a maximum of two hundred dollars ($200.00) upon presentation of receipt.

(c) The Employer shall provide disposable protective coveralls to the employees where required at the Employer's expense.

ARTICLE 17 – SUB-CONTRACTING

17.01 An individual employer desirous of contracting and/or sub-contracting any work encompassing the skills of a waterproofer as described in Article 9 of this Appendix, shall only sub-contract such work to a sub-contractor for whom the Union holds bargaining rights.

ARTICLE 18 – COFFEE BREAK

18.01 An employee will be allowed to have one (1) paid work break of ten (10) minutes during each half of their working shift (midpoint).

ARTICLE 19 – EMPLOYER FUND

19.01 All contractor employers of waterproofers shall pay the employer fund, the rate being, as per their local schedule. Such contribution shall be remitted along with pension contributions to the LiUNA Pension Fund of Central and Eastern Canada on behalf of the Waterproofing Contractors Association of Ontario by the fifteenth (15th) day of the month following the month in which such contributions were made, together with a supporting information on one standard benefits reporting form showing all applicable deductions and/or contributions.

ARTICLE 20 – INTERPRETATION OF THIS AGREEMENT

20.01 In the event there is a conflict between the common clauses of the Master Agreement and this "Appendix for Waterproofing", then this Appendix will prevail in all cases.

20.02 The parties agree to establish a Joint Labour Management Committee, which shall meet on a regular basis to review matters of mutual concern.

ARTICLE 21 – WELFARE

21.01 In accordance with Article 18 – Trust Funds, of the Master

Agreement, the Employer agrees to contribute to the appropriate Health and Welfare Plan at the rate provided for in Article 5 – Rate of Wages, for each hour worked by each employee covered by this Appendix, or as provided for in Article 2 – Union Security, Section 2.06 of this Appendix.

21.02 De Novo Substance Abuse Program.

21.03 The Union may add a scholarship fund and a Retiree Health and Welfare Fund during the term of this Agreement upon ratification or sixty (60) days' notice and the Employer shall remit the same to Local 506 by the fifteenth (15th) of the month for which such contributions were made.

ARTICLE 22 – PENSION

22.01 In accordance with Article 18 – Trust Funds, of the Master Agreement, the Employer agrees to contribute to the LiUNA Pension Fund of Central and Eastern Canada, at the rate provided for in Article 5 – Rates of Wages, for each hour worked by each employee covered by this Appendix, or as provided for in Article 2 – Union Security, Section 2.06 of this Appendix.

ARTICLE 23 – TRAINING

23.01 In accordance with Article 18 – Trust Funds, of the Master Agreement, the Employer agrees to contribute to the appropriate Training Plan at the rate provided for in Article 5 – Rates of Wages, for each hour earned by each employee covered by this Appendix, or as provided for in Article 2 – Union Security, Section 2.06 of this Appendix.

ARTICLE 24 – LOCAL SCHEDULE EXEMPTION OR AMENDMENT

24.01 The parties agree that upon review of a proposed project and by mutual agreement, that if the project falls within three million dollars ($3,000,000.00) or under, the project will be paid at eighty percent of the hourly rate.

24.02 All projects where the Contractor is faced with heavy non-union competition will be dealt with on a project basis as called for in Article 20 of the Master Portion of this Agreement.

24.03 The provisions of Article 20 of the Master Portion shall apply to this Appendix. Notifications of exemptions or amendments shall be made in writing to the Association.

ARTICLE 25 – WATERPROOFING APPENDIX

25.01 Forty cents ($0.40) shall be remitted by the Employer to the Secretary-Treasurer of the Ontario Provincial District Council as Ontario Provincial District Council working dues, which include the Ontario Construction Secretariat Fund. The amounts of Ontario Provincial District Council work dues deductions, as well as the recipient of said deductions, may be altered on forty-five (45) days' notice in writing, from the Secretary-Treasurer of the Ontario Provincial District Council.

ARTICLE 26 – CLASSIFICATIONS – APPRENTICES

26.01 Employees under this Agreement shall mean journeypersons, waterproofers, apprentice waterproofers, and journeyperson trainees.

26.02 Any employee with less than three (3) years' continuous experience in the waterproofing field will be considered a journeyperson trainee. Such an employee shall become eligible to be a journeyperson upon completion of three (3) years' service as a journeyperson trainee for Employers.

26.03 Once a worker has been classified, their classification shall not be changed from Employer to Employer.

26.04 Apprentices employed under the jurisdiction of this Agreement shall be required to attend apprenticeship school when directed to do so by the Local Apprenticeship Committee.

26.05 Any apprentice refusing to attend or not attending school when directed by the Local Apprenticeship Committee shall be sufficient

cause for suspension or discharge from employment within the terms of this Agreement.

26.06 All apprentices shall be governed by the Ontario Department of Labour regulations pertaining to Cement Masons Ontario Regulations 199/67, pursuant to the Apprenticeship and Tradesmen's Qualifications Act R.S.O. 1980.

LOCAL UNION SCHEDULE FOR LOCAL 183 – TORONTO

ARTICLE 1 – PILE DRIVING, ETC.

1.01 The rates and other individual employee working conditions for construction labourers engaged in pile driving, caisson and lagging operations which are set out in the Collective Agreement between Local Union 183 and The Heavy Construction Association of Toronto, are hereby incorporated into and form part of this Schedule.

ARTICLE 2 – LANDSCAPING

2.01 The rates and other individual employee working conditions for construction labourers engaged in landscaping which are set out in the prevailing Collective Agreement between Local Union 183 and Landscaping Employers, are hereby incorporated into and form part of this Schedule.

ARTICLE 3 – SEWERS AND WATERMAINS

3.01 The rates and other individual employee working conditions for construction labourers engaged in sewers, watermains and drains construction which are set out in the Collective Agreement between Local Union 183 and The Metropolitan Toronto Sewer and Watermain Contractors' Association, are hereby incorporated into and form part of this Schedule.

ARTICLE 4 – ROADS AND PARKING LOT CONSTRUCTION

4.01 The rates and other individual employee working conditions for construction labourers engaged in roads and parking lot construction which are set out in the Collective Agreement between Local 183 and the Metropolitan Toronto Road Builders' Association are hereby incorporated into and form part of this Schedule.

ARTICLE 5 – UTILITIES CONSTRUCTION

5.01 The rates and other individual employee working conditions for

construction labourers engaged in utilities construction which are set out in the Collective Agreement binding upon Local Union 183 and The Utility Contractors' Association of Ontario Incorporated, are hereby incorporated into and form part of this Schedule.

ARTICLE 6 – HEAVY CONSTRUCTION

6.01 The rates and other individual employee working conditions for construction labourers engaged in heavy engineering construction which are set out in the Collective Agreement between Local Union 183 and The Heavy Construction Association of Toronto, are hereby incorporated into and form part of this Schedule.

LOCAL UNION SCHEDULE FOR LOCAL 183 – EASTERN

Covering Building Construction Industry, OLRB Areas 9, 10, 11, that part of OLRB Area 12, West of the Trent-Severn Waterway and 18.

ARTICLE 1 – CODE OF ETHICS

1.01 All parties to this Agreement agree to co-operate fully in every legal and proper way to establish and maintain in the construction industry and within the territory in which they shall operate, a code of ethics and fair practices which will ensure compliance with the intent and spirit of this Agreement as well as its specific terms and conditions and to direct their efforts individually and collectively as circumstances may warrant and justify, to the elimination of destructive work practices and unfair competition.

ARTICLE 2 – JURISDICTIONAL CLAIMS

2.01 The jurisdictional territory of the Agreement shall cover the Region of Durham (with the exception of part of Pickering Township on a line running from the south of Lake Ontario to the north at the Third Concession on Pickering Beach Road) and including all towns and townships therein; namely the Town of Whitby, Whitby Township, Uxbridge Township and Uxbridge Town, Scott, Reach, Brock, Town of Port Perry, City of Oshawa and vicinity. Durham Region, including Darlington, Cartwright, Clark, Manvers, Hope and Millbrook.

The County of Northumberland, including Hamilton, Haldimand, Alnwick Townships, Towns of Cobourg, Grafton and Baltimore (Zone I).

2.02 The District of Muskoka and the Townships of Rama, Mara and Thorah in the County of Simcoe (Zone II).

2.03 The jurisdictional territory of the Agreement shall cover the Counties of Peterborough, Victoria and Haliburton, east part of Northumberland County on a line running off Lake Ontario to Rice Lake including Cramahe, Percy, Seymore, Brighton and Murray Township (Zone III) (O.L.R.B. Area No. 11).

ARTICLE 3 – HOURS OF WORK

3.01 The regular working hours per day shall be nine and one-half (9 ½) from Monday to Thursday inclusive and seven (7) on Friday (subject to variation as herein provided) and the maximum number of working hours per week shall be forty-five (45) and work outside these hours shall be overtime work. Should inclement weather cause employees on a project to lose time during the regular working week, then the seven (7) hours shift on Friday may be extended by mutual consent to nine and one-half (9 ½) hours at regular time rates, providing that by doing so forty-five (45) hours for that regular working week are not exceeded, in which case overtime rates will apply.

The Employer shall have the right, after notice to the Union, to vary the regular working hours to provide for nine (9) hours per day, Monday to Friday inclusive.

All work performed by labourers under this Agreement in excess of the regular workday Monday to Friday, shall be overtime work. The rate of wages shall be time and one-half (1 ½x) the regular day shift rate for the first two (2) hours and double time (2x) the regular day shift rate thereafter.

All work performed on Saturday shall be deemed overtime work and paid for at time and one-half (1 ½x) the regular day shift rate. All work performed on Sunday shall be deemed overtime work and paid for at double (2x) the regular day shift rate.

Starting and quitting times may be varied by mutual written consent of the Employer and the Union.

3.02 Regular Day Shift – The regular day shift will be worked between the hours of 7:00 a.m. and 4:30 p.m.

3.03 In case of layoff, all employees will receive one (1) hour's notice in advance or pay in lieu of notice. However, under no circumstances shall any employee covered by this Agreement be paid less than their regular shift at the applicable hourly rate.

ARTICLE 4 – OVERTIME

4.01 All work performed by labourers under this Agreement in excess of the regular workday Monday to Friday, shall be overtime work.

The rate of wages shall be time and one-half (1 1/2x) the regular day shift rate for the first two (2) hours and double time (2x) the regular day shift rate thereafter. All work performed on Saturday shall be deemed overtime work and paid for at time and one-half (1 1/2x) the regular day shift rate. All work performed on Sunday shall be deemed overtime work and paid for at double (2x) the regular day shift rate.

4.02 Double time (2x) the regular day shift rate shall be paid for all work performed on Saturdays when members of any other L.I.U.N.A. Local are receiving double time for their work on Saturdays at the project.

4.03 A hot meal will be supplied the second hour after the regular shift and every four (4) hours thereafter, at no expense for the meal and no pay deductions for the time used to consume such meal to the employee.

ARTICLE 5 – SHIFT WORK

5.01 All shift work is to be paid at a premium of time and one-seventh (1 1/7thx). The second shift will commence between the hours of 3:30 p.m. and 7:30 p.m. Provided however that the Friday second shift will commence between 1:00 p.m. and 7:30 p.m.. The third shift will commence between the hours of 8:00 p.m. and midnight.

5.02 Shift work is any shift started other than the regular shift as outlined in Article 3.

ARTICLE 6 – INCLEMENT WEATHER AND SHOW-UP TIME

6.01 Two (2) hours' pay shall be allowed by the Employer when an employee covered by this Agreement reports for work at the Employer's shop or job site, but no work is available due to the inclement weather, provided the employee remains on the job for one (1) hour after their designated starting time, unless instructed by their immediate supervisor to leave the job site. However, no reporting time shall be allowed where an employee has been informed not to report for work and such information has been given to them before quitting time on the previous day. When work starts late but within one (1) hour of the normal starting time, employees shall be paid from the actual time work started, plus reporting time as required to make up the hours

for the full shift, with travelling time where applicable. However, if employees commence work, they will be guaranteed a minimum of four (4) hours.

6.02 Four (4) hours' pay shall be allowed by the Employer when an employee covered by this Agreement reports for work at the Employer's yard or job site and no work is available due to reasons other than the inclement weather, provided however, the employee remains on the job during the four (4) hours if requested to do so by their foreperson. In the event of the job being rained out or stoppage by inclement weather or other causes, the employees will be paid to the next hour (Zones I, II and III).

ARTICLE 7 – VACATION AND RECOGNIZED HOLIDAY PAY

7.01 The Employer agrees to pay ten percent (10%) of gross wages earned to cover vacation and recognized holiday pay. Employers will submit vacation and recognized holiday pay in the following month it is earned by the fifteenth (15th) day of the month to the Labourers Local 183 Members' Vacation Pay Trust Fund.

ARTICLE 8 – FOREPERSON CLASSIFICATION

8.01 When a labour foreperson is required on a project, the Employer agrees such foreperson shall be a member of Local Union 183 and the Union office will be called when such an employee is required (Zones I, II and III). Forepersons shall be paid a minimum of four dollars and seventy-five cents ($4.75) per hour effective May 1, 2025 over the rate of the highest paid employee they are supervising. This rate will increase to five dollars ($5.00) per hour effective May 1, 2026; and five dollars and twenty-five cents ($5.25) per hour effective May 1, 2027.

8.02 When seven (7) or more labourers are continuously employed on a crew, there shall be at least one (1) working or non-working foreperson who is a member of Local 183.

ARTICLE 9 – WELFARE

9.01 The Employer agrees to contribute the rate as provided in Article 18 per hour for welfare, to the Local 183 Members Benefit Trust Fund, for each hour worked by the employees of the Employer covered by this Agreement (Zones I, II and III).

ARTICLE 10 – PENSION

10.01 The Employer agrees to contribute the sum as provided in Article 18 per hour to the LiUNA Pension Fund of Central and Eastern Canada for each hour worked by the employees of the Employer covered by this Agreement (Zones I, II and III).

10.02 The Employer agrees to contribute the sum of seven cents ($0.07) per hour as Tri-Fund contributions to the LiUNA Pension Fund of Central and Eastern Canada for each hour worked by the employees of the Employer covered by this Agreement (Zones I, II and III).

ARTICLE 11 – DEDUCTIONS AND CONTRIBUTIONS

11.01 Each employee agrees that each Employer remitting to Local 183 shall deduct an amount equal to three percent (3%) of the Group 'A' hourly rate, per hour (Zones I, II and III) as provided in Article 18, as Local Union working dues for remittance to Local 183 on a monthly basis.

11.02 With ninety (90) days' notice in writing, the Union may amend the allocations of the total wage package including but not limited to welfare, pension, union dues, training and tri-fund.

ARTICLE 12 – UNION DUES AND CHECK-OFF

12.01 The Employer agrees to deduct regular monthly dues as specified by the Local Union from the first pay due in each month from each employee covered by this Agreement, and remit the monies deducted to the Local Union by the fifteenth (15th) day of the month following the month in which the deductions were made.

The Employer shall, when remitting such dues, submit a supporting

list of names and social insurance numbers for and on whose behalf such deductions were made.

12.02 Further to Article 4.02 of the Master Portion the Employer agrees to deduct and remit to Local 183 working dues at the rate set out in this Schedule for all work performed within the geographical jurisdiction of Local 183.

12.03 The Employer shall when remitting such dues submit a list of names and social insurance numbers for and on whose behalf such deductions were made.

ARTICLE 13 – TRAVELLING EXPENSES

13.01 Except where the Employer provides transportation, travelling expenses shall be paid to all employees covered by this Agreement who are required to report for work outside of the free zones provided for in Articles 13.02, 13.03 and 13.04, at the rate of sixty-five cents ($0.65) per kilometre from the edge of the free zone to the job site and return.

13.02 In Zone I, there shall be a free zone of thirty-five (35) road kilometres from the City Hall in Oshawa. The calculation of road kilometres shall be determined by the shortest route according to Google Maps.

13.03 In Zone II, there shall be a free zone of thirty-five (35) road kilometres from the Huntsville Town Hall. The calculation of road kilometres shall be determined by the shortest route according to Google Maps.

13.04 In Zone III, there shall be a free zone of thirty-five (35) road kilometres from the City Hall in Peterborough. The calculation of road kilometres shall be determined by the shortest route according to Google Maps.

13.05 In the event that the Employer provided transportation to the jobsite and return, then the travelling expenses provided for in Article 13.01 shall not apply.

13.06 The Employer will endeavour to provide parking spaces for the employees. On projects where parking of employees' vehicles is a problem, it is agreed that a prejob conference will be held to

determine the most satisfactory solution to the problem. If it is necessary to have additional space to accommodate reasonable parking requirements, the Employer will accept this responsibility and will reimburse any cost to the employee on submission of a receipt.

ARTICLE 14 – RECOGNITION AND UNION SECURITY

14.01 The Employer agrees to engage only subcontractors who employ members of Local Union 183 for work covered by this Agreement.

ARTICLE 15 – TRAINING CLAUSE

15.01 The Employer agrees to contribute the sum of thirty cents ($0.30) per hour for each hour worked by the employees of the Employer covered by this Agreement to the Labourers' International Union of North America, Local 183 Training and Rehabilitation Fund. This amount to increase to thirty-five cents ($0.35) on May 3, 2026; and to forty cents ($0.40) on May 2, 2027.

Such monies shall be entered on a form as designated by the Trustees from time to time and remitted directly to the said Training Fund by the fifteenth (15th) day of the month following the month for which contributions are made.

15.02 It is understood and agreed that by providing for such training, the Training Fund shall not in any way incur any liability or responsibility for worker education required under the Occupational Health and Safety Act Regulations thereto.

ARTICLE 16 – EMPLOYERS' ADMINISTRATION FUND

16.01 Each Employer bound by this Agreement shall contribute twenty-five cents ($0.25) per hour for each hour worked by each employee covered by this Agreement, as required by Article 4.04 of the Master Portion.

ARTICLE 17 – HIRING AND RECALL

17.01 The Employer shall have the prerogative, when adding to their work force, to first rehire any supply of labour who are unemployed and have been in their employ during the preceding eighteen (18) months, provided that they are in good standing with Local 183 and the supply of labour is unemployed and on the out-of-work list. Such supply of labour shall obtain a referral slip prior to commencing employment.

17.02 All employees hired on all projects must produce a work referral slip issued by the Local Union. If the Union is not able to give a member a work referral slip, the Union shall then fax the referral slip to the Employer's head office.

17.03 Where an Employer wishes to hire additional labourer(s), the Employer shall contact the Local 183 Union Hall to request the referral of such labourer(s). At the time of placing the request, the Employer shall be entitled to name one-half of the number of labourers requested, subject to the following conditions:

(a) The labourer(s) requested is a member(s) in good standing of Local 183;

(b) The member is unemployed as a result of voluntary termination and has been registered on the out-of-work list for two (2) weeks or more;

(c) Where the Employer requests an odd number of labourer(s), the odd numbered labourer(s) may be named by the Employer only with the consent of the Union. Such consent will not be unreasonably denied.

(d) For the purposes of clarity and by way of example, if the Employer requests one labourer, the Employer may name the labourer subject to the consent of the Union as noted above. If the Employer requests three (3) labourers, the first shall be named and referred by the Union, the second named by the Employer and the third named by the Employer, again subject to the consent of the Union as noted above.

(e) The Employer will do everything possible to ensure that layoffs are not used to abuse the fifty percent (50%) name hire right.

When layoffs occur, the Employer shall endeavour to layoff the same fifty percent (50%) ratio that was used during hiring, provided the employee is competent and capable of performing the work.

17.04 (a) Before commencing employment each employee must establish to the satisfaction of the Employer that they have completed and hold a valid certification for WHIMIS, Working at Heights, and Occupational Health and Safety Act ("OHSA") Awareness and any similar training requirements mandated by the Provincial Government for construction workers pursuant to OHSA.

(b) If an Employer requires an employee to attend training while employed, the Employer shall be responsible for the cost of all such training, if applicable, and the time spent participating in the training shall be deemed to be time worked and compensated in accordance with the terms and conditions of this Collective Agreement, although such time spent in training shall not attract shift premium or overtime.

ARTICLE 18 – (A) WAGE RATES & CLASSIFICAITONS FOR – ZONE I

LOCAL 183

										Employee Deductions			
EFFECTIVE DATE	HOURLY RATE	VACATION PAY - 10%	WELFARE	LONG TERM CARE	RETIREE FUND	PENSION	TRAINING FUND*	PROMO FUND	TOTAL PACKAGE	WORKING DUES	OPDC DUES	INDUSTRY FUND	EMPLOYER TOTAL
GROUP A: Labourers - All Labourers Not in Any Other Group													
5/1/2024	$35.17	$3.52	$4.30	$0.35	$1.30	$9.07	$0.30	$0.20	$54.21	3%	$0.40	$0.25	$54.46
5/4/2025	$36.32	$3.63	$4.45	$0.35	$1.40	$9.17	$0.35	$0.20	$55.87	3%	$0.40	$0.25	$56.12
5/3/2026	$37.17	$3.72	$4.60	$0.35	$1.50	$9.27	$0.40	$0.20	$57.21	3%	$0.40	$0.25	$57.46
5/2/2027	$38.03	$3.80	$4.75	$0.35	$1.60	$9.37	$0.45	$0.20	$58.55	3%	$0.40	$0.25	$58.80
GROUP B: Cement Finishers, (Steel Trowel Machine Person), Swamper & Key Vibrator Person, Mason Tenders including Mortarperson, Swing Stage, Miners, Drillers, Caisson Sinkers, Powder Persons and Pile Drivers													
5/1/2024	$37.27	$3.73	$4.30	$0.35	$1.30	$9.07	$0.30	$0.20	$56.52	3%	$0.40	$0.25	$56.77
5/4/2025	$38.58	$3.86	$4.45	$0.35	$1.40	$9.17	$0.35	$0.20	$58.36	3%	$0.40	$0.25	$58.61
5/3/2026	$39.44	$3.94	$4.60	$0.35	$1.50	$9.27	$0.40	$0.20	$59.70	3%	$0.40	$0.25	$59.95
5/2/2027	$40.29	$4.03	$4.75	$0.35	$1.60	$9.37	$0.45	$0.20	$61.04	3%	$0.40	$0.25	$61.29

LOCAL 183 (continued)

										Employee Deductions			
EFFECTIVE DATE	HOURLY RATE	VACATION PAY - 10%	WELFARE	LONG TERM CARE	RETIREE FUND	PENSION	TRAINING FUND*	PROMO FUND	TOTAL PACKAGE	WORKING DUES	OPDC DUES	INDUSTRY FUND	EMPLOYER TOTAL
GROUP C: Formworkers													
5/1/2024	$36.36	$3.64	$4.30	$0.35	$1.30	$9.07	$0.30	$0.20	$55.52	3%	$0.40	$0.25	$55.77
5/4/2025	$37.60	$3.76	$4.45	$0.35	$1.40	$9.17	$0.35	$0.20	$57.28	3%	$0.40	$0.25	$57.53
5/3/2026	$38.45	$3.85	$4.60	$0.35	$1.50	$9.27	$0.40	$0.20	$58.62	3%	$0.40	$0.25	$58.87
5/2/2027	$39.31	$3.93	$4.75	$0.35	$1.60	$9.37	$0.45	$0.20	$59.96	3%	$0.40	$0.25	$60.21
Group E: Apprentice - Mason (0-1200 hrs)													
5/1/2024	$27.45	$2.75	$4.30	$0.35	$1.30	$9.07	$0.30	$0.20	$45.72	3%	$0.40	$0.25	$45.97
5/4/2025	$28.60	$2.86	$4.45	$0.35	$1.40	$9.17	$0.35	$0.20	$47.38	3%	$0.40	$0.25	$47.63
5/3/2026	$29.45	$2.95	$4.60	$0.35	$1.50	$9.27	$0.40	$0.20	$48.72	3%	$0.40	$0.25	$48.97
5/2/2027	$30.31	$3.03	$4.75	$0.35	$1.60	$9.37	$0.45	$0.20	$50.06	3%	$0.40	$0.25	$50.31
Group E: Apprentice - Mason (1201-2400 hrs)													
5/1/2024	$32.09	$3.21	$4.30	$0.35	$1.30	$9.07	$0.30	$0.20	$50.82	3%	$0.40	$0.25	$51.07
5/4/2025	$33.24	$3.32	$4.45	$0.35	$1.40	$9.17	$0.35	$0.20	$52.48	3%	$0.40	$0.25	$52.73
5/3/2026	$34.09	$3.41	$4.60	$0.35	$1.50	$9.27	$0.40	$0.20	$53.82	3%	$0.40	$0.25	$54.07
5/2/2027	$34.95	$3.49	$4.75	$0.35	$1.60	$9.37	$0.45	$0.20	$55.16	3%	$0.40	$0.25	$55.41
Group F: Certified Flag Person													
5/1/2024	$29.19	$2.92	$4.30	$0.35	$1.30	$9.07	$0.30	$0.20	$47.63	3%	$0.40	$0.25	$47.88
5/4/2025	$30.34	$3.03	$4.45	$0.35	$1.40	$9.17	$0.35	$0.20	$49.29	3%	$0.40	$0.25	$49.54
5/3/2026	$31.19	$3.12	$4.60	$0.35	$1.50	$9.27	$0.40	$0.20	$50.63	3%	$0.40	$0.25	$50.88
5/2/2027	$32.05	$3.20	$4.75	$0.35	$1.60	$9.37	$0.45	$0.20	$51.97	3%	$0.40	$0.25	$52.22
Group G: CCW (0-800 Hrs) (Calculated at 70% of Group A)													
5/1/2024	$24.62	$2.46	$4.30	$0.35	$1.30	$0.00	$0.30	$0.20	$33.53	3%	$0.40	$0.25	$33.78
5/4/2025	$25.42	$2.54	$4.45	$0.35	$1.40	$0.00	$0.35	$0.20	$34.71	3%	$0.40	$0.25	$34.96
5/3/2026	$26.02	$2.60	$4.60	$0.35	$1.50	$0.00	$0.40	$0.20	$35.67	3%	$0.40	$0.25	$35.92
5/2/2027	$26.62	$2.66	$4.75	$0.35	$1.60	$0.00	$0.45	$0.20	$36.63	3%	$0.40	$0.25	$36.88
Group G: CCW (801-1600 Hrs) (Calculated at 80% of Group A)													
5/1/2024	$28.14	$2.81	$4.30	$0.35	$1.30	$9.07	$0.30	$0.20	$46.47	3%	$0.40	$0.25	$46.72
5/4/2025	$29.06	$2.91	$4.45	$0.35	$1.40	$9.17	$0.35	$0.20	$47.89	3%	$0.40	$0.25	$48.14
5/3/2026	$29.74	$2.97	$4.60	$0.35	$1.50	$9.27	$0.40	$0.20	$49.03	3%	$0.40	$0.25	$49.28
5/2/2027	$30.42	$3.04	$4.75	$0.35	$1.60	$9.37	$0.45	$0.20	$50.18	3%	$0.40	$0.25	$50.43
Group G: CCW (1601-2400 Hrs) (Calculated at 90% of Group A)													
5/1/2024	$31.65	$3.17	$4.30	$0.35	$1.30	$9.07	$0.30	$0.20	$50.34	3%	$0.40	$0.25	$50.59
5/4/2025	$32.69	$3.27	$4.45	$0.35	$1.40	$9.17	$0.35	$0.20	$51.88	3%	$0.40	$0.25	$52.13
5/3/2026	$33.45	$3.35	$4.60	$0.35	$1.50	$9.27	$0.40	$0.20	$53.12	3%	$0.40	$0.25	$53.37
5/2/2027	$34.23	$3.42	$4.75	$0.35	$1.60	$9.37	$0.45	$0.20	$54.37	3%	$0.40	$0.25	$54.62
*Tri-Fund is included in Training Fund													

ARTICLE 18 – (B) WAGE RATES & CLASSIFICAITONS FOR – ZONES II and III

LOCAL 183

										Employee Deductions			
EFFECTIVE DATE	HOURLY RATE	VACATION PAY - 10%	WELFARE	LONG TERM CARE	RETIREE FUND	PENSION	TRAINING FUND*	PROMO FUND	TOTAL PACKAGE	WORKING DUES	OPDC DUES	INDUSTRY FUND	EMPLOYER TOTAL
GROUP A: Labourers - All Labourers Not in Any Other Group													
5/1/2024	$33.70	$3.37	$4.30	$0.35	$1.30	$9.07	$0.30	$0.20	$52.59	3%	$0.40	$0.25	$52.84
5/4/2025	$34.80	$3.48	$4.45	$0.35	$1.40	$9.17	$0.35	$0.20	$54.20	3%	$0.40	$0.25	$54.45
5/3/2026	$35.62	$3.56	$4.60	$0.35	$1.50	$9.27	$0.40	$0.20	$55.50	3%	$0.40	$0.25	$55.75
5/2/2027	$36.44	$3.64	$4.75	$0.35	$1.60	$9.37	$0.45	$0.20	$56.80	3%	$0.40	$0.25	$57.05
GROUP B: Cement Finishers, (Steel Trowel Machine Person), Swamper & Key Vibrator Person, Mason Tenders including Mortarperson, Swing Stage, Miners, Drillers, Caisson Sinkers, Powder Persons and Pile Drivers													
5/1/2024	$35.80	$3.58	$4.30	$0.35	$1.30	$9.07	$0.30	$0.20	$54.90	3%	$0.40	$0.25	$55.15
5/4/2025	$37.06	$3.71	$4.45	$0.35	$1.40	$9.17	$0.35	$0.20	$56.69	3%	$0.40	$0.25	$56.94
5/3/2026	$37.88	$3.79	$4.60	$0.35	$1.50	$9.27	$0.40	$0.20	$57.99	3%	$0.40	$0.25	$58.24
5/2/2027	$38.70	$3.87	$4.75	$0.35	$1.60	$9.37	$0.45	$0.20	$59.29	3%	$0.40	$0.25	$59.54
GROUP C: Formworkers													
5/1/2024	$34.89	$3.49	$4.30	$0.35	$1.30	$9.07	$0.30	$0.20	$53.90	3%	$0.40	$0.25	$54.15
5/4/2025	$36.08	$3.61	$4.45	$0.35	$1.40	$9.17	$0.35	$0.20	$55.61	3%	$0.40	$0.25	$55.86
5/3/2026	$36.90	$3.69	$4.60	$0.35	$1.50	$9.27	$0.40	$0.20	$56.91	3%	$0.40	$0.25	$57.16
5/2/2027	$37.72	$3.77	$4.75	$0.35	$1.60	$9.37	$0.45	$0.20	$58.21	3%	$0.40	$0.25	$58.46
Group E: Apprentice - Mason (0-1200 hrs)													
5/1/2024	$26.23	$2.62	$3.95	$0.35	$0.95	$7.67	$0.30	$0.05	$42.12	3%	$0.40	$0.25	$42.37
5/4/2025	$27.33	$2.73	$4.10	$0.35	$1.05	$7.77	$0.35	$0.05	$43.73	3%	$0.40	$0.25	$43.98
5/3/2026	$28.15	$2.81	$4.25	$0.35	$1.15	$7.87	$0.40	$0.05	$45.03	3%	$0.40	$0.25	$45.28
5/2/2027	$28.96	$2.90	$4.40	$0.35	$1.25	$7.97	$0.45	$0.05	$46.33	3%	$0.40	$0.25	$46.58
Group E: Apprentice - Mason (1201-2400 hrs)													
5/1/2024	$31.11	$3.11	$4.30	$0.35	$1.30	$9.07	$0.30	$0.20	$49.74	3%	$0.40	$0.25	$49.99
5/4/2025	$32.21	$3.22	$4.45	$0.35	$1.40	$9.17	$0.35	$0.20	$51.35	3%	$0.40	$0.25	$51.60
5/3/2026	$33.03	$3.30	$4.60	$0.35	$1.50	$9.27	$0.40	$0.20	$52.65	3%	$0.40	$0.25	$52.90
5/2/2027	$33.85	$3.38	$4.75	$0.35	$1.60	$9.37	$0.45	$0.20	$53.95	3%	$0.40	$0.25	$54.20
Group F: Certified Flag Person													
5/1/2024	$26.81	$2.68	$4.30	$0.35	$1.30	$9.07	$0.30	$0.20	$45.01	3%	$0.40	$0.25	$45.26
5/4/2025	$27.91	$2.79	$4.45	$0.35	$1.40	$9.17	$0.35	$0.20	$46.62	3%	$0.40	$0.25	$46.87
5/3/2026	$28.73	$2.87	$4.60	$0.35	$1.50	$9.27	$0.40	$0.20	$47.92	3%	$0.40	$0.25	$48.17
5/2/2027	$29.55	$2.95	$4.75	$0.35	$1.60	$9.37	$0.45	$0.20	$49.22	3%	$0.40	$0.25	$49.47

										Employee Deductions			
EFFECTIVE DATE	HOURLY RATE	VACATION PAY - 10%	WELFARE	LONG TERM CARE	RETIREE FUND	PENSION	TRAINING FUND*	PROMO FUND	TOTAL PACKAGE	WORKING DUES	OPDC DUES	INDUSTRY FUND	EMPLOYER TOTAL
Group G: CCW (0-800 Hrs) (Calculated at 70% of Group A)													
5/1/2024	$23.59	$2.36	$4.30	$0.35	$1.30	$0.00	$0.30	$0.20	$32.40	3%	$0.40	$0.25	$32.65
5/4/2025	$24.36	$2.44	$4.45	$0.35	$1.40	$0.00	$0.35	$0.20	$33.55	3%	$0.40	$0.25	$33.80
5/3/2026	$24.93	$2.49	$4.60	$0.35	$1.50	$0.00	$0.40	$0.20	$34.47	3%	$0.40	$0.25	$34.72
5/2/2027	$25.51	$2.55	$4.75	$0.35	$1.60	$0.00	$0.45	$0.20	$35.41	3%	$0.40	$0.25	$35.66
Group G: CCW (801-1600 Hrs) (Calculated at 80% of Group A)													
5/1/2024	$26.96	$2.70	$4.30	$0.35	$1.30	$9.07	$0.30	$0.20	$45.18	3%	$0.40	$0.25	$45.43
5/4/2025	$27.84	$2.78	$4.45	$0.35	$1.40	$9.17	$0.35	$0.20	$46.54	3%	$0.40	$0.25	$46.79
5/3/2026	$28.50	$2.85	$4.60	$0.35	$1.50	$9.27	$0.40	$0.20	$47.67	3%	$0.40	$0.25	$47.92
5/2/2027	$29.15	$2.92	$4.75	$0.35	$1.60	$9.37	$0.45	$0.20	$48.79	3%	$0.40	$0.25	$49.04
Group G: CCW (1601-2400 Hrs) (Calculated at 90% of Group A)													
5/1/2024	$30.33	$3.03	$4.30	$0.35	$1.30	$9.07	$0.30	$0.20	$48.88	3%	$0.40	$0.25	$49.13
5/4/2025	$31.32	$3.13	$4.45	$0.35	$1.40	$9.17	$0.35	$0.20	$50.37	3%	$0.40	$0.25	$50.62
5/3/2026	$32.06	$3.21	$4.60	$0.35	$1.50	$9.27	$0.40	$0.20	$51.59	3%	$0.40	$0.25	$51.84
5/2/2027	$32.80	$3.28	$4.75	$0.35	$1.60	$9.37	$0.45	$0.20	$52.80	3%	$0.40	$0.25	$53.05
*Tri-Fund is included in Training Fund													

ARTICLE 19 – APPRENTICESHIP

19.01 An Employer who is regularly employing at least four (4) journeyperson labourers who are members of the Local Union may request and the Union may agree to supply one (1) or more apprentices. The ratio of at least four (4) journeyperson labourers for each apprentice shall be maintained at all times and will not be altered unless otherwise agreed.

19.02 Apprentice Mason Tenders shall be paid seventy-five percent (75%) of the applicable rate for the first 1,200 hours worked; ninety percent (90%) of the applicable rate for the second 1,200 hours worked; and one hundred percent (100%) of the applicable rate for all hours worked thereafter.

19.03 CCW apprentices shall be paid as follows:

(a) For the first 800 hours, seventy percent (70%) of the applicable rate for the sector and/or classification of the work performed;

(b) For the second 800 hours, eighty percent (80%) of the applicable rate for the sector and/or classification of the work performed;

(c) For the third 800 hours, ninety percent (90%) of the applicable rate for the sector and/or classification of the work performed.

19.04 Progress from each level to the next is contingent upon the performance of the necessary hours of work and the successful completion of any courses or training required. Local 183 may give credit to members who have demonstrable experience in the construction industry.

19.05 On completion of 2,400 hours, all apprentices will be paid one hundred percent 100% of the applicable rates.

19.06 All contributions for health, welfare and other benefits shall be paid on behalf of apprentices upon commencement of employment. No contributions for pension benefits are payable on behalf of apprentices until successful completion of the first 800 hours of employment.

ARTICLE 20 – INTERPRETATION OF AGREEMENT

20.01 Where any conflict exists between this Schedule and any other provision of the Provincial Agreement, the provisions of this Schedule shall prevail.

ARTICLE 21 – ROOM AND BOARD

21.01 Where the Employer requires an employee to remain away from their regular residence, the Employer shall pay for all lodging and pay a meal allowance of sixty-five dollars ($65.00) per day for each night spent out of the area. Lodging shall be at a licensed hotel or motel with no more than two (2) per room.

ARTICLE 22 – REFRESHMENT AND LUNCH BREAK

22.01 An employee will be allowed to have one paid refreshment break of ten (10) minutes during each half of their working shift.

Regular day shift employees shall be allowed one-half (1/2) hour lunch break near the midpoint of the shift. It is understood that no employee shall be required to work more than five (5) consecutive hours without a lunch break."

ARTICLE 23 – SAFETY REPRESENTATIVE

23.01 The Local Union shall be notified twenty-four (24) hours before a Safety Representative is to be laid off or transferred.

23.02 Certified Health and Safety Representative when required by Provincial Legislation shall receive a premium of one dollar ($1.00) above their classification.

ARTICLE 24 – BOOT ALLOWANCE

24.01 Where rubber boots are required under abnormal conditions and/or inclement weather the Employer shall supply free of cost and/or an allowance up to a maximum of one hundred and twenty-five dollars ($125.00). If requested by the Employer, the employees will supply receipts in support of such allowance. The employee shall make the boots ready and available at all times.

24.02 Each Employer shall provide employees with such protective clothing and equipment in relation to dangerous, corrosive and toxic materials, including and without limiting the generality of the foregoing, wet weather clothing including rain suits, as needed.

AMENDMENT

RE: LOCAL UNION SCHEDULES, LOCAL 506 TORONTO and LOCAL 183, EASTERN

RE: O.L.R.B. BOARD AREA 18

The parties hereto agree that the afore-mentioned Local Union Schedules be amended accordingly. Re: O.L.R.B. Board Area 18.

Local 506 – Toronto

Simcoe County Schedule

ARTICLE 1 – GEOGRAPHICAL AREA

The Geographical Area of this Agreement shall be that portion of Board Area 18 known as the County of Simcoe, excluding the Townships of Rama, Mara and Thorah.

Local 183 – Eastern

ARTICLE 2 – JURISDICTIONAL CLAIMS

The District of Muskoka and the Townships of Rama, Mara and Thorah in the County of Simcoe.

LOCAL UNION SCHEDULE FOR LOCAL 183 KINGSTON

ARTICLE 1 – RECOGNITION

1.01 The Employer recognizes Local 183 as the exclusive administrative party of this Agreement for employees working in and out of the counties and municipalities of this Schedule which shall be zoned as follows:

Zone I - the Counties of Lennox, Addington, Frontenac and the Townships of Leeds and Thousand Islands, Township of Athens, Township of Front of Yonge, and all lands south thereof in OLRB Area 29.

Zone II - the County of Prince Edward and the Townships of Lake Tudor, Grimsthorpe, Marmora, Madoc, Elzevir, Rawson, Huntingdon, Hungerford, Sidney, Thurlow, Murray, Trenton, Tyendinaga, Wollaston, Limerick and Cashel in the County of Hastings.

Zone III - Bancroft (the Townships of McClure, Wicklow, Bangor, Herschel, Monteagle, Carlow, Faraday, Danganon and Mayo in the County of Hastings).

1.02 It is agreed and understood that the work of flagpersons will be performed only by members of Local 183 and the wages will be determined in Group 'A' in the Wage Schedule.

ARTICLE 2 – SUB-CONTRACTING

2.01 It is agreed that the sub-contracting clause of the Master Portion of the Provincial Agreement will apply to concrete finishing.

ARTICLE 3 – HOURS OF WORK AND OVERTME RATES

3.01 In Zones I, II and III above, the hours of work shall be forty (40) hours per week including labourers working on masonry, tile, terrazzo and marble. The regular working day which may be varied by mutual consent of both parties shall be eight (8) hours between 7:00 a.m. and 5:00 p.m. on Mondays through Fridays.

3.02 All work performed in excess of the said hours of work in Article3.01 shall be construed as overtime. The Employer covenants and agrees to pay to the employees, time and one-half (1 1/2x) the regular hourly rate for the first hour and double (2x) the regular hourly rate for any additional hours worked Monday through Friday. All work performed on Saturday and Sunday shall be paid at the rate of double (2x) the regular hourly rate.

ARTICLE 4 – REPORTING TIME AND NOTICE OF LAYOFF

4.01 (a) Two (2) hours' pay shall be allowed by the Employer when an employee covered by this Agreement reports for work at the Employer's shop or job site, but work is not available due to inclement weather, provided the employee remains on the job for two (2) hours after their designated starting time, if requested to do so by their immediate supervisor. However, no reporting pay shall be allowed where an employee has been informed not to report for work and such information has been given to them before quitting time on the previous day. When work starts late but within one (1) hour of the normal starting time, employees shall be paid from the actual time work started, plus reporting time as required, to make up the hours for the full shift. Travelling time will also be paid where applicable.

(b) Three (3) hours' pay shall be allowed by the Employer when an employee covered by this Agreement reports for work at the Employer's shop or job site and work is not available due to reasons other than inclement weather, provided however, the employee remains on the job during the three (3) hours, if requested to do so by their immediate supervisor. In the event of a job stoppage after the hours stipulated in Article 4.01 (a) and 4.01 (b) due to inclement weather or other causes, the employees will be paid to the next half hour.

(c) When an employee is required to work two (2) or more hours beyond their regular shift without eight (8) hours prior notice, the Employer shall provide a reasonable meal to such employee(s) or shall pay the employee twenty dollars ($20.00) in lieu of such meal.

4.02 (a) When the Employer is unable to proceed with their work [as described in Article 4.01 (b)], the Employer may elect to "stand-off" all or part of their crew. The parties agree "stand-off" is not intended to circumvent the lay-off procedure.

(b) If the Employer elects "stand-off", then it reserves the right to "stand-off" its employee(s) without pay, up to a maximum of five (5) consecutive working days.

(c) If the Employer does not elect "stand-off", then a lay-off will be carried out as prescribed in Article 10 of the Master Portion, and Article 13.05 of this Schedule.

(d) Written notification will be given by the Employer to the Union in all cases of "stand-off".

(e) "Stand-off" shall only continue beyond five (5) working days, with the mutual consent of the parties in writing.

4.03 In the case of a lay-off, all employees will receive one (1) hour's notice in advance or pay in lieu of notice. The Employer will provide a lay-off slip (as supplied by the Union) to the employee at the time of lay-off and the employee will provide same to the Union upon registration.

4.04 The Employer agrees that once a Union Steward is appointed on a project such Union Steward shall not be transferred to other projects of the Employer without the agreement of all parties (such agreement shall not be unreasonably withheld) -and that the transfer of the Union Steward or other employees of the Employer to alternate job sites will not cause the lay-off of the Union Steward.

ARTICLE 5 – FOREPERSON

5.01 After a minimum of five (5) Labourers on a project, a foreperson will be selected by mutual agreement between the Union and the Employer. The Employer agrees such foreperson shall be a member of Local 183.

5.02 The Employer agrees that the members of the Union shall receive orders from only one person, who shall be either the labourers' foreperson or the immediate supervisor.

5.03 If the foreperson or the immediate supervisor instructs the members of the Union to do so, then the members of the Union may receive orders from the tradespersons they tender.

5.04 Working foreperson shall be paid the minimum rate of four dollars and fifty cents ($4.50) per hour over the prevailing rate of the people they are supervising, effective May 1, 2025. This rate to increase to: four dollars and seventy-five cents ($4.75) effective May 1, 2026; and five dollars ($5.00) effective May 1, 2027.

When the Employer deems it appropriate, additional labourer lead-hand(s) shall be appointed by the Employer. A lead-hand shall be paid an additional two dollars and twenty-five cents ($2.25), effective May 1, 2025 per hour above the persons they are supervising. This rate to increase to: two dollars and forty cents ($2.40) effective May 1, 2026; and two dollars and fifty cents ($2.50) effective May 1, 2027.

5.05 Labourers' foreperson shall be subject to the provisions of Article 2 of the Master Portion of the Agreement.

ARTICLE 6 – SHIFT WORK PREMIUM

6.01 All shift work is to be paid at a premium of time and one-seventh (1 1/7thx) the regular hourly rate. All overtime on shift work shall be paid for calculated on the basis of the shift premium.

6.02 Shift work is any shift other than the regular workday contemplated by Article 3 of this Schedule.

6.03 On jobs in occupied buildings where it is impossible to work during regular hours, shift work shall be permitted.

6.04 Notwithstanding the provisions of Article 7.02 of the Master Portion of this Collective Agreement, it is understood and agreed that when working in occupied premises, all work performed in excess of the said forty (40) hours per week shall be construed as overtime. Hours and days of work will be established by mutual consent between the Union and the Employer.

ARTICLE 7 – VACATION PAY

7.01 The Employer agrees to pay ten percent (10%) of gross wages earned to the LIUNA Local 183 Members Vacation Pay Fund, using the forms provided to cover vacation and recognized holiday pay.

ARTICLE 8 – TRAVELLING ALLOWANCE

8.01 (a) When an employee is required by their Employer to travel beyond a twenty-five (25) kilometre radius of the city limits of their home zone (Kingston in Zone I, Belleville in Zone II, Bancroft in Zone III), the employee shall be paid an amount as shown in the following table below. The distance to be paid shall be established as the shortest route from the applicable City Hall in each Zone to the job site by automobile. The employee will not receive a travel allowance for the first twenty-five (25) kilometres each way.

Effective Date	Travel Allowance per Kilometre
Current Rate	CRA Amount

(b) If transportation is supplied by the Employer, then fifty percent (50%) of travelling allowance will be paid per kilometre.

8.02 Where an employee is required by the Employer to stay over beyond a hundred (100) kilometre radius from City Hall, the Employer will provide suitable room and board or reimburse the cost thereof.

8.03 Prior to the commencement of work on each project where free parking is not available in close proximity to the job site, the Employer and the Union will meet and establish a method which provides parking and/or transportation to and from the job site at no cost to the employee(s).

ARTICLE 9 – NEW JOB CLASSIFICATION

9.01 In the event any new job classification shall fall under the jurisdiction of the Union, a rate of pay will be negotiated at that time.

ARTICLE 10 – PENSION, TRI-FUND, WELFARE, & TRAINING & ETC.

10.01 The Employer agrees to report and remit to the Funds stipulated below for all hours worked by its employees, on or before the fifteenth (15th) day of the month, following the month in which the hours were worked. Each report shall list the name, social insurance number and number of hours worked for each employee. The Employer may use the forms provided by the Trustees when reporting the above. Each monthly report and remittance shall include all obligations arising from all hours worked up to and including, the last day worked of the proceeding calendar month.

10.02 The Employer agrees to remit Pension Fund contributions in a manner as described in Article 10.01 and in amounts as shown in the applicable wage chart . Pension Fund contributions shall be forwarded to LiUNA Pension Fund of Central and Eastern Canada (see Master Portion Schedule "D").

10.03 The Employer agrees to remit seven cents ($0.07) per hour worked by each of its employees to the Tri-Fund in a manner as described in Article 4 of the Master Portion of this Agreement.

10.04 The Employer agrees to remit Training Fund contributions in a manner as described in Article 10.01 and in amounts as stated in the applicable wage chart Training Fund contributions will be forwarded to the L.I.U.N.A. Local 183 Training & Rehabilitation Fund (see Master Portion – Schedule "D").

10.05 The Employer agrees to remit Welfare Fund and Group Legal contributions in a manner as described in Article 10.01 and in amounts as stated in the applicable wage chart. Welfare Fund contributions will be forwarded to the Labourers' Local 183 Members Benefit Trust Fund (see Master Portion - Schedule "D").

10.06 Upon thirty (30) days' written notice to the Kingston Contractors Labour Relations Organization, Local 183 may amend the amounts of contributions for union dues deductions, welfare, pension and training fund. Any such adjustment to same will form part of the then current wage package.

ARTICLE 11 – DEDUCTIONS AND CONTRIBUTIONS

11.01 Each employee agrees that each Employer shall deduct working dues in the amount of three percent (3%) of the hourly rate as outlined in Schedule "A" for each hour worked by the employee. Working dues shall be remitted in a manner as described in Article 10.01 and forwarded to L.I.U.N.A. Local 183. In addition to the said three percent (3%) working dues, the Employer will remit forty cents ($0.40) per hours as O.P.D.C. dues in a manner as described in Article 4 of the Master Portion of this Agreement,

11.02 As required by Article 4.04 of the Master Portion, each Employer bound by this Agreement shall contribute twenty-five cents ($0.25) per hour for each hour worked by all employees covered by this Agreement to the Kingston Contractors Labour Relations Organization. All amounts, together with copies of the corresponding contribution reports, shall be mailed by the fifteenth (15th) day of the month following the month such hours were worked to

Kingston Contractors Labour Relations Organization
c/o Local 183 Trust Administration
1263 Wilson Avenue, Suite 205, Toronto, ON M3M 3G2

ARTICLE 12 – NO DISCRIMINATION

12.01 There shall be no discrimination against any veterans who elect not to work on Remembrance Day, provided that the said employees notify the Employer prior to Remembrance Day of their intention not to work.

ARTICLE 13 – HIRING

13.01 All hiring will be through the Kingston office. A referral slip will be issued by the Union and received by the Employer for each job.

13.02 The Employer may name hire one (1) employee registered on the Kingston out-of-work list for each one (1) employee referred by the Union.

13.03 Upon request, the Union will supply the Employer with the first employee named by the Employer, the second employee will

be referred by the Union, and so on, alternately, until all labour requirements are filled.

13.04 To be eligible for name hire, an employee must be a member in good standing of Local 183 and must have been registered on the Kingston unemployment list for a period of not less than forty-five (45) days. The forty-five (45) day provision will not apply to Local 183 members who are re-name hired to the same Employer.

13.05 Scheduled lay-off of these employees will be in reverse order of hiring. If the last employee hired was a name hire, then the lay-off will start with a name hire. If the last employee hired was a referral, then the lay-off will start with a referral.

13.06 (a) Before commencing employment, each employee must establish to the satisfaction of the Employer that they have completed and hold a valid certification for WHMIS, Working at Heights and Occupational Health and Safety Act ("OHSA") Awareness and any similar training requirements mandated by the Provincial Government for construction workers pursuant to OHSA.

(b) If an Employer requires an employee to attend training while employed, the Employer shall be responsible for the cost of all such training, if applicable, and the time spent participating in the training shall be deemed to be time worked and compensated in accordance with the terms of this Collective Agreement, although such time spent in training shall not attract shift premium or overtime.

ARTICLE 14 – ELDERLY PROTECTION CLAUSE

14.01 The Employer agrees to hire at least one member fifty-five (55) years of age or over, for every five (5) Labourers in their employ, provided such member is medically fit and capable of performing the work.

ARTICLE 15 – CONSTRUCTION CRAFT WORKERS APPRENTICES

15.01 The Union shall ensure that all C.C.W. Apprentices complete a safety and basic training course at the Union's Training Centre prior to starting work for any Employer.

15.02 C.C.W. Apprentices shall be paid at the following rates:

CCW Apprentices: 1st Term (0-800 Hrs)														
5/1/2024	$24.57	$2.46	$4.05	$0.05	$1.75	$0.35	$0.05	$0.60	$0.15	$34.03	3%	$0.40	$0.25	$34.28
5/4/2025	$25.72	$2.57	$4.20	$0.05	$1.85	$0.40	$0.05	$0.70	$0.15	$35.69	3%	$0.40	$0.25	$35.94
5/3/2026	$26.57	$2.66	$4.35	$0.05	$1.95	$0.45	$0.05	$0.80	$0.15	$37.03	3%	$0.40	$0.25	$37.28
5/2/2027	$27.43	$2.74	$4.50	$0.05	$2.05	$0.50	$0.05	$0.90	$0.15	$38.37	3%	$0.40	$0.25	$38.62
CCW Apprentices: 2nd Term (801-1600 Hrs)														
5/1/2024	$29.65	$2.97	$4.05	$0.05	$7.75	$0.35	$0.05	$0.60	$0.15	$45.62	3%	$0.40	$0.25	$45.87
5/4/2025	$30.79	$3.08	$4.20	$0.05	$7.85	$0.40	$0.05	$0.70	$0.15	$47.27	3%	$0.40	$0.25	$47.52
5/3/2026	$31.65	$3.16	$4.35	$0.05	$7.95	$0.45	$0.05	$0.80	$0.15	$48.61	3%	$0.40	$0.25	$48.86
5/2/2027	$32.50	$3.25	$4.50	$0.05	$8.05	$0.50	$0.05	$0.90	$0.15	$49.95	3%	$0.40	$0.25	$50.20
CCW Apprentices: 3rd Term (1601-2400 Hrs)														
5/1/2024	$32.96	$3.30	$4.05	$0.05	$7.75	$0.35	$0.05	$0.60	$0.15	$49.26	3%	$0.40	$0.25	$49.51
5/4/2025	$34.11	$3.41	$4.20	$0.05	$7.85	$0.40	$0.05	$0.70	$0.15	$50.92	3%	$0.40	$0.25	$51.17
5/3/2026	$34.96	$3.50	$4.35	$0.05	$7.95	$0.45	$0.05	$0.80	$0.15	$52.26	3%	$0.40	$0.25	$52.51
5/2/2027	$35.82	$3.58	$4.50	$0.05	$8.05	$0.50	$0.05	$0.90	$0.15	$53.60	3%	$0.40	$0.25	$53.85

The ratio of C.C.W. Apprentices to labourers shall be one (1) C.C.W. Apprentice for every four (4) labourers.

ARTICLE 16 – JOINT COMMITTEE

16.01 The parties agree to establish during the life of this Agreement a joint committee to review problems relating to this schedule, should they occur.

ARTICLE 17 – INTERPRETATION OF AGREEMENT

17.01 Where there is a conflict between this Schedule and any other provision of the Provincial Agreement, then the provisions of this Schedule shall apply.

ARTICLE 18 – WAGE RATES AND CLASSIFICATIONS

18.01 It is understood that a "Construction Craft Worker" is a qualified Journeyperson Labourer in accordance with Article 26 of the Master Portion of this Agreement, having completed all safety related

training and a minimum of 2,400 hours on the job, and having passed the test administered by the Ontario Ministry of Labour, Immigration, Training and Skills Development.

ARTICLE 19 – ENABLING/HARDSHIP CLAUSE

19.01 In all cases of hardship, including not being able to secure work, the parties to this Agreement will meet as soon as practicable upon being notified by the other party, or parties. The parties agree to discuss and make all reasonable efforts to resolve all items of discussion. Any concessions, and/or alterations will be discussed, and agreed upon only prior to the tendering of the project, or projects. Any modification to the current conditions will be made in accordance with Article 20 of the Master Portion.

SCHEDULE "A"

										Employee Deductions			
EFFECTIVE DATE	HOURLY RATE	VACATION PAY - 10%	WELFARE	GROUP LEGAL	PENSION FUND	TRAINING FUND	RETIREE FUND	PROMO FUND	TOTAL PACKAGE	WORKING DUES	OPDC DUES	INDUSTRY FUND	EMPLOYER TOTAL
GROUP A: Construction Crafter Workers - All labourers not in Group B and C and skidsteers c/w all attachments.													
5/1/2024	$37.55	$3.76	$4.05	$0.05	$7.75	$0.40	$0.60	$0.15	$54.31	3%	$0.40	$0.25	$54.56
5/4/2025	$38.70	$3.87	$4.20	$0.05	$7.85	$0.45	$0.70	$0.15	$55.97	3%	$0.40	$0.25	$56.22
5/3/2026	$39.55	$3.96	$4.35	$0.05	$7.95	$0.50	$0.80	$0.15	$57.31	3%	$0.40	$0.25	$57.56
5/2/2027	$40.41	$4.04	$4.50	$0.05	$8.05	$0.55	$0.90	$0.15	$58.65	3%	$0.40	$0.25	$58.90
GROUP B: Formworkers, concrete smoothers, air tool oper., mortar men, vibrator men, labouring truck drivers, and telehandlers.													
5/1/2024	$37.88	$3.79	$4.05	$0.05	$7.75	$0.40	$0.60	$0.15	$54.67	3%	$0.40	$0.25	$54.92
5/4/2025	$39.03	$3.90	$4.20	$0.05	$7.85	$0.45	$0.70	$0.15	$56.33	3%	$0.40	$0.25	$56.58
5/3/2026	$39.88	$3.99	$4.35	$0.05	$7.95	$0.50	$0.80	$0.15	$57.67	3%	$0.40	$0.25	$57.92
5/2/2027	$40.74	$4.07	$4.50	$0.05	$8.05	$0.55	$0.90	$0.15	$59.01	3%	$0.40	$0.25	$59.26
GROUP C: Miners, drillers, wagon drillers, caisson sinkers, powder person, pile drivers.													
5/1/2024	$38.00	$3.80	$4.05	$0.05	$7.75	$0.40	$0.60	$0.15	$54.80	3%	$0.40	$0.25	$55.05
5/4/2025	$39.15	$3.91	$4.20	$0.05	$7.85	$0.45	$0.70	$0.15	$56.46	3%	$0.40	$0.25	$56.71
5/3/2026	$40.00	$4.00	$4.35	$0.05	$7.95	$0.50	$0.80	$0.15	$57.80	3%	$0.40	$0.25	$58.05
5/2/2027	$40.85	$4.09	$4.50	$0.05	$8.05	$0.55	$0.90	$0.15	$59.14	3%	$0.40	$0.25	$59.39
CCW Apprentices: 1st Term (0-800 Hrs)													
5/1/2024	$24.57	$2.46	$4.05	$0.05	$1.75	$0.40	$0.60	$0.15	$34.03	3%	$0.40	$0.25	$34.28
5/4/2025	$25.72	$2.57	$4.20	$0.05	$1.85	$0.45	$0.70	$0.15	$35.69	3%	$0.40	$0.25	$35.94
5/3/2026	$26.57	$2.66	$4.35	$0.05	$1.95	$0.50	$0.80	$0.15	$37.03	3%	$0.40	$0.25	$37.28
5/2/2027	$27.43	$2.74	$4.50	$0.05	$2.05	$0.55	$0.90	$0.15	$38.37	3%	$0.40	$0.25	$38.62
CCW Apprentices: 2nd Term (801-1600 Hrs)													
5/1/2024	$29.65	$2.97	$4.05	$0.05	$7.75	$0.40	$0.60	$0.15	$45.62	3%	$0.40	$0.25	$45.87
5/4/2025	$30.79	$3.08	$4.20	$0.05	$7.85	$0.45	$0.70	$0.15	$47.27	3%	$0.40	$0.25	$47.52
5/3/2026	$31.65	$3.16	$4.35	$0.05	$7.95	$0.50	$0.80	$0.15	$48.61	3%	$0.40	$0.25	$48.86
5/2/2027	$32.50	$3.25	$4.50	$0.05	$8.05	$0.55	$0.90	$0.15	$49.95	3%	$0.40	$0.25	$50.20
CCW Apprentices: 3rd Term (1601-2400 Hrs)													
5/1/2024	$32.96	$3.30	$4.05	$0.05	$7.75	$0.40	$0.60	$0.15	$49.26	3%	$0.40	$0.25	$49.51
5/4/2025	$34.11	$3.41	$4.20	$0.05	$7.85	$0.45	$0.70	$0.15	$50.92	3%	$0.40	$0.25	$51.17
5/3/2026	$34.96	$3.50	$4.35	$0.05	$7.95	$0.50	$0.80	$0.15	$52.26	3%	$0.40	$0.25	$52.51
5/2/2027	$35.82	$3.58	$4.50	$0.05	$8.05	$0.55	$0.90	$0.15	$53.60	3%	$0.40	$0.25	$53.85
*Tri-Fund is included in Training Fund													

Letter of Understanding

RE: Zone Ill (Bancroft)

The Parties agree that for the duration of the 2025-2028 ICI Agreement, the terms and conditions for Zone III (Bancroft), shall be as per the Local 183 Kingston Schedule, save and except the following amendments:

1. Hours of Work — as per Local 183 — Eastern, Article 3; and

2. Wage Rate and Classifications — as per Local 183 — Eastern, Article 18 — (B) Wage Rates and Classifications for — Zone II and Ill.

This Letter of Understanding shall expire on April 30, 2028.

NOTES

LOCAL UNION SCHEDULE FOR LOCAL 493 – SUDBURY

ARTICLE 1 – TERRITORIAL JURISDICTION

1.01 The District of Sudbury, Manitoulin Island, Nipissing, Algonquin Provincial Park, Temiskaming, Parry Sound and part of the District of Cochrane lying south of the 49th parallel, including an eighty (80) kilometre radius of the Timmins Federal Building, including the portion lying north of Highway 101 West to the border of the District of Algoma, including the Town of Chapleau, Cockburn and all other islands situated in Georgian Bay of Lake Huron, shall be recognized as being the exclusive territory jurisdiction of Local 493.

ARTICLE 2 – HOURS OF WORK

2.01 The regular hours of work for all employees shall be forty (40) hours per week, eight (8) hours per day, Monday to Friday inclusive, to be worked between the hours of 8:00 a.m. and 4:30 p.m.

The above-mentioned starting and quitting time may be varied by mutual consent of the Employer and the Union Business Manager.

ARTICLE 3 – OVERTIME

3.01 The first two (2) hours overtime worked per day Monday to Friday shall be paid for at one and one-half times(1 1/2x) the regular hourly rate. All other overtime shall be paid at two time (2x) the employee's regular rate of pay.

3.02 In the event of overtime to be worked, then a work break of ten (10) minutes will be provided before the start of such overtime with no loss of pay to the employee for such a break and every two (2) hours thereafter.

3.03 Time lost due to inclement weather may be made up on Saturday at the regular hourly rate of pay, however, any additional hours worked shall be at the appropriate overtime rates.

3.04 No employee will be terminated or discriminated against in any manner for refusing to work overtime.

ARTICLE 4 – SHOW-UP TIME

4.01 Employees reporting for work and who are unable to start through no fault of their own, such as inclement weather, shortage of materials, etc., shall receive two (2) hours' pay plus travel allowance where applicable, unless they have otherwise been notified one (1) hour before starting time not to report for work.

ARTICLE 5 – SHIFT WORK

5.01 When an employee is required to work on any shift other than the hours set out above, they shall be paid a shift premium of one dollar and fifty cents ($1.50) per hour effective May 1, 2025, one dollar and seventy-five cents ($1.75) per hour effective May 1, 2026 and two dollars ($2.00) per hour effective May 1, 2027 in excess of their regular rate. However, at no time shall the second shift overlap the present day shift by more than four (4) hours.

5.02 After eight (8) hours in any shift, or after the fifth (5th) shift in any week, the employee shall be paid double (2x) the straight time rate of pay.

5.03 When an employee covered by this Agreement is required to work more than ten (10) hours, a lunch or hot meal shall be provided for them by the Employer. It is also agreed that if such lunch is not provided, they shall be entitled to one-half (1/2) hour's pay at straight time.

ARTICLE 6 – VACATION PAY AND HOLIDAY PAY

6.01 Total vacation pay and statutory holiday pay shall equal ten percent (10%) of gross wages earned, of which six percent (6%) shall be for vacation pay and four percent (4%) shall be in lieu of paid statutory holidays.

6.02 Vacation pay and statutory holiday pay shall be paid weekly unless Local 493 establishes a Vacation and Holiday Trust Fund, in which case all vacation pay and all statutory holiday pay owing shall be remitted weekly with a completed remittance form to the aforesaid Trust Fund as directed by the Trustees.

ARTICLE 7 – RECALL

7.01 The Employer shall have the prerogative, when adding to their work force, to first rehire any employees who are unemployed and who have been in their employ during the preceding twenty-four (24) months, provided they are in good standing with the Union.

Hiring will be on the following basis:

- 1st two (2) employees selected by the Employer; 3rd employee selected by the Union
- And this ratio will continue

The Employer shall have the right to name hire one out of every two (50%) employees so long as the member is in good standing with the Union and has been registered on the out-of-work list for a period of thirty (30) days.

ARTICLE 8 – SUPERVISION

8.01 Employees covered by this Agreement shall not be required to take directions or instructions in reference to the work they are doing, or that is to be performed, other than from their working foreperson or labour foreperson who shall be a member of the Labourers' International Union of North America, the Employer or their designated representative.

8.02 It is further agreed that those employees covered by this Agreement who are assigned to assist or tender to other tradespersons shall carry out instructions from those tradespersons.

8.03 When a working foreperson or labour foreperson is appointed by the Employer, they shall receive two dollars and fifty cents ($2.50) and three dollars ($3.00) respectively, over the rate of the highest paid employee they are supervising.

ARTICLE 9 - TRANSPORTATION, ROOM AND BOARD AND ACCOMMODATION

9.01 There shall be a free zone extending to a radius of thirty-two (32) kilometres from the Federal Buildings in the following zones. No travel allowance shall be paid for work within these zones:

Zone 1 - District of Sudbury – Sudbury

Zone 2 - District of Nipissing – North Bay

Zone 3 - District of Temiskaming – Kirkland Lake and Haileybury

Zone 4 - District of Cochrane - Cochrane

Zone 5 - District of Timmins – Timmins

Should the Union not be able to supply and qualified workers from a particular zone where a project resides, the Employer may request workers from zones closest to the project to which room, board and travel will be applicable.

9.02 When transportation is not provided, an employee who works in a zone outside of the above-mentioned free zones and resides more than fourteen (14) kilometres from the project, shall be paid a travel allowance of:

- Prevailing CRA (Canada Revenue Agency) Kilometer allowance rate May 1, 2025
- Prevailing CRA (Canada Revenue Agency) Kilometer allowance rate May 1, 2026
- Prevailing CRA (Canada Revenue Agency) Kilometer allowance rate May 1, 2027

Per road kilometre from the perimeter of the free zone or from the employee's residence whichever is less to the project and return on a daily basis for each day worked to be paid weekly.

9.03 Board allowance shall be paid weekly at the following rates:

- Sixty-five dollars ($65.00) May 1, 2025
- Sixty-seven dollars ($67.00) May 1, 2026
- Sixty-nine dollars ($69.00) May 1, 2027

For each day worked an allowance shall be paid to each employee working beyond an eighty (80) kilometre radius and within a one hundred and sixty (160) kilometre radius of the Federal Building as per Article 9.01. Employees that reside less than eighty (80) kilometres from the project shall be paid travel as per Article 9.02 and no room or board allowance shall apply.

9.04 The Employer shall provide the employee with lodging that is acceptable to both the Union and the Contractor. When working beyond a one hundred and sixty (160) kilometre radius from the Federal Building, the employee shall receive a board allowance of:

- Sixty-five dollars ($65.00) May 1, 2025
- Sixty-seven dollars ($67.00) May 1, 2026
- Sixty-nine dollars ($69.00) May 1, 2027

Per day, seven (7) days per week for projects lasting six (6) or more days. For projects with a duration of five (5) days or less members shall be paid the applicable board allowance for each day worked on each day on site.

The Employees that reside less than eighty (80) kilometres from the project, shall be paid travel as per Article 9.02 and no room and board allowance shall apply.

Employees that reside more than eighty (80) kilometres but less than one hundred and sixty (160) kilometres, Article 9.03 shall apply. The Employer shall provide the employee with lodging that is acceptable to both the Union and the Contractor.

9.05 If the Employer pays board allowance, the Employer shall also pay the travel allowances as set out in Articles 9.02, 9.03 or 9.04 to enable the employee to reach the job site and return home at the foresaid rate when the job has been completed. If the employee quits without good reason, the travel allowance will not be paid.

Where the Employer establishes a camp job and a work schedule has been set, the employee shall be paid mileage from the camp to their residence and back to the camp every third turnaround when their residence is beyond 160 road kilometres from the project.

9.06 Where room and board are supplied by the Employer, Articles 9.03 and 9.04 shall not apply, except that any employee wishing to do so may elect to receive their room and board allowance, as outlined in the preceding paragraphs of this Article, in lieu of using the room and board supplied by the Employer.

Should an Employer choose not to provide lodging as per Article 9.04 then they shall supply the employee with room and board allowance at the following rates:

- One hundred and thirty-five dollars ($135.00) May 1, 2025
- One hundred and thirty-five dollars ($135.00) May 1, 2026
- One hundred and thirty-five dollars ($140.00) May 1, 2027

ARTICLE 10 – CLASSIFICATIONS & WAGE RATES

LOCAL 493

EFFECTIVE DATE	HOURLY RATE	VAC PAY	WELFARE & SCHOLARSHIP FUND	PENSION	TRAINING FUND	ORGANIZING FUND	TRI-FUND	SUPPLEMENTAL PENSION	TOTAL PKG.	W.D. DED	OPDC DUES	IND. FUND
Local 493 - Group A: Scaffold Erector, Signalman, Form Stripper, Carpenters Help, Conveyor Belt Operator, Truck Driver, Firewatch and all general labour not covered in Group 'B', 'C' or 'D'												
Last Rate	31.25	3.12	3.00	6.60	1.20	0.50	0.05	4.45	50.17	3%	0.40	0.20
5/1/2025	32.25	3.22	3.00	6.67	1.25	0.55	0.07	4.50	51.51	3%	0.40	0.26
5/1/2026	33.25	3.32	3.06	6.70	1.30	0.60	0.07	4.55	52.85	3%	0.40	0.26
5/1/2027	34.00	3.40	3.20	6.92	1.35	0.65	0.07	4.60	54.19	3%	0.40	0.26
Local 493 - Group B: Bricklayers and Plasterer labourers, forklift operator as per present practice in the jurisdictional area of Local 493.												
Last Rate	31.34	3.14	3.00	6.60	1.20	0.50	0.05	4.45	50.28	3%	0.40	0.26
5/1/2025	32.34	3.24	3.00	6.67	1.25	0.55	0.07	4.50	51.62	3%	0.40	0.26
5/1/2026	33.34	3.34	3.06	6.70	1.30	0.60	0.07	4.55	52.96	3%	0.40	0.26
5/1/2027	34.10	3.41	3.20	6.92	1.35	0.65	0.07	4.60	54.30	3%	0.40	0.26
Local 493 - Group C: Concrete Core Drillers, Grouters, Drillers, Wagon Drillers, Jackhammermen, Gas or Electric Tool Operators, Mixer Operators, Small Pump Operators, 4" discharge and under, Small Compressor Operators, Vibrator Operators, Mortar men and Chippers.												
Last Rate	31.80	3.18	3.00	6.60	1.20	0.50	0.05	4.45	50.78	3%	0.40	0.26
5/1/2025	32.80	3.28	3.00	6.67	1.25	0.55	0.07	4.50	52.12	3%	0.40	0.26
5/1/2026	33.80	3.38	3.06	6.70	1.30	0.60	0.07	4.55	53.46	3%	0.40	0.26
5/1/2027	34.55	3.46	3.20	6.92	1.35	0.65	0.07	4.60	54.80	3%	0.40	0.26
Local 493 - Group D: Cement Finishers, Precast Erectors, Powdermen and Blasters												
Last Rate	32.45	3.25	3.00	6.60	1.20	0.50	0.05	4.45	51.50	3%	0.40	0.26
5/1/2025	33.45	3.35	3.00	6.67	1.25	0.55	0.07	4.50	52.84	3%	0.40	0.26
5/1/2026	34.45	3.45	3.06	6.70	1.30	0.60	0.07	4.55	54.18	3%	0.40	0.26
5/1/2027	35.21	3.52	3.20	6.92	1.35	0.65	0.07	4.60	55.52	3%	0.40	0.26

10.02 If an employee is employed for more than one (1) day on a higher classification, he shall be paid the rate for that classification.

ARTICLE 11 – GENERAL CONTRACTORS EMPLOYING MASONS AND PLASTERERS

11.01 The following hours apply to masonry and plasterer tenders only: The regular work week shall consist of forty-two and one-half (42 ½) hours, made up of eight and one-half (8 ½) hours per day, Monday to Friday. Refer to the "Trade Appendix for Mason Tenders" for refractory work.

11.02 All employees covered by this Agreement shall be allowed ten (10) minutes wash-up time prior to the end of the shift when working with refractory masons who enjoy such benefit.

11.03 Welfare and Local Union working dues contributions and deductions, as indicated below, shall be remitted to the Labourers' International Union, Local 493 (Welfare Trust Fund) on the forms provided by Local 493.

ARTICLE 12 – HEALTH AND WELFARE AND SCHOLARSHIP AND SUPPLEMENTAL PENSION PLAN

12.01 (a) It is agreed that the established Labourers' Union Local 493 Employee Benefit Trust shall continue and the Employer shall pay an amount as set out in Article 10 – Classification & Wage Rates.

(b) The Employer shall pay applicable tax on the full amount of health and welfare less fifteen cents ($0.15) for scholarship to which no RST is applicable.

12.02 Such monies shall be entered on a form as designated by the Trustees from time to time and remitted directly to said Fund by the fifteenth (15th) day of the month following.

12.03 Such contributions to be received by the Administrator not later than the fifteenth (15th) day of the calendar month following the month in which those contributions were earned.

12.04 These monies shall be remitted in accordance with this Agreement as per Article 17.

ARTICLE 13 – PENSION AND TRI-FUND

13.01 The Employer agrees to contribute as per Article 10 Classification & Wage Rates to the LiUNA Pension Fund of Central and Eastern Canada. These contributions shall be for each hour worked by all employees of the Employers covered by this Agreement and shall be forwarded directly to the Pension Fund Office on the fifteenth (15th) day of the calendar month the hours were worked.

13.02 The Employer agrees to contribute the sum of seven cents($0.07) per hour worked as Tri-Fund contributions and remitted with pension contributions above per hour worked as Tri-Fund contributions and remitted with pension contributions above.

ARTICLE 14 – EMPLOYER INDUSTRY FUND

14.01 Each Employer remitting to the Welfare and Pension Plans shall contribute effective May 1, 2025 an amount of twenty-six cents ($0.26) per hour for each hour worked, effective May 1, 2026 an amount of twenty-six cents ($0.26) per hour for each hour worked and effective May 1, 2027 an amount of twenty-six cents ($0.26) per hour for each hour worked by each employee covered by the Agreement, which shall be allocated to the Northeastern Ontario Construction Association Employers' Industry Fund. Such monies shall be entered on a form as designated by the Trustees from time to time and remitted directly to the Trustees of the Pension Fund on or before the fifteenth (15th) day of the month following the month such hours were worked.

14.02 Such monies shall be entered on a form as designated by the Trustees from time to time and remitted directly to the Trustees of the Pension Fund on or before the fifteenth (15th) day of the month following the month such hours were worked.

14.03 Copy of the report forms and monies shall be remitted to:

Northeastern Ontario Construction Association

257 Beatty Street North, Sudbury, Ontario P3C 4G1

ARTICLE 15 – ORGANIZING FUND & TRAINING FUND

15.01 The Employer agrees to contribute one dollar ($1.00) effective May 1, 2025, one dollar and ten cents ($1.10) effective May 1, 2026 and one dollar and twenty cents ($1.20) effective May 1, 2027 for each hour worked by each employee covered by this Agreement into the Training Fund as directed by the Local Union.

15.02 The Employer agrees to contribute forty-five cents ($0.45) per hour effective May 1, 2025, fifty cents ($0.50) per hour effective May 1, 2026 and fifty cents ($0.50) per hour effective May 1, 2027 for each hour worked by each employee covered by this Agreement into the Organizing Fund as directed by the Local Union.

15.03 Such contributions to be received by the Administrator not later than the fifteenth (15th) day of the calendar month following the month in which those contributions were earned.

15.04 These monies shall be remitted in accordance with this Agreement as per Article 17.

ARTICLE 16 – DEDUCTIONS

16.01 Three percent (3%) of the hourly rate paid to each employee covered by this Agreement shall be deducted including vacation pay, for working dues assessment.

16.02 In addition, Ontario Provincial District Council Working Dues of forty cents ($0.40) per hour effective May 1, 2025 and each year thereafter shall be deducted as provided for in Article 4.02 of the Master Portion and remitted in accordance with Article 17 - Remittances.

16.03 Monthly dues in the amount of forty-three dollars ($43.00) effective May 1, 2025, shall be deducted from the first pay of each employee in each month.

16.04 The Union shall issue all dues tax receipts.

ARTICLE 17 – REMITTANCES

17.01 All the above contributions and deductions shall be remitted as follows:

(a) One cheque payable to the "LiUNA Pension Fund of Central and Eastern Canada", PO Box 9002, Lakeshore West PO, Oakville, Ontario L6K 0G1, will cover Article 13 – Pension, Article 14 – Industry Fund and Tri-Fund contributions and Article 16.02 – Provincial Council Dues.

(b) One cheque payable to "LIUNA Local 493", 584 Clinton Avenue, Sudbury, ON P3B 2T2 will cover Article 12.01 – Health and Welfare and Scholarship and Supplemental Pension Plan, Article 15.01 – Training, Article 15.02 – Organizing, Article 16.01 – Working Dues, Article 16.03 – Monthly Dues.

(c) NAME FORM ICI 2022-2025

All contractors shall use the ICI remittance forms provided by the Union.

17.02 The Employer and the Union agree that the Employer will notify the Union of a reporting error from a previous contribution report. The Employer will not adjust or "claw back" on the current or future contributions. The Union will review said errors and refund the Employer within thirty (30) days pending mutual confirmation of the error. If the error includes a "claw back" on supplemental pension, the fee imposed by the Pension Administrator will be charged back to the Employer.

ARTICLE 18 – LAYOFF

18.01 In the case of layoff, all employees shall receive one hour's notice in advance. However, under no circumstances shall any employee covered by this Agreement be laid off during the first half of any shift.

ARTICLE 19 – MARKET RECOVERY

19.01 Whereas the parties are bound to the Provincial ICI Collective Agreement effective May 1, 2025 (the "Provincial Agreement");

And whereas Article 20 in the Master Portion of the Agreement provides that, where hardships exist in a local area, a local union and the local employer's association may reach a memorandum of local exemption in the local union's geographic area;

And whereas Local 493 and NOCA (Northeastern Ontario Construction Association) wish to enter into a local exemption agreement to alleviate hardship in order to build market share in the ICI sector on targeted projects valued at twenty million dollars and under

19.02 **Applicability**

The market retention rates and conditions shall only apply when:

(a) The general contractor must be bidding on a targeted project with a total value estimated to be twenty million dollars or less.

(b) The general contractor must be bidding on work in direct competition with a non-union general contractor or a non-union contractor.

(c) A pre-job conference may be requested by Local 493 or the OPDC.

19.03 In order for the terms of the agreement to apply, the Union shall be provided with the following information:

(a) The name and location of the project;

(b) The total estimated value of the project;

(c) Expected duration of the project;

(d) Complete list of bidders on the project (if available);

(e) Copy of bid results (if available); and

(f) The company shall notify the Union that it intends to apply the terms and conditions of the memorandum prior to the commencement of work.

19.04 For all other terms and conditions that are not amended as per the memorandum, then both the local schedule and the Master Portion of the I.C.I. Collective Agreement shall apply.

19.05 Any violations of the terms of this memorandum by the contractor or sub-contractor shall render this market recovery article null and void and then all the terms and conditions, including wages and hours of work of the I.C.I. Collective Agreement shall apply to all work on the project.

Further, an employer that violates this memorandum will not be permitted to work pursuant to this memorandum on any future projects unless the Union agrees in writing.

19.06 **Hours of Work**

The regular work hours shall be nine (9) hours per day from Monday to Friday, up to forty five(45) hours per week, any hours outside of the forty five(45) hours per week or nine (9)hours per day shall be deemed overtime work.

19.07 **Overtime**

All work performed on Saturdays with the exception of Articles 3.03 and 3.04 in the local schedule of the Agreement shall be worked at time and one-half (1 1/2x) (1 1/2x) rates. All other overtime provisions of the Collective Agreement shall apply.

19.08 **Wages**

Schedule "A" – Market Recovery Classifications & Wage Rates

Local 493 - Group A: Scaffold Erector, Signalman, Form Stripper, Carpenters Help, Conveyor Belt Operator, Truck Driver, Firewatch and all general labour not covered in Group 'B', 'C' or 'D'

Effective Date	Hourly Rate	Vac Pay	Welfare & Scholarship Fund	Pension	Training Fund	Organizing Fund	Tri-Fund	Supplemental Pension	Ind. Fund	Total Pkg.	W.D. Ded	OPDC Dues
Last Rate	24.17	0.97	2.60	4.90	0.95	0.35	0.05	2.13	0.05	36.17	3%	0.40
5/1/2025	25.14	1.04	2.70	4.95	0.95	0.35	0.05	2.13	0.26	37.57	3%	0.40
5/1/2026	26.15	1.09	2.80	5.10	1.05	0.40	0.05	2.43	0.26	39.33	3%	0.40
5/1/2027	26.92	1.12	3.00	5.25	1.15	0.40	0.05	2.58	0.26	40.73	3%	0.40

Local 493 - Group B: Bricklayers and Plasterer labourers shall be ten cents ($0.10) per hour above the minimum hourly rate. Forklift operator as per present practice in the jurisdictional area of Local 493.

Effective Date	Hourly Rate	Vac Pay	Welfare & Scholarship Fund	Pension	Training Fund	Organizing Fund	Tri-Fund	Supplemental Pension	Ind. Fund	Total Pkg.	W.D. Ded	OPDC Dues
Last Rate	24.22	0.97	2.60	4.90	0.95	0.35	0.05	2.13	0.05	36.22	3%	0.40
5/1/2025	25.18	1.05	2.70	4.95	0.95	0.35	0.05	2.13	0.26	37.62	3%	0.40
5/1/2026	26.20	1.09	2.80	5.10	1.05	0.40	0.05	2.43	0.26	39.38	3%	0.40
5/1/2027	26.96	1.13	3.00	5.25	1.15	0.40	0.05	2.58	0.26	40.78	3%	0.40

Local 493 - Group C: Concrete Core Drillers, Grouters, Drillers, Wagon Drillers, Jackhammermen, Gas or Electric Tool Operators, Mixer Operators, Small Pump Operators, 4" discharge and under, Small Compressor Operators, Vibrator Operators, Mortar men and Chippers, shall be fifteen cents ($0.15) per hour above the minimum hourly rate.

Effective Date	Hourly Rate	Vac Pay	Welfare & Scholarship Fund	Pension	Training Fund	Organizing Fund	Tri-Fund	Supplemental Pension	Ind. Fund	Total Pkg.	W.D. Ded	OPDC Dues
Last Rate	24.27	0.97	2.60	4.90	0.95	0.35	0.05	2.13	0.05	36.27	3%	0.40
5/1/2025	25.23	1.05	2.70	4.95	0.95	0.35	0.05	2.13	0.26	37.67	3%	0.40
5/1/2026	26.24	1.10	2.80	5.10	1.05	0.40	0.05	2.43	0.26	39.43	3%	0.40
5/1/2027	27.01	1.13	3.00	5.25	1.15	0.40	0.05	2.58	0.26	40.83	3%	0.40

Local 493 - Group D: Cement Finishers, Precast Erectors, Powdermen and Blasters shall be thirty cents ($0.30) per hour above the minimum hourly rate.

Effective Date	Hourly Rate	Vac Pay	Welfare & Scholarship Fund	Pension	Training Fund	Organizing Fund	Tri-Fund	Supplemental Pension	Ind. Fund	Total Pkg.	W.D. Ded	OPDC Dues
Last Rate	24.42	0.98	2.60	4.90	0.95	0.35	0.05	2.13	0.05	36.43	3%	0.40
5/1/2025	25.38	1.06	2.70	4.95	0.95	0.35	0.05	2.13	0.26	37.83	3%	0.40
5/1/2026	26.40	1.10	2.80	5.10	1.05	0.40	0.05	2.43	0.26	39.59	3%	0.40
5/1/2027	27.17	1.13	3.00	5.25	1.15	0.40	0.05	2.58	0.26	40.99	3%	0.40

If an employee is employed for more than one (1) day on a higher classification, he shall be paid the rate for that classification.

19.09 **Duration**

Unless notice of termination is given, this memorandum shall be in force from the date of the approval by both parties up to the expiry of the current I.C.I. Collective Agreement.

ARTICLE 20 – APPRENTICESHIP PROGRAM

20.01 The following shall be the hours and rates of pay for apprentices:

0 – 800	70% of Article 10.01 Group D (except benefit contributions)
801 – 1600 Hours	80% of Article 10.01 Group D
1601 – 2,400 Hours	90% of Article 10.01 Group D

A member will be considered to be a full red seal Construction Craft worker and as such shall be paid the full applicable labourers' rate as per Article 10 after successful completion of the Construction Craft Worker exam. Proof of completion shall be provided upon request.

ARTICLE 21 – T-2200 FORM

21.01 The Employer shall provide when applicable, a Canada Revenue Agency Form T-2200 "Declaration of Employment" to workers under the terms of the Collective Agreement.

ARTICLE 22 – METATARSALS

22.01 Employees shall receive an additional ten cents ($0.10) per hour above the hourly rate on projects where metatarsal footwear is required by the owner.

Where it is unclear whether the owner requires the use of metatarsal footwear, the Union and the Sudbury Construction Association shall meet and mutually determine whether this agreement shall be in effect.

The metatarsal agreement shall expire at the end of the current agreement and be renewed by mutual agreement between the Union and the Sudbury Construction Association.

ARTICLE 23 – STUDENTS

23.01 (a) **Student Clause**

Students may be hired between the period April 15th to

September 15th at the ratio of one (1) to ten (10) regular members of the Union, as per employer to a maximum of two (2) students, must become a member of the Labourers' Union, pay initiation fees (to be a reasonable amount which is to be left to the discretion of the Union), pay Union dues, pay working dues and receive wages not less than fifty percent (50%) of the experienced labourers' rate. Students shall be laid off first.

(b) In times of economic hardship, the Union shall have the right to deny said request.

ARTICLE 24 – TRAINING

24.01 (a) The Union agrees that, upon request from a contractor bound to the terms of this Agreement, it shall dispatch from the hall, or otherwise provide to the contractor, only those members who are fully trained by the local in those aspects of Health and Safety and those aspects of training as agreed to from time to time by the Local Union and employers association and the LAC where required.

(b) The Local Union agrees that, upon request, it shall provide, in writing, evidence satisfactory to the Contractor that the training has occurred and that all dispatched members have received such training as referred to in (a) above.

(c) The Union agrees the Health and Safety Training programs to be delivered are WHMIS/GHS, Confined Spaces, Working at Heights, Worker Health and Safety Awareness, and such provincially mandated Health and Safety Training programs within the Industrial Commercial and Institutional sector.

(d) Require all employees to have available at all times the Training Verification Card provided to all employees by the Union, which verifies the employee is qualified to perform the work as requested

(e) Members will be given sixty minimum (60) days' notice and offered courses on a regular basis to renew any training set out in Article 24.01(c) of the local schedule of this agreement. Members who are employed will have their Employers copied on

this notice and all courses offered to their employees pertaining to this training. If a member chooses not to attend any of the offered courses, and any of their training set out in 24.01(c) expires, the member and their Employer will be contacted by the Union for the removal of said member from the job site. The member shall not be permitted to return to site, or be dispatched from the Union Hiring Hall, until valid training is provided to the Union by an accredited training provider. The Union shall provide (60) days' notice to the members of expiring training. With communication from Employers the Union shall, when available, provide updated training as per Article 24.01(c)."

LOCAL UNION SCHEDULE FOR
LOCAL 506 – TORONTO AND SIMCOE COUNTY

ARTICLE 1 – ADMINISTRATIVE PARTY

1.01 Pursuant to the provisions of Article 1.03 of the Master Agreement, the Employers recognize Local 506 as the administrative party of these Schedules within OLRB Area No. 8, being The Municipality of Metropolitan Toronto, The Regional Municipalities of Peel and York, the Towns of Oakville and Halton Hills and the portion of the Town of Milton within the geographic Township of Esquesing, and the Towns of Ajax and Pickering in the Regional Municipality of Durham and in the County of Simcoe in Board Area No. 18 excluding the Townships of Rama, Mara and Thorah.

Where there is any conflict between the Schedules and any other provisions of this Provincial Agreement, then the provisions of these Schedules shall prevail.

ARTICLE 2 – COMMON CONDITIONS

2.01 All the terms and conditions of these schedules shall be applicable to all work in Local 506's jurisdiction in Board Area No. 8 and Simcoe County (excluding the Townships Rama, Mara and Thorah) except for those Articles which are specifically limited to one area or to Formwork in particular.

ARTICLE 3 – HIRING

3.01 All employees hired on all projects must produce a work referral slip issued by the Local Union. If the Union is not able to give a member a work referral slip, the Union shall then electronically send the referral slip to the Employer's head office.

3.02 Where an Employer wishes to hire additional labourer(s), the Employer shall contact the Local 506 Union Hall to request the referral of such labourer(s). At the time of placing the request, the Employer shall be entitled to name seventy five percent (75%) of the number of labourers requested, subject to the following conditions:

(a) The labourer(s) requested is a member(s) in good standing of Local 506;

(b) The member is unemployed as a result of voluntary termination and has been registered on the out-of-work list for two (2) weeks or more;

(c) The Employer will do everything possible to ensure that layoffs are not used to abuse the seventy-five percent (75%) name hire right. When layoffs occur, the Employer shall endeavour to layoff in the same seventy-five percent (75%) ratio that was used during hiring, provided the employee is competent and capable of performing the work.

3.03 The Employer may, subject to the provisions of Article 12 (Business Representatives, Stewards), Section 12.03 of the Master Portion, transfer employees presently in their employment from one project to another.

3.04 Notwithstanding the seventy-five percent (75%) ratio provided for herein, the Employer shall be free to rehire any employee who has been in their employment in the previous five (5) months provided they are still members in good standing of the Local Union and they are unemployed and registered on the work referral list. It is understood that the recall of employees must be requested by calling the Local Union.

3.05 **New Members**

(a) New members may be hired subject to the terms and conditions of Article 27 – Construction Craft Worker.

(b) Providing members of the Union are not available in accordance with Article 3.01 of the Master Portion including Apprentices, the Employer may obtain the needed supply of labour elsewhere and shall inform the Union of the names of such workers on the date of their employment and location where such employee will be working, and any qualifications, past experience and training certificates. In such cases the employee shall be considered a probationary employee and not subject to the grievance procedure in the event of termination unless discrimination is alleged. Such probationary employee must secure membership in the Local

Union within twenty (20) working days or be terminated from employment. Such employee shall be subject to all other terms and conditions of the Collective Agreement.

(c) In the event that such worker does not elect to become a member of the Union within twenty (20) working days following their employment, they shall be terminated from employment. If it is determined that the worker is unskilled, the worker will sign a participation agreement to commence the apprenticeship program, when such program is available.

ARTICLE 4 – HOURS OF WORK

4.01 The regular working hours per day shall be eight and one-half (8 ½) from Monday to Thursday inclusive and six (6) hours on Friday (subject to variation as herein provided) and the maximum number of working hours per week shall be forty (40) and work outside these hours shall be overtime work, provided should inclement weather cause employees on a project to lose time during the regular working week, then the six (6) hours may be extended by mutual consent to eight and one-half (8 ½) hours at regular time rates, providing that by doing so forty (40) hours for that regular working week are not exceeded, in which case overtime rates will apply.

4.02 The Employer shall have the right, after notice to the Union, to vary the regular working hours to provide for eight (8) hours per day, Monday to Friday inclusive.

4.03 **Regular Day Shift**

The regular day shift will be worked between the hours of 6:00 a.m. and 5:00 p.m.

(a) The following conditions apply in relation to hours of work for all employers exclusively engaged in concrete forming construction within the jurisdictional territory of Local 506.

(b) A regular work week shall consist of forty-two and one-half (42 ½) hours made up of eight and one-half (8 ½) hours per day, Monday to Friday, between the hours of 6:00 a.m. and 5:00 p.m. This does not constitute a guarantee of hours.

ARTICLE 5 – OVERTIME

5.01 Except as set out under Article 6 – Shift Work, all work performed by labourers under this Agreement in excess of the regular workday shall be overtime work. The rate of wages shall be time and one-half (1 ½x) the regular day shift rate for the first three (3) hours of overtime work and double time (2x) the regular dayshift rate thereafter.

5.02 All work performed on Saturdays and Sundays shall be deemed overtime work and paid for at double (2x) the regular day shift rate.

5.03 Where no Steward has been appointed on a project, the Employer shall notify the Union by telephone or facsimile in advance of working overtime on a Saturday, Sunday or Statutory Holiday. The parties agree that such language is enforceable under Section 133 of the Labour Relations Act.

ARTICLE 6 – SHIFT WORK

6.01 A regular second shift shall consist of a maximum of eight (8) hours per day and a maximum of forty (40) hours per week. The second shift will be worked between the hours of 9:00 a.m. and 8:00 p.m. All work on the second shift is to be paid at a premium of $3.50 per hour in excess of the employee's classified rate.

6.02 **Third Shift**

A regular third shift shall consist of a maximum of eight (8) hours per day and a maximum of forty (40) hours per week. The third shift will commence between the hours of 1:00 p.m. and5:59 a.m. All work on the third shift is to be paid at a premium of $4.00 per hour in excess of the employee's classified rate.

There shall be no pyramiding (multiplying) of shift premiums. Overtime rates shall apply as prescribed in Article 5.

6.03 All overtime work performed on Saturdays, Sundays and recognized holidays shall be calculated from all hours worked after 12:01 a.m.

When on shift work overtime at double the regular dayshift rate will apply from Saturday at 00:01 to Sunday at 23:59.

Shift premiums are not applicable when work is performed pursuant to

the Occupied Premises language of Article 7.02 of the Master Portion of the Collective Agreement.

ARTICLE 7 – INCLEMENT WEATHER AND SHOW-UP TIME

7.01 Two (2) hours' pay, together with travelling allowance whenever applicable, shall be allowed by the Employer when an employee covered by this Agreement reports to work at the Employer's shop or job but work is not available due to any reason, other than inclement weather.

7.02 One (1) hour's pay, together with travelling allowance whenever applicable, shall be allowed by the Employer when an employee covered by this Agreement reports for work at the Employer's shop or job but work is not available due to inclement weather, provided the employee remains on the job for one (1) hour after their designated starting time whenever requested by the superintendent or foreperson. However, no reporting pay shall be allowed where an employee has been informed not to report for work and such information has been given to them before quitting time on the previous day. Where work commences during or following the above-noted one hour and is subsequently stopped due to inclement weather, employees will be paid the greater of hours worked or four (4) hours inclusive of the above-noted hours.

ARTICLE 8 – LAYOFF

8.01 In the case of layoff, all employees will receive two (2) hours' notice in advance or pay in lieu of notice.

8.02 The Employer shall use best efforts not to lay off employees on the first day of its workweek.

ARTICLE 9 – SUB-CONTRACTING

9.01 For the purpose of Article 2 of the Master Portion of the Provincial Agreement, Local 506 shall be recognized as the exclusive affiliated bargaining agent for the work of Formworker labourers on building structures within OLRB Area No. 8 and OLRB Area No. 18 excluding the Townships of Rama, Mara and Thorah.

ARTICLE 10 – SPECIALTY TERMS AND CONDITIONS

10.01 The terms and conditions of the Collective Agreement between the Local and various Employers shall apply to post-tensioning, prestressing, diamond concrete saw cutting, cutting, coring and drilling and the erection and finishing of precast concrete products.

ARTICLE 11 – VACATION PAY

11.01 (a) Vacation pay for all employees covered by this Agreement shall be paid at the rate of ten percent (10%) of gross wages earned after the date hereof.

(b) During the term of any one (1) year, two (2) weeks' vacation without pay may be taken by an employee exclusive of statutory holidays.

(c) Payment of vacation pay shall be made weekly. Vacation pay shall include an amount of four percent (4%) in lieu of payment for statutory holidays.

ARTICLE 12 – WELFARE

12.01 It is agreed that the established Labourers' Union, Local 506 (Construction Division) Employees Benefit Trust shall continue and the Employer shall pay the sum as outlined in Articles 18, 19, 20, 21 and 22 per hour earned by each employee covered by this Agreement. Such monies entered on a form as designated by the Trustees from time to time and remitted directly to the said Welfare Fund by the fifteenth (15th) day of the month following the month for which the contributions are made.

12.02 **Prepaid Legal**

It is agreed that the Employer shall pay into the established Labourers' Union Local 506 Prepaid Legal Services Trust, an amount of seven cents ($0.07) per hour earned for each employee covered under this Agreement. Such monies to be remitted in accordance with Article 12.01 above.

ARTICLE 13 – TRAINING

13.01 It is agreed that the Employer shall pay a per hour contribution as listed in Articles 18, 19, 20, 21 and 22 of the Local Union Schedule into the Labourers' Local 506 Training Fund for each hour earned by each employee covered by this Agreement. Such monies shall be entered on a form as designed by the Training Fund by the fifteenth (15th) day of the month following the month for which the contributions were made.

13.02 **WHMIS**

The Employer agrees to pay the sum of two cents ($0.02) per hour for each hour earned by the employees of the Employer covered by this Agreement to the Labourers' Local 506 Training Fund in respect of WHMIS Training. This payment shall be solely at the Employer's expense and shall be in addition to the total wage rates, contributions and allowances provided for in this Agreement and any renewals thereof. It is further understood and agreed that by providing for such training, the Training Fund shall not in any way incur any liability or responsibility for worker education required under the Occupational Health and Safety Act and regulations thereto.

ARTICLE 14 – PENSION AND L.I.U.N.A. CANADIAN TRI-FUND

14.01 It is agreed that the Employer shall pay into the established LiUNA Pension Fund of Central and Eastern Canada the sum as outlined in Articles 18, 19, 20, 21 and 22 per hour for each hour worked by each employee covered by this Agreement. Such contributions shall be paid to the Trustees of the Pension Fund on or before the fifteenth (15th) day of the month following the month such hours were worked and shall be accompanied by a remittance report form for each employee on a form prescribed by the Trustees of the Fund. Each monthly report and contribution shall include all obligations arising from hours worked up to the preceding calendar month.

The parties hereto may apply on the advice of the Trustees of the Funds established or continued hereunder part of the wage increases for the provisions of benefits.

14.02 The Employer agrees to contribute the sum of five cents ($0.07) per hour worked as Tri-Fund contributions and remit same to the LiUNA

Pension Fund of Central and Eastern Canada on the fifteenth (15th) day of the calendar month following the month in which the hours were worked.

ARTICLE 15 – LABOURERS' UNION ADMINISTRATION FUND DEDUCTIONS AND CONTRIBUTIONS

15.01 The employee hereby agrees that each Employer shall deduct an amount equal to three percent (3%) of the Group "A" hourly rate per hour for each hour earned to be allocated to the Labourers' International Union, Local 506 Administration Fund. Such monies to be remitted together with an additional deduction as provided for in Article 4.01 of the Master Portion for Monthly Union Dues to the Administrator of the Welfare Trust Fund with welfare contributions.

15.02 In addition, Ontario Provincial District Council working dues of forty cents ($0.40) per hour as provided for in Article 4.02 of the Master Portion, shall be deducted and remitted monthly, no later than the fifteenth (15th) day of each month following the month for which deductions were made, for deposit to the "Labourers' International Union, Local 506 Administration Fund".

15.03 A new employee deduction of three cents ($0.03) per hour for a Scholarship fund shall be established, which amount shall be taken from the total monetary settlement.

ARTICLE 16 – PROJECT NOTIFICATION

16.01 Employers undertake to advise Local 506 of the name and location of projects expected to have a duration greater than ninety (90)days. The parties agree that such language is enforceable under Section 133 of the Labour Relations Act.

ARTICLE 17 – EMPLOYER'S ADMINISTRATION FUND

17.01 Each Employer bound by this Agreement shall contribute twenty-five cents ($0.25) per hour for each hour worked by each employee covered by this Agreement as required by Article 4.04 of the Master Portion.

ARTICLE 18 – TORONTO O.L.R.B. AREA #8 – I.C.I. WAGES AND CLASSIFICATIONS SCHEDULE

										Deducted from Worker				
EFFECTIVE DATE	BASIC RATE	VACATION PAY	WELFARE DENTAL	PENSION	TRAINING FUND	TRI-FUND	LEGAL FUND	TOTAL PACKAGE	INDUSTRY FUND	OPDC DUES	SCHOLARSHIP FUND	WORKING DUES	STRIKE FUND	RETIREE FUND
			(E)	(W)	(E)	(W)	(E)		(W)	(W)	(W)	(E)	(E)	(E)
Group A General Labourer														
5/6/2024	$42.08	$4.21	$4.20	$9.75	$1.15	$0.05	$0.07	$61.51	$0.25	$0.40	$0.05	$1.26	$0.05	$0.40
5/5/2025	$43.05	$4.31	$4.55	$9.95	$1.15	$0.07	$0.07	$63.15	$0.25	$0.40	$0.05	$1.29	$0.05	$0.40
5/4/2026	$44.05	$4.40	$4.90	$10.15	$1.15	$0.07	$0.07	$64.79	$0.25	$0.40	$0.05	$1.32	$0.05	$0.40
5/3/2027	$45.04	$4.50	$5.25	$10.35	$1.15	$0.07	$0.07	$66.43	$0.25	$0.40	$0.05	$1.35	$0.05	$0.40
Group B Formworker, Concrete Worker, Jackhammer Operators														
5/6/2024	$44.05	$4.40	$4.20	$9.75	$1.15	$0.05	$0.07	$63.67	$0.25	$0.40	$0.05	$1.26	$0.05	$0.40
5/5/2025	$45.30	$4.53	$4.55	$9.95	$1.15	$0.07	$0.07	$65.62	$0.30	$0.40	$0.05	$1.29	$0.05	$0.40
5/4/2026	$46.57	$4.66	$4.90	$10.15	$1.15	$0.07	$0.07	$67.57	$0.30	$0.40	$0.05	$1.32	$0.05	$0.40
5/3/2027	$47.85	$4.78	$5.25	$10.35	$1.15	$0.07	$0.07	$69.52	$0.30	$0.40	$0.05	$1.35	$0.05	$0.40
Group C Bricklayers Labourers Including Mortarmen														
5/6/2024	$43.98	$4.40	$4.20	$9.75	$1.15	$0.05	$0.07	$63.60	$0.25	$0.40	$0.05	$1.26	$0.05	$0.40
5/5/2025	$44.95	$4.50	$4.55	$9.95	$1.15	$0.07	$0.07	$65.24	$0.25	$0.40	$0.05	$1.29	$0.05	$0.40
5/4/2026	$45.95	$4.59	$4.90	$10.15	$1.15	$0.07	$0.07	$66.88	$0.25	$0.40	$0.05	$1.32	$0.05	$0.40
5/3/2027	$46.94	$4.69	$5.25	$10.35	$1.15	$0.07	$0.07	$68.52	$0.25	$0.40	$0.05	$1.35	$0.05	$0.40
Group D Pit Miners in Caissons Drillers and Wagon Drillers Over 4" Deep														
5/6/2024	$42.39	$4.24	$4.20	$9.75	$1.15	$0.05	$0.07	$61.85	$0.25	$0.40	$0.05	$1.26	$0.05	$0.40
5/5/2025	$43.36	$4.34	$4.55	$9.95	$1.15	$0.07	$0.07	$63.49	$0.25	$0.40	$0.05	$1.29	$0.05	$0.40
5/4/2026	$44.35	$4.44	$4.90	$10.15	$1.15	$0.07	$0.07	$65.13	$0.25	$0.40	$0.05	$1.32	$0.05	$0.40
5/3/2027	$45.35	$4.53	$5.25	$10.35	$1.15	$0.07	$0.07	$66.77	$0.25	$0.40	$0.05	$1.35	$0.05	$0.40
Group E Flagman and Watchmen														
5/6/2024	$40.08	$4.01	$4.20	$9.75	$1.15	$0.05	$0.07	$59.31	$0.25	$0.40	$0.05	$1.26	$0.05	$0.40
5/5/2025	$41.00	$4.10	$4.55	$9.95	$1.15	$0.07	$0.07	$60.89	$0.25	$0.40	$0.05	$1.29	$0.05	$0.40
5/4/2026	$41.94	$4.19	$4.90	$10.15	$1.15	$0.07	$0.07	$62.47	$0.25	$0.40	$0.05	$1.32	$0.05	$0.40
5/3/2027	$42.87	$4.29	$5.25	$10.35	$1.15	$0.07	$0.07	$64.05	$0.25	$0.40	$0.05	$1.35	$0.05	$0.40

Journey Person 100% Of Group A Rate (Full Benefit Package) 2400 Hours + Upon Production Of A Journey Person Certificate

(E) - FUNDS REPORTED ON HOURS EARNED
(W) - FUNDS REPORTED ON HOURS WORKED

ARTICLE 18 – TORONTO O.L.R.B. AREA #8 – I.C.I. WAGES AND CLASSIFICATIONS SCHEDULE (continued)

										Deducted from Worker				
EFFECTIVE DATE	BASIC RATE	VACATION PAY	WELFARE DENTAL	PENSION	TRAINING FUND	TRI-FUND	LEGAL FUND	TOTAL PACKAGE	INDUSTRY FUND	OPDC DUES	SCHOLARSHIP FUND	WORKING DUES	STRIKE FUND	RETIREE FUND
			(E)	(W)	(E)	(W)	(E)		(W)	(W)	(W)	(E)	(E)	(E)
Group F Cleaner and Sorters														
5/6/2024	$36.01	$3.60	$4.20	$9.75	$1.15	$0.05	$0.07	$54.83	$0.25	$0.40	$0.05	$1.26	$0.05	$0.40
5/5/2025	$36.82	$3.68	$4.55	$9.95	$1.15	$0.07	$0.07	$56.29	$0.25	$0.40	$0.05	$1.29	$0.05	$0.40
5/4/2026	$37.65	$3.76	$4.90	$10.15	$1.15	$0.07	$0.07	$57.75	$0.25	$0.40	$0.05	$1.32	$0.05	$0.40
5/3/2027	$38.47	$3.85	$5.25	$10.35	$1.15	$0.07	$0.07	$59.21	$0.25	$0.40	$0.05	$1.35	$0.05	$0.40
Foreman 10% Above Group A Rate														
5/6/2024	$46.29	$4.63	$4.20	$9.75	$1.15	$0.05	$0.07	$66.14	$0.25	$0.40	$0.05	$1.26	$0.05	$0.40
5/5/2025	$47.36	$4.74	$4.55	$9.95	$1.15	$0.07	$0.07	$67.89	$0.25	$0.40	$0.05	$1.29	$0.05	$0.40
5/4/2026	$48.46	$4.85	$4.90	$10.15	$1.15	$0.07	$0.07	$69.65	$0.25	$0.40	$0.05	$1.32	$0.05	$0.40
5/3/2027	$49.54	$4.95	$5.25	$10.35	$1.15	$0.07	$0.07	$71.38	$0.25	$0.40	$0.05	$1.35	$0.05	$0.40
Group G 1st Term Apprentice 65% of Group A Rate (No Pension) 0-800 hours														
5/6/2024	$27.35	$2.74	$4.20	$0.00	$1.15	$0.05	$0.07	$35.56	$0.25	$0.40	$0.05	$1.26	$0.05	$0.40
5/5/2025	$27.98	$2.80	$4.55	$0.00	$1.15	$0.07	$0.07	$36.62	$0.25	$0.40	$0.05	$1.29	$0.05	$0.30
5/4/2026	$28.63	$2.86	$4.90	$0.00	$1.15	$0.07	$0.07	$37.68	$0.25	$0.40	$0.05	$1.32	$0.05	$0.35
5/3/2027	$29.28	$2.93	$5.25	$0.00	$1.15	$0.07	$0.07	$38.75	$0.25	$0.40	$0.05	$1.35	$0.05	$0.40
2nd Term Apprentice 75% of Group A Rate (No Pension) 801- 1600 hours														
5/6/2024	$31.56	$3.16	$4.20	$0.00	$1.15	$0.05	$0.07	$40.19	$0.25	$0.40	$0.05	$1.26	$0.05	$0.40
5/5/2025	$32.29	$3.23	$4.55	$0.00	$1.15	$0.07	$0.07	$41.36	$0.25	$0.40	$0.05	$1.29	$0.05	$0.40
5/4/2026	$33.04	$3.30	$4.90	$0.00	$1.15	$0.07	$0.07	$42.53	$0.25	$0.40	$0.05	$1.32	$0.05	$0.40
5/3/2027	$33.78	$3.38	$5.25	$0.00	$1.15	$0.07	$0.07	$43.70	$0.25	$0.40	$0.05	$1.35	$0.05	$0.40
3rd Term Apprentice 90% of Group A Rate (Full Benefits) 1601- 2400 hours														
5/6/2024	$37.87	$3.79	$4.20	$9.75	$1.15	$0.05	$0.07	$56.88	$0.25	$0.40	$0.05	$1.26	$0.05	$0.40
5/5/2025	$38.75	$3.88	$4.55	$9.95	$1.15	$0.07	$0.07	$58.42	$0.25	$0.40	$0.05	$1.29	$0.05	$0.40
5/4/2026	$39.65	$3.97	$4.90	$10.15	$1.15	$0.07	$0.07	$59.96	$0.25	$0.40	$0.05	$1.32	$0.05	$0.40
5/3/2027	$40.54	$4.05	$5.25	$10.35	$1.15	$0.07	$0.07	$61.48	$0.25	$0.40	$0.05	$1.35	$0.05	$0.40

Journey Person 100% Of Group A Rate (Full Benefit Package) 2400 Hours + Upon Production Of A Journey Person Certificate

(E) - FUNDS REPORTED ON HOURS EARNED
(W) - FUNDS REPORTED ON HOURS WORKED

ARTICLE 19 – TORONTO O.L.R.B. AREA #8 – FORMWORK WAGES AND CLASSIFICATIONS SCHEDULE

										Deducted from Worker				
EFFECTIVE DATE	BASIC RATE	VACATION PAY	WELFARE DENTAL	PENSION	TRAINING FUND	TRI-FUND	LEGAL FUND	TOTAL PACKAGE	INDUSTRY FUND	OPDC DUES	SCHOLARSHIP FUND	WORKING DUES	STRIKE FUND	RETIREE FUND
			(E)	(W)	(E)	(W)	(E)		(W)	(W)	(W)	(E)	(E)	(E)
Formworker Group 1 - Labourers Scaffold Formwork Strip 100% of Group B Formworker														
5/6/2024	$44.05	$4.40	$4.20	$9.75	$1.15	$0.05	$0.07	$63.67	$0.25	$0.40	$0.05	$1.26	$0.05	$0.40
5/5/2025	$45.30	$4.53	$4.55	$9.95	$1.15	$0.07	$0.07	$65.62	$0.30	$0.40	$0.05	$1.29	$0.05	$0.40
5/4/2026	$46.57	$4.66	$4.90	$10.15	$1.15	$0.07	$0.07	$67.57	$0.30	$0.40	$0.05	$1.32	$0.05	$0.40
5/3/2027	$47.85	$4.78	$5.25	$10.35	$1.15	$0.07	$0.07	$69.52	$0.30	$0.40	$0.05	$1.35	$0.05	$0.40
Swamper/Signalman Vibrator Operator $3.00 Above Formwork Group 1														
5/6/2024	$47.05	$4.71	$4.20	$9.75	$1.15	$0.05	$0.07	$66.98	$0.25	$0.40	$0.05	$1.26	$0.05	$0.40
5/5/2025	$48.30	$4.83	$4.55	$9.95	$1.15	$0.07	$0.07	$68.92	$0.30	$0.40	$0.05	$1.29	$0.05	$0.40
5/4/2026	$49.57	$4.96	$4.90	$10.15	$1.15	$0.07	$0.07	$70.87	$0.30	$0.40	$0.05	$1.32	$0.05	$0.40
5/3/2027	$50.85	$5.09	$5.25	$10.35	$1.15	$0.07	$0.07	$72.83	$0.30	$0.40	$0.05	$1.35	$0.05	$0.40
Ride On Machine Operator $2.00 Above Formwork Group 1														
5/6/2024	$46.05	$4.60	$4.20	$9.75	$1.15	$0.05	$0.07	$65.87	$0.25	$0.40	$0.05	$1.26	$0.05	$0.40
5/5/2025	$47.30	$4.73	$4.55	$9.95	$1.15	$0.07	$0.07	$67.82	$0.30	$0.40	$0.05	$1.29	$0.05	$0.40
5/4/2026	$48.57	$4.86	$4.90	$10.15	$1.15	$0.07	$0.07	$69.77	$0.30	$0.40	$0.05	$1.32	$0.05	$0.40
5/3/2027	$49.84	$4.99	$5.25	$10.35	$1.15	$0.07	$0.07	$71.72	$0.30	$0.40	$0.05	$1.35	$0.05	$0.40
Foreman 10% Above Formworker Group 1														
5/6/2024	$48.46	$4.85	$4.20	$9.75	$1.15	$0.05	$0.07	$68.53	$0.25	$0.40	$0.05	$1.26	$0.05	$0.40
5/5/2025	$49.83	$4.98	$4.55	$9.95	$1.15	$0.07	$0.07	$70.60	$0.30	$0.40	$0.05	$1.29	$0.05	$0.40
5/4/2026	$51.23	$5.12	$4.90	$10.15	$1.15	$0.07	$0.07	$72.69	$0.30	$0.40	$0.05	$1.32	$0.05	$0.40
5/3/2027	$52.64	$5.26	$5.25	$10.35	$1.15	$0.07	$0.07	$74.79	$0.30	$0.40	$0.05	$1.35	$0.05	$0.40

Journey Person 100% Of Group A Rate (Full Benefit Package) 2400 Hours + Upon Production Of A Journey Person Certificate

(E) - FUNDS REPORTED ON HOURS EARNED
(W) - FUNDS REPORTED ON HOURS WORKED

ARTICLE 19 – TORONTO O.L.R.B. AREA #8 – FORMWORK WAGES AND CLASSIFICATIONS SCHEDULE (continued)

										Deducted from Worker				
EFFECTIVE DATE	BASIC RATE	VACATION PAY	WELFARE DENTAL	PENSION	TRAINING FUND	TRI-FUND	LEGAL FUND	TOTAL PACKAGE	INDUSTRY FUND	OPDC DUES	SCHOLARSHIP FUND	WORKING DUES	STRIKE FUND	RETIREE FUND
			(E)	(W)	(E)	(W)	(E)		(W)	(W)	(W)	(E)	(E)	(E)
1st Term Apprentice 65% of Group 1 Rate (No Pension) 0-800 hours														
5/6/2024	$28.63	$2.86	$4.20	$0.00	$1.15	$0.05	$0.07	$36.96	$0.25	$0.40	$0.05	$1.26	$0.05	$0.40
5/5/2025	$29.45	$2.94	$4.55	$0.00	$1.15	$0.07	$0.07	$38.23	$0.30	$0.40	$0.05	$1.29	$0.05	$0.40
5/4/2026	$30.27	$3.03	$4.90	$0.00	$1.15	$0.07	$0.07	$39.49	$0.30	$0.40	$0.05	$1.32	$0.05	$0.40
5/3/2027	$31.10	$3.11	$5.25	$0.00	$1.15	$0.07	$0.07	$40.75	$0.30	$0.40	$0.05	$1.35	$0.05	$0.40
2nd Term Apprentice 75% of Group 1 Rate (No Pension) 801- 1600 hours														
5/6/2024	$33.04	$3.30	$4.20	$0.00	$1.15	$0.05	$0.07	$41.81	$0.25	$0.40	$0.05	$1.26	$0.05	$0.40
5/5/2025	$33.97	$3.40	$4.55	$0.00	$1.15	$0.07	$0.07	$43.21	$0.30	$0.40	$0.05	$1.29	$0.05	$0.40
5/4/2026	$34.93	$3.49	$4.90	$0.00	$1.15	$0.07	$0.07	$44.61	$0.30	$0.40	$0.05	$1.32	$0.05	$0.40
5/3/2027	$35.89	$3.59	$5.25	$0.00	$1.15	$0.07	$0.07	$46.02	$0.30	$0.40	$0.05	$1.35	$0.05	$0.40
3rd Term Apprentice 90% of Group 1 Rate (Full Benefits) 1601- 2400 hours														
5/6/2024	$39.65	$3.96	$4.20	$9.75	$1.15	$0.05	$0.07	$58.83	$0.25	$0.40	$0.05	$1.26	$0.05	$0.40
5/5/2025	$40.77	$4.08	$4.55	$9.95	$1.15	$0.07	$0.07	$60.64	$0.30	$0.40	$0.05	$1.29	$0.05	$0.40
5/4/2026	$41.91	$4.19	$4.90	$10.15	$1.15	$0.07	$0.07	$62.44	$0.30	$0.40	$0.05	$1.32	$0.05	$0.40
5/3/2027	$43.06	$4.30	$5.25	$10.35	$1.15	$0.07	$0.07	$64.25	$0.30	$0.40	$0.05	$1.35	$0.05	$0.40

Journey Person 100% Of Group A Rate (Full Benefit Package) 2400 Hours + Upon Production Of A Journey Person Certificate

(E) - FUNDS REPORTED ON HOURS EARNED
(W) - FUNDS REPORTED ON HOURS WORKED

ARTICLE 20 – SIMCOE O.L.R.B. AREA #18 – I.C.I. WAGES AND CLASSIFICATIONS SCHEDULE

										Deducted from Worker				
EFFECTIVE DATE	BASIC RATE	VACATION PAY	WELFARE DENTAL	PENSION	TRAINING FUND	TRI-FUND	LEGAL FUND	TOTAL PACKAGE	INDUSTRY FUND	OPDC DUES	SCHOLARSHIP FUND	WORKING DUES	STRIKE FUND	RETIREE FUND
			(E)	(W)	(E)	(W)	(E)		(W)	(W)	(W)	(E)	(E)	(E)
GROUP A: General Labourer														
5/6/2024	$37.98	$3.80	$4.20	$9.75	$1.15	$0.05	$0.07	$57.00	$0.25	$0.40	$0.05	$1.14	$0.05	$0.40
5/5/2025	$38.85	$3.88	$4.55	$9.95	$1.15	$0.07	$0.07	$58.52	$0.25	$0.40	$0.05	$1.17	$0.05	$0.40
5/4/2026	$39.73	$3.97	$4.90	$10.15	$1.15	$0.07	$0.07	$60.04	$0.25	$0.40	$0.05	$1.19	$0.05	$0.40
5/3/2027	$40.61	$4.06	$5.25	$10.35	$1.15	$0.07	$0.07	$61.56	$0.25	$0.40	$0.05	$1.22	$0.05	$0.40
Group B Formworker, Concrete Worker, Jackhammer Operators														
5/6/2024	$40.31	$4.03	$4.20	$9.75	$1.15	$0.05	$0.07	$59.56	$0.25	$0.40	$0.05	$1.14	$0.05	$0.40
5/5/2025	$41.46	$4.15	$4.55	$9.95	$1.15	$0.07	$0.07	$61.40	$0.30	$0.40	$0.05	$1.17	$0.05	$0.40
5/4/2026	$42.64	$4.26	$4.90	$10.15	$1.15	$0.07	$0.07	$63.24	$0.30	$0.40	$0.05	$1.19	$0.05	$0.40
5/3/2027	$43.81	$4.38	$5.25	$10.35	$1.15	$0.07	$0.07	$65.08	$0.30	$0.40	$0.05	$1.22	$0.05	$0.40
Group C Bricklayers Labourers Including Mortarmen														
5/6/2024	$39.01	$3.90	$4.20	$9.75	$1.15	$0.05	$0.07	$58.13	$0.25	$0.40	$0.05	$1.14	$0.05	$0.40
5/5/2025	$39.87	$3.99	$4.55	$9.95	$1.15	$0.07	$0.07	$59.65	$0.25	$0.40	$0.05	$1.17	$0.05	$0.40
5/4/2026	$40.75	$4.08	$4.90	$10.15	$1.15	$0.07	$0.07	$61.17	$0.25	$0.40	$0.05	$1.19	$0.05	$0.40
5/3/2027	$41.64	$4.16	$5.25	$10.35	$1.15	$0.07	$0.07	$62.69	$0.25	$0.40	$0.05	$1.22	$0.05	$0.40
Group D Cleaner and Sorters														
5/6/2024	$32.90	$3.29	$4.20	$9.75	$1.15	$0.05	$0.07	$51.41	$0.25	$0.40	$0.05	$1.14	$0.05	$0.40
5/5/2025	$33.76	$3.38	$4.55	$9.95	$1.15	$0.07	$0.07	$52.93	$0.25	$0.40	$0.05	$1.17	$0.05	$0.40
5/4/2026	$34.65	$3.46	$4.90	$10.15	$1.15	$0.07	$0.07	$54.45	$0.25	$0.40	$0.05	$1.19	$0.05	$0.40
5/3/2027	$35.53	$3.55	$5.25	$10.35	$1.15	$0.07	$0.07	$55.97	$0.25	$0.40	$0.05	$1.22	$0.05	$0.40

Journey Person 100% Of Group A Rate (Full Benefit Package) 2400 Hours + Upon Production Of A Journey Person Certificate

(E) - FUNDS REPORTED ON HOURS EARNED
(W) - FUNDS REPORTED ON HOURS WORKED

ARTICLE 20 – SIMCOE O.L.R.B. AREA #18 – I.C.I. WAGES AND CLASSIFICATIONS SCHEDULE (continued)

										Deducted from Worker				
EFFECTIVE DATE	BASIC RATE	VACATION PAY	WELFARE DENTAL	PENSION	TRAINING FUND	TRI-FUND	LEGAL FUND	TOTAL PACKAGE	INDUSTRY FUND	OPDC DUES	SCHOLARSHIP FUND	WORKING DUES	STRIKE FUND	RETIREE FUND
			(E)	(W)	(E)	(W)	(E)		(W)	(W)	(W)	(E)	(E)	(E)
Foreman 10% Above Group A Rate														
5/6/2024	$41.78	$4.18	$4.20	$9.75	$1.15	$0.05	$0.07	$61.18	$0.25	$0.40	$0.05	$1.14	$0.05	$0.40
5/5/2025	$42.74	$4.27	$4.55	$9.95	$1.15	$0.07	$0.07	$62.80	$0.25	$0.40	$0.05	$1.17	$0.05	$0.40
5/4/2026	$43.70	$4.37	$4.90	$10.15	$1.15	$0.07	$0.07	$64.41	$0.25	$0.40	$0.05	$1.19	$0.05	$0.40
5/3/2027	$44.67	$4.47	$5.25	$10.35	$1.15	$0.07	$0.07	$66.03	$0.25	$0.40	$0.05	$1.22	$0.05	$0.40
Group G 1st Term Apprentice 65% of Group A Rate (No Pension) 0-800 hours														
5/6/2024	$24.69	$2.47	$4.20	$0.00	$1.15	$0.05	$0.07	$32.63	$0.25	$0.40	$0.05	$1.14	$0.05	$0.40
5/5/2025	$25.26	$2.52	$4.55	$0.00	$1.15	$0.07	$0.07	$33.62	$0.25	$0.40	$0.05	$1.17	$0.05	$0.40
5/4/2026	$25.82	$2.58	$4.90	$0.00	$1.15	$0.07	$0.07	$34.59	$0.25	$0.40	$0.05	$1.19	$0.05	$0.40
5/3/2027	$26.40	$2.64	$5.25	$0.00	$1.15	$0.07	$0.07	$35.58	$0.25	$0.40	$0.05	$1.22	$0.05	$0.40
2nd Term Apprentice 75% of Group A Rate (No Pension) 801- 1600 hours														
5/6/2024	$28.49	$2.85	$4.20	$0.00	$1.15	$0.05	$0.07	$36.81	$0.25	$0.40	$0.05	$1.14	$0.05	$0.40
5/5/2025	$29.14	$2.91	$4.55	$0.00	$1.15	$0.07	$0.07	$37.89	$0.25	$0.40	$0.05	$1.17	$0.05	$0.40
5/4/2026	$29.80	$2.98	$4.90	$0.00	$1.15	$0.07	$0.07	$38.97	$0.25	$0.40	$0.05	$1.19	$0.05	$0.40
5/3/2027	$30.46	$3.05	$5.25	$0.00	$1.15	$0.07	$0.07	$40.05	$0.25	$0.40	$0.05	$1.22	$0.05	$0.40
3rd Term Apprentice 90% of Group A Rate (Full Benefits) 1601- 2400 hours														
5/6/2024	$34.18	$3.42	$4.20	$9.75	$1.15	$0.05	$0.07	$52.82	$0.25	$0.40	$0.05	$1.14	$0.05	$0.40
5/5/2025	$34.97	$3.50	$4.55	$9.95	$1.15	$0.07	$0.07	$54.26	$0.25	$0.40	$0.05	$1.17	$0.05	$0.40
5/4/2026	$35.76	$3.58	$4.90	$10.15	$1.15	$0.07	$0.07	$55.68	$0.25	$0.40	$0.05	$1.19	$0.05	$0.40
5/3/2027	$36.55	$3.66	$5.25	$10.35	$1.15	$0.07	$0.07	$57.10	$0.25	$0.40	$0.05	$1.22	$0.05	$0.40

Journey Person 100% Of Group A Rate (Full Benefit Package) 2400 Hours + Upon Production Of A Journey Person Certificate

(E) - FUNDS REPORTED ON HOURS EARNED
(W) - FUNDS REPORTED ON HOURS WORKED

ARTICLE 21 – SIMCOE O.L.R.B. AREA #18 – FORMWORK WAGES AND CLASSIFICATIONS SCHEDULE

										Deducted from Worker				
EFFECTIVE DATE	BASIC RATE	VACATION PAY	WELFARE DENTAL	PENSION	TRAINING FUND	TRI-FUND	LEGAL FUND	TOTAL PACKAGE	INDUSTRY FUND	OPDC DUES	SCHOLARSHIP FUND	WORKING DUES	STRIKE FUND	RETIREE FUND
			(E)	(W)	(E)	(W)	(E)		(W)	(W)	(W)	(E)	(E)	(E)
Formworker Group 1 - Labourers Scaffold Formwork Strip 100% of Group B Formworker														
5/6/2024	$40.31	$4.03	$4.20	$9.75	$1.15	$0.05	$0.07	$59.56	$0.25	$0.40	$0.05	$1.14	$0.05	$0.40
5/5/2025	$41.46	$4.15	$4.55	$9.95	$1.15	$0.07	$0.07	$61.40	$0.30	$0.40	$0.05	$1.17	$0.05	$0.40
5/4/2026	$42.64	$4.26	$4.90	$10.15	$1.15	$0.07	$0.07	$63.24	$0.30	$0.40	$0.05	$1.19	$0.05	$0.40
5/3/2027	$43.81	$4.38	$5.25	$10.35	$1.15	$0.07	$0.07	$65.08	$0.30	$0.40	$0.05	$1.22	$0.05	$0.40
Swamper/Signalman Vibrator Operator $3.00 Above Formwork Group 1														
5/6/2024	$43.31	$4.33	$4.20	$9.75	$1.15	$0.05	$0.07	$62.86	$0.25	$0.40	$0.05	$1.14	$0.05	$0.40
5/5/2025	$44.46	$4.45	$4.55	$9.95	$1.15	$0.07	$0.07	$64.70	$0.30	$0.40	$0.05	$1.17	$0.05	$0.40
5/4/2026	$45.64	$4.57	$4.90	$10.15	$1.15	$0.07	$0.07	$66.55	$0.30	$0.40	$0.05	$1.19	$0.05	$0.40
5/3/2027	$46.81	$4.68	$5.25	$10.35	$1.15	$0.07	$0.07	$68.38	$0.30	$0.40	$0.05	$1.22	$0.05	$0.40
Ride On Machine Operator $2.00 Above Formwork Group 1														
5/6/2024	$42.31	$4.23	$4.20	$9.75	$1.15	$0.05	$0.07	$61.76	$0.25	$0.40	$0.05	$1.14	$0.05	$0.40
5/5/2025	$43.46	$4.35	$4.55	$9.95	$1.15	$0.07	$0.07	$63.60	$0.30	$0.40	$0.05	$1.17	$0.05	$0.40
5/4/2026	$44.64	$4.46	$4.90	$10.15	$1.15	$0.07	$0.07	$65.44	$0.30	$0.40	$0.05	$1.19	$0.05	$0.40
5/3/2027	$45.81	$4.58	$5.25	$10.35	$1.15	$0.07	$0.07	$67.28	$0.30	$0.40	$0.05	$1.22	$0.05	$0.40
Foreman 10% Above Formworker Group 1														
5/6/2024	$44.34	$4.43	$4.20	$9.75	$1.15	$0.05	$0.07	$63.99	$0.25	$0.40	$0.05	$1.14	$0.05	$0.40
5/5/2025	$45.61	$4.56	$4.55	$9.95	$1.15	$0.07	$0.07	$65.96	$0.30	$0.40	$0.05	$1.17	$0.05	$0.40
5/4/2026	$46.90	$4.69	$4.90	$10.15	$1.15	$0.07	$0.07	$67.93	$0.30	$0.40	$0.05	$1.19	$0.05	$0.40
5/3/2027	$48.19	$4.82	$5.25	$10.35	$1.15	$0.07	$0.07	$69.90	$0.30	$0.40	$0.05	$1.22	$0.05	$0.40

Journey Person 100% Of Group A Rate (Full Benefit Package) 2400 Hours + Upon Production Of A Journey Person Certificate

(E) - FUNDS REPORTED ON HOURS EARNED
(W) - FUNDS REPORTED ON HOURS WORKED

ARTICLE 21 – SIMCOE O.L.R.B. AREA #18 – FORMWORK WAGES AND CLASSIFICATIONS SCHEDULE (continued)

										Deducted from Worker				
EFFECTIVE DATE	BASIC RATE	VACATION PAY	WELFARE DENTAL	PENSION	TRAINING FUND	TRI-FUND	LEGAL FUND	TOTAL PACKAGE	INDUSTRY FUND	OPDC DUES	SCHOLARSHIP FUND	WORKING DUES	STRIKE FUND	RETIREE FUND
			(E)	(W)	(E)	(W)	(E)		(W)	(W)	(W)	(E)	(E)	(E)
1st Term Apprentice 65% of Group 1 Rate (No Pension) 0-800 hours														
5/6/2024	$26.20	$2.62	$4.20	$0.00	$1.15	$0.05	$0.07	$34.29	$0.25	$0.40	$0.05	$1.14	$0.05	$0.40
5/5/2025	$26.95	$2.69	$4.55	$0.00	$1.15	$0.07	$0.07	$35.48	$0.30	$0.40	$0.05	$1.17	$0.05	$0.40
5/4/2026	$27.72	$2.77	$4.90	$0.00	$1.15	$0.07	$0.07	$36.68	$0.30	$0.40	$0.05	$1.19	$0.05	$0.40
5/3/2027	$28.48	$2.85	$5.25	$0.00	$1.15	$0.07	$0.07	$37.87	$0.30	$0.40	$0.05	$1.22	$0.05	$0.40
2nd Term Apprentice 75% of Group 1 Rate (No Pension) 801- 1600 hours														
5/6/2024	$30.23	$3.02	$4.20	$0.00	$1.15	$0.05	$0.07	$38.72	$0.25	$0.40	$0.05	$1.14	$0.05	$0.40
5/5/2025	$31.10	$3.11	$4.55	$0.00	$1.15	$0.07	$0.07	$40.05	$0.30	$0.40	$0.05	$1.17	$0.05	$0.40
5/4/2026	$31.98	$3.20	$4.90	$0.00	$1.15	$0.07	$0.07	$41.37	$0.30	$0.40	$0.05	$1.19	$0.05	$0.40
5/3/2027	$32.86	$3.29	$5.25	$0.00	$1.15	$0.07	$0.07	$42.69	$0.30	$0.40	$0.05	$1.22	$0.05	$0.40
3rd Term Apprentice 90% of Group 1 Rate (Full Benefits) 1601- 2400 hours														
5/6/2024	$36.28	$3.63	$4.20	$9.75	$1.15	$0.05	$0.07	$55.13	$0.25	$0.40	$0.05	$1.14	$0.05	$0.40
5/5/2025	$37.31	$3.73	$4.55	$9.95	$1.15	$0.07	$0.07	$56.83	$0.30	$0.40	$0.05	$1.17	$0.05	$0.40
5/4/2026	$38.38	$3.84	$4.90	$10.15	$1.15	$0.07	$0.07	$58.56	$0.30	$0.40	$0.05	$1.19	$0.05	$0.40
5/3/2027	$39.43	$3.94	$5.25	$10.35	$1.15	$0.07	$0.07	$60.26	$0.30	$0.40	$0.05	$1.22	$0.05	$0.40

Journey Person 100% Of Group A Rate (Full Benefit Package) 2400 Hours + Upon Production Of A Journey Person Certificate

(E) - FUNDS REPORTED ON HOURS EARNED
(W) - FUNDS REPORTED ON HOURS WORKED

ARTICLE 22 – PLASTERERS' & DRYWALL LABOURERS WAGES AND CLASSIFICATIONS SCHEDULE

										Deducted from Worker				
EFFECTIVE DATE	BASIC RATE	VACATION PAY	WELFARE DENTAL	PENSION	TRAINING FUND	TRI-FUND	LEGAL FUND	TOTAL PACKAGE	INDUSTRY FUND	OPDC DUES	SCHOLARSHIP FUND	WORKING DUES	STRIKE FUND	RETIREE FUND
			(E)	(W)	(E)	(W)	(E)		(W)	(W)	(W)	(E)	(E)	(E)
Drywall Labourer														
5/6/2024	$40.85	$4.09	$4.10	$8.25	$0.90	$0.05	$0.07	$58.31	$0.25	$0.40	$0.05	$1.23	$0.05	$0.40
5/5/2025	$41.83	$4.18	$4.45	$8.45	$0.90	$0.07	$0.07	$59.95	$0.25	$0.40	$0.05	$1.26	$0.05	$0.40
5/4/2026	$42.82	$4.28	$4.80	$8.65	$0.90	$0.07	$0.07	$61.59	$0.25	$0.40	$0.05	$1.29	$0.05	$0.40
5/3/2027	$43.81	$4.38	$5.15	$8.85	$0.90	$0.07	$0.07	$63.23	$0.25	$0.40	$0.05	$1.31	$0.05	$0.40
Plaster Labourer														
5/6/2024	$41.05	$4.11	$4.10	$8.25	$0.90	$0.05	$0.07	$58.53	$0.25	$0.40	$0.05	$1.23	$0.05	$0.40
5/5/2025	$42.35	$4.24	$4.45	$8.45	$0.90	$0.07	$0.07	$60.53	$0.25	$0.40	$0.05	$1.26	$0.05	$0.40
5/4/2026	$43.85	$4.39	$4.80	$8.65	$0.90	$0.07	$0.07	$62.73	$0.25	$0.40	$0.05	$1.29	$0.05	$0.40
5/3/2027	$45.35	$4.54	$5.15	$8.85	$0.90	$0.07	$0.07	$64.93	$0.25	$0.40	$0.05	$1.31	$0.05	$0.40

(E) - FUNDS REPORTED ON HOURS EARNED
(W) - FUNDS REPORTED ON HOURS WORKED

ARTICLE 23 – WAGES AND CLASSIFICATIONS

23.01 Labourers hired for Group "F" Classification shall be hired from the Union Hall.

23.02 The above rates in Group "B", "C", "D", "E", "F" or "G" will only apply to hours actually worked in such classifications.

23.03 Labourers who are not physically able to perform normal duties will be offered available work as flagpersons or watchpersons.

23.04 **Working Foreperson**

(a) A working foreperson shall receive a minimum of ten percent(10%) above the Group "A" Labourer rate for the purposes of Articles 18 and 20 and the Group "1" Labourer rate for the purposes of Articles 19 and 21.

(b) Where an Employer appoints a Labourer as a lead hand, they will receive a rate above the Group "A" Labourer as follows:

Effective May 1, 2011: Five percent(5%).

(c) After six (6) labourers are employed by the Employer on a project, a foreperson will be selected by the Employer. The Employer agrees that such foreperson shall be a member of Local 506. This provision does not preclude supervisory personnel of the Employer from giving direction and instruction to members of Local 506.

23.05 **Suspended Access Platforms**

A premium of two dollars and fifty cents ($2.50) per hour shall be paid to employees covered by this Agreement when working on a powered elevating work platforms and swing stages.

23.06 (a) Employees whose primary task is ride-on Machine Operator on any given workday shall be paid a premium of two dollars ($2.00) per hour above their rate for all hours worked that day.

(b) Employees whose primary task is Swamper/Signalperson or Vibrator Operator on any given working day shall be paid a premium of three dollars ($3.00) per hour above their rate for all hours worked that day.

23.07 Cement (floor) finishers will be paid pursuant to the cement finisher's appendix to this Agreement.

23.08 Job Classifications for Formwork Wage and Classifications Schedule

(a) Formwork Clean up Labourers – Group 1

(b) Material Handling Labourers – Group 1

(c) Carpenter Helpers – Group 1

(d) Erection and Dismantling Labourers – Group 1

(e) Concrete Group 1

(f) Swampers Group 1 plus premium

(g) Formwork Cement Finishers – The employer shall pay in accordance with the Cement Finishers Appendix "Cement Finishers Wage and Classification Schedule for Local 506

(h) Scaffold Erector – Group 1

(i) Formwork Stripper – Group 1

(j) Ride on Machine Operator – Group 1 plus premium

(k) Vibrator Operator -Group 1 plus premium

ARTICLE 24 – TRANSPORTATION ALLOWANCE – TORONTO O.L.R.B. AREA #8

24.01 (a) **Zone 1** - The area bounded by the east boundary of Highway 27 on the west, and the south boundary of Steeles Avenue on the north and the west boundary of Kennedy Road on the east.

Zone 2 - The jurisdictional area outside of Zone 1.

$12.00 effective May 4,2025

(b) Where key persons are required to work beyond the O.L.R.B. Area No. 8 they shall not be paid less than the home base conditions contained herein.

(c) Where an employee covered by the conditions of this Schedule is required to stay out of town, they shall be paid the cost of approved transportation. Board and lodging at seventy-five dollars ($75.00) effective May 1, 2016 or actual costs upon presentation of receipts. This allowance shall also be paid for Saturday and Sunday if the employees are unable to return home by reason of the location of the job site. The Employer shall have the right to make acceptable accommodations for room and board.

ARTICLE 25 – TRANSPORTATION ALLOWANCE – SIMCOE – O.L.R.B. AREA #18 EXCLUDING RAMA, MARA AND THORAH

25.01 **Travel Expenses**

Zone 1 - The area up to a forty (40) kilometre limit by Direct Road (no allowance) from Barrie City Hall.

Zone 2 - Outside of Zone 1.

$12.00 effective May 4, 2025

25.02 **Board and Lodging**

Paid as prescribed in Article 24. 01 (c) (as may be amended).

ARTICLE 26 – APPLICABLE TO FORMWORK ONLY – JURISDICTION

26.01 All jurisdictional problems on formwork matters shall be settled by:

(a) Internally by the parties involved, or

(b) Referred to a Formwork Council made up of representatives of the General Contractors Section of the Toronto Construction Association and the Concrete Forming Association of Ontario.

(c) If no resolution as per (a) or (b) above, then either party can refer to the O.L.R.B.

ARTICLE 27 – CONSTRUCTION CRAFT WORKER

27.01 The parties hereby agree to recognize and support the Union's current apprenticeship programs that are administrated through the Ontario Ministry of Labour, Immigration, Training and Skills Developments. They also agree to participate on Local Apprenticeship Committees (LAC) to develop and implement programs and plans of training for work covered by this Agreement.

1. **Training**

The apprentice agrees to follow all training and instruction provided during the term of apprenticeship and abide by the conditions outlined in the General Requirement of the Construction Craft Labourer Apprenticeship Program. The apprentice understands that leaving the apprenticeship program may terminate their membership in Local 506.

Apprentices employed under this Agreement shall be required to attend apprenticeship school when directed to do so by the Local Apprenticeship Committee.

Any apprentices refusing to attend or not attending school when directed by the Local Apprenticeship Committee shall be sufficient cause for suspension or discharge from employment.

The Training Centre will provide off-the-job training as directed by the Local Apprenticeship Committee and will keep records of training completed.

The Employer agrees to provide on-the-job training, pay wages, and abide by ratios and in-class requirements as set out herein.

The Union agrees to accept apprentices as apprentice members of Local 506 with the benefits and privileges of union membership except as limited for apprentices by the Constitution, by-laws and working rules of the Union. These benefits and privileges cease should the apprentice leave the program.

2. **Terms and Wages of Apprentices Local 506 Board Areas #8 and #18**

First Term Apprentice:

0 – 800 hours – Labourers 65% of Labourer Group A Rate including Benefit Package (except Pension Contributions).

Formworkers 65% of Formworkers Group 1 Rate including Benefit Package (except for Pension Contributions).

Second Term Apprentice:

801 – 1,600 hours – Labourers 75% of Labourer Group A Rate including Benefit Package (except Pension Contributions).

Formworkers 75% of Formworkers Group 1 Rate including Benefit Package (except for Pension Contributions).

One year following the date of commencement of work under this Agreement, new members' rates will be adjusted to the applicable labourers' rates including pension.

Third Term Apprentice:

1,601 – 2,400 hours – Labourers 90% of Labourer Group A Rate including Full Benefit Package.Formworkers 90% of Formworker Group 1Rate plus Full Benefit Package.

Note: No Employer contribution in respect to pension (Article 14) will be made. Following the requisite 1,600 hours worked under this Agreement, new members' rates will be adjusted to the applicable labourers' rates to include pension.

Journeyperson:

2,400 hours and more – 100% of the full wage package upon production of a journeyperson Certificate. No employee shall suffer a loss in wages as a result of these amendments and applicable wage increases shall apply.

3. **Ratio of Apprentices**

When hiring the Employer agrees to hire and employ a Construction Craft Worker Apprentice at the Union's request, but in no event shall the Employer be required to employ or maintain a ratio of not more than one (1) apprentice to four (4) journeypersons, unless by mutual consent between the Union and the Employer.

4. **Miscellaneous**

No apprentice shall act in a supervisory capacity.

A record book showing which Employer the apprentice has worked for, the type of work performed, and the amount of hours worked shall at all times be kept by the apprentice and signed by each Employer for inspection by any perspective Employer, the Training Centre and the Union.

4.01 The Employer shall from time to time sign off on the Apprenticeship Training Standards record book.

4.02 The programs and plans developed herein may be amended by the Local Apprenticeship Committee from time to time but must be attached to and form part of the Agreement.

4.03 New members, who can provide evidence of construction experience acceptable to the Employer and to the Union, may be paid journeyperson's rate of pay.

ARTICLE 28 – FORMWORK MAKE-UP TIME

28.01 Where an Employer is experiencing undue hardship on a project due to inclement weather, members may be requested to work make-up

time on a voluntary basis only. No more than two (2) extra hours per weekday may be worked to a total of ten (10) hours per day and then double time would be applied. Make-up hours are agreed not to exceed eight (8) hours per week, Monday to Friday.

If the total allowable make-up time has not been achieved Monday through Friday, the Employer may request an employee to work on Saturday on a voluntary basis, at time and one-half (1 ½x) to a maximum of six (6) hours and double time (2x) thereafter.

No reprisals may be imposed to a member for not agreeing to work make-up time. Any violation to this make-up time clause proven by the Union may deem a contractor ineligible to utilize it in the future.

LETTER OF UNDERSTANDING

BETWEEN

GENERAL CONTRACTORS' ASSOCIATION OF TORONTO
(THE "GCAT")

- AND –

LABOURERS' INTERNATIONAL UNION
OF NORTH AMERICA, LOCAL 506
(THE "UNION")

WHEREAS the parties met to negotiate the renewal of the Local 506 (Blue Pages) of the Provincial Collective Agreement as between the Provincial Employer Bargaining Agency, Labourers and the Labourers' International Union of North America, Ontario Provincial District Council (the "Provincial Agreement");

AND WHEREAS the parties have reached an understanding with respect to supporting initiatives and programs supporting disadvantaged communities and equity seeking groups;

NOW THEREFORE the parties agree as follows:

1. The parties recognize that the City of Toronto is committed to offering a range of employment, training and apprenticeship opportunities for historically disadvantaged communities and equity-seeking groups.

2. Where practical, the parties agree to cooperate on implementing the goals of the City of Toronto Workforce Development Community Benefits Framework through outreach, training and dispatch.

3. This Letter of Understanding shall expire on April 30, 2025 unless the parties mutually agree to its renewal.

DATED IN TORONTO ON THIS 24th DAY OF APRIL, 2024.

FOR THE UNION:	**FOR THE GCAT**
Carmen Principato	**Jim Vlahos**

LETTER OF UNDERSTANDING

BETWEEN

GENERAL CONTRACTORS' ASSOCIATION OF TORONTO
(THE "GCAT")

- AND –

LABOURERS' INTERNATIONAL UNION
OF NORTH AMERICA, LOCAL 506
(THE "UNION")

WHEREAS the Union and the Employer are engaged in negotiations for a renewal of the Provincial ICI Collective Agreement, currently in effect for May 1st, 2022 to April 30th, 2025;

AND WHEREAS the Union has proposed increases to the premium rates applicable to classifications that include ride-on machine operators, vibrator worker and swampers/signalpersons;

AND WHEREAS the Parties share a mutual interest in promoting workforce development through a stratified premium structure that rewards training, demonstrated skill, safety record, and accrued experience;

AND WHEREAS the Parties recognize that a clear and equitable premium system can improve workforce retention and provide a fair recognition of enhanced responsibilities and expertise;

NOW THEREFORE the Parties agrees as follows:

1. Within 90 days of ratification of the Collective Agreement, the Parties agree to meet in good faith to develop and finalize a premium structure applicable to workers primarily employed as ride-on machine operators and swampers/signalpersons.

2. A Joint Premium Review Committee ("Committee") shall be established, consisting of two (2) representatives appointed by the Union and two (2) representatives appointed by GCAT, with additional representatives as may be mutually agreed by the Parties.

3. The Committee shall assess current practices in the industry related to premium payments for the relevant classifications, review training and certification programs available to workers In these roles, and recommend to GCAT and Local 506 a stratified and scalable premium system based on skill levels, seniority, safety record etc., along with potential effective dates.

4. The Committee shall aim to complete its work and make final recommendations no later than thirty (30) days following its first meeting. The Parties shall consider the Committee's recommendations in good faith with a view to implementing the premium structure as soon as practicable

DATED AT TORONTO ON THIS 24th DAY OF APRIL, 2024

FOR THE UNION:
Carmen Prinicpato

FOR GCAT:
Jim Vlahos LOCAL UNION

SCHEDULE FOR LOCAL 506 – BOARD AREA 7
COUNTY OF WELLINGTON AND BOARD AREA 27
COUNTY OF DUFFERIN

ARTICLE 1 – HOURS OF WORK

1.01 The regular working hours for employees covered by this Agreement shall be eight and one-half (8 ½) hours per day and forty-two and one-half (42 ½) hours per week, to be worked between the hours of 7:30 a.m. and 5:00 p.m., Monday, Tuesday, Wednesday, Thursday and Friday. Employees will be allowed a lunch period of one-half hour (1/2) to one (1) hour, depending on the individual project practice.

1.02 **Refractory Hours of Work**

The regular workweek shall consist of forty (40) hours as follows: Eight (8) hours per day, between the hours of 8:00 a.m. and 4:30 p.m., Monday through Friday with Saturday, Sunday and Holidays at double time (2x) the hourly rate.

ARTICLE 2 – OVERTIME

2.01 The rate of time worked in excess of the regular working days of the week shall be at time and one-half (1 ½x) for the first two (2) hours of overtime and at the rate of double time (2x) over and above the two (2) hours worked. Saturdays, Sundays and holidays shall be at double time (2x) rates.

2.02 For industrial maintenance construction work carried out on Saturdays, the first eight (8) hours shall be at time and one-half (1 1/2x). Any additional hours shall be at double time (2x). For the purposes of this clause, maintenance construction shall consist of repair work, alterations and changes within existing industrial facilities.

2.03 The Employer shall provide, free of charge to each employee, a hot meal on all shits lasting more than twelve (12) hours or pay fifteen dollars ($15.00) to each employee in lieu of a hot meal.

ARTICLE 3 – SHIFT WORK

3.01 The regular shift work shall take place from Monday to Friday of a calendar week. In order to adopt this system, the shift periods will commence at 12:01 a.m. Monday morning and the final shift period of the week must be completed no later than 11:59 p.m. Friday evening. Each shift will be on the job for an eight (8) hour period.

3.02 Regular rates of pay will be paid for the shift commencing at 8:00 a.m. and finishing at 4:00 p.m. The other two shifts will be paid at the rate of one and one-eighth times (1 1/8x) the regular hourly rate of pay.

3.03 All shift work between the hours of 12:01 a.m. Saturday morning and 11:59 p.m. Sunday evening shall be paid for at double (2x) the regular hourly rate of pay.

3.04 No employee shall be permitted to work more than one (1) shift in any twenty-four (24) hour period unless the overtime rate of pay is paid. The termination of any shift schedule shall always be no later than 11:59 p.m.

ARTICLE 4 – VACATION PAY

* Vacation pay will be in accordance with the Master Portion and adopted herein.

4.01 Vacation pay and recognized holiday allowance will be paid at the rate of ten percent(10%) of gross earnings. It being understood that six percent (6%) shall be designated as vacation pay and four percent (4%) in lieu of recognized holiday pay.

(a) All work performed on Saturday, Sundays and the following recognized holidays shall be paid at double (2x) the regular rate of wages: New Year's Day. Boxing Day, Christmas Day, Labour Day, Dominion Day (Canada Day), Good Friday Thanksgiving Day, Victoria Day, Civic Holiday, Family Day and any other statutory holiday legally declared and/or proclaimed by the Federal Government The Parties jointly recognize the importance of Remembrance Day and National Day of Truth and Reconciliation and agree that no employee shall experience discrimination of any kind for electing to take the day off work unpaid, provided a

minimum of forty eight (48) hours written notice is given to the Employer.

(b) If any of the above holidays fail on a Saturday or Sunday, such holidays shall be observed on the day or days immediately following the weekend. Vacation pay shall include an amount in lieu of payment of holiday.

(c) When any of the above-named holidays fall on a Tuesday, Wednesday or Thursday, the Employer and local Union Business Manager may, by mutual agreement, reschedule the holiday to a Monday or a Friday

4.03 On every April 28th (Day of Mourning), the parties agree to recognize and participate in actions (1) and (2) of Article 9.01 of the Master Portion of this Agreement.

ARTICLE 5 – TRAVEL AND TRANSFER DURING WORKING HOURS

5.01 Where the Employer transfers an employee from one job to another during working hours, the transportation and time in transit shall be paid by the Employer.

5.02 Any employee covered by this Agreement who drives a company vehicle, shall be paid transportation time both ways.

5.03 It is understood that If the Employer requires an employee to be out of town overnight, the Employer shall provide a suitable room at a maintained lodging establishment for the employee and a meal allowance of sixty dollars ($60.00) for each day the employee Is required to be out of town. The Employer will make every effort to provide single-occupancy accommodation. However, when this is not possible or practical, room occupancy shall be limited to a maximum of two employees per room

5.04 Unless single room occupancy and a meal allowance Is provided as described in Article 5.03 above, an employee may choose between the overnight room and board provided for in Article 5.03 or be paid an amount of one hundred forty dollars ($140.00) for room and sixty dollars ($60.00) for meal per day they are required to be out of town In lieu of 5.03

5.05 Travelling expenses shall be paid to all employees who are required to report for work outside of the free zones described below at the rate of fifty-five cents ($0.55) per kilometre effective May 1, 2025 from the edge of the free zone to the job site and return.

Zone One - a forty-kilometre radius from City Hall in Cambridge

Zone Two - a forty-kilometre radius from the Town Hall in Flesherton,

Refer to map to be attached which shall replace the zone chart.

5.06 When an employee is transferred at the request of the Employer during working hours and provided their own transportation, they shall be paid their regular rates of pay while travelling from job to job, plus transportation costs of fifty five ($0.55) cents per kilometre effective May 1, 2013. The travel allowance will also apply when reporting allowance under Articles 7.01 and 7.02.

5.07 The Employer shall endeavor to supply or arrange parking for the employee(s) at no cost to the employer:(s). The Employer will consult with the Union to examine options to address any parking Issues. Effective May 1.2025, where the Employer cannot supply or arrange free parking and there are no reasonable alternate parking options available, the Employer will pay up to a maximum of ten dollars ($10.00) per day to employees who provide parking receipts within 15 calendar days. Upon production of receipts by the employee, payment shall be made within two pay periods. Parking payments will be included on the employee's pay cheque and identified on paystubs.

Upon layoff or termination, employees will immediately receive any outstanding and accrued parking together with their separation documents upon presentation of receipts

ARTICLE 6 – IRREGULAR WORKING HOURS

6.01 The normal project starting and quitting times may be varied, if in the opinion of both parties, it would be beneficial to the project to do so and/or because the work required to be done is in occupied premises. When these conditions apply, eight (8) continuous working hours per day shall be worked.

6.02 Any work performed under these conditions, outside of the regular working hours of 7:30 a.m. to 5:00 p.m., shall be paid for at one and one-eighth times (1 1/8x) the regular rate of pay, save and except when overtime rates apply.

ARTICLE 7 – EMPLOYMENT AND REPORTING ALLOWANCE

7.01 Any member of the Union being sent to a job by the Union Dispatcher at the request of any Employer or their representative and within a specified time limited, shall be guaranteed a minimum of two (2) hours pay provided that the Employer or their representative has been given a list of names of the supply of labour the Union Dispatcher proposed to send.

7.02 Any employee reporting for work at 8:00 a.m. or any other time when so instructed and who cannot or is not permitted to work by reason of shortage of materials, shall be guaranteed three (3) hours' pay, whether they start work at a later hour being of no consequence, providing they remain on the job for three (3) hours' duration. The requirements of this provision shall not apply to any employee who was instructed the previous day not to report to work.

7.03 Any employee reporting for work at 8:00 a.m. or any other time, and who cannot work due to inclement weather, shall be guaranteed two hours' pay, whether they start work at a later hour being of no consequence, provided they remain on the job for two (2) hours' duration. The requirements of this provision shall not apply to any employee who was instructed the previous day not to report for work.

7.04 In case of lay-off, all persons will receive two (2) hours' notice in advance or pay in lieu of notice.

ARTICLE 8 – WELFARE

8.01 The Employer agrees to contribute the amount of welfare as defined in Article 12, Labourers' Local 506 Health and Welfare Trust Fund, for each hour worked by the employees of the Employer covered by this Agreement as mutually agreed by both parties.

ARTICLE 9 – PENSION

9.01 The Employer agrees to contribute the amount of pension as defined in Article 12 to the LiUNA Pension Fund of Central and Eastern Canada for each hour worked by the employees of the Employer covered by this Agreement.

ARTICLE 10 – UNION DUES

10.01 The employees hereby agree that each Employer shall deduct from each employee the amount of working dues as defined in Article 12 per hour for each hour worked. Effective 2019, forty cents ($0.40) of said amount is for Ontario Provincial District Council Working Dues to be remitted as provided for in Article 4.02 of the Master Portion. Such deductions shall be compiled monthly and remitted no later than the fifteenth (15th) day of each month following the month for which deductions were made and forwarded to Local 506.

10.02 The Employer agrees that each Employer shall deduct an amount equal to three percent (3%) of the base hourly rate for each hour earned to be allocated to the Labourers' International Union, Local 506 Administration Fund.

ARTICLE 11 – ASSOCIATION CONTRIBUTIONS

11.01 Each Employer bound by this Agreement shall contribute thirty ($0.30) per hour for each hour worked by each employee covered by this Agreement as required by Article 4.04 of the Master Portion.

ARTICLE 12 – WAGES

12.01 Wellington – Dufferin – Local 506

										Deducted from Worker		
EFFECTIVE DATE	BASIC RATE	VACATION PAY	WELFARE DENTAL	PENSION	TRAINING FUND	TRI-FUND	LEGAL FUND	TOTAL PACKAGE	INDUSTRY FUND	OPDC DUES	SCHOLARSHIP FUND	WORKING DUES
			(W)	(W)	(W)	(W)	(W)		(W)	(W)	(W)	(W)
Labourer												
5/6/2024	$34.89	$3.49	$4.25	$7.25	$0.65	$0.05	$0.07	$50.65	$0.26	$0.40	$0.05	3%
5/5/2025	$35.75	$3.58	$4.60	$7.45	$0.65	$0.07	$0.07	$52.17	$0.26	$0.40	$0.05	3%
5/4/2026	$36.41	$3.64	$4.95	$7.65	$0.65	$0.07	$0.07	$53.44	$0.26	$0.40	$0.05	3%
5/3/2027	$37.06	$3.71	$5.30	$7.85	$0.65	$0.07	$0.07	$54.71	$0.26	$0.40	$0.05	3%
Signal Person, Swamper, Concrete Vibrator Person, Forklift Zoom Boom Operator $1.50 above Labourers Base Rate												
5/6/2024	$36.39	$3.64	$4.25	$7.25	$0.65	$0.05	$0.07	$52.30	$0.26	$0.40	$0.05	3%
5/5/2025	$37.27	$3.73	$4.60	$7.45	$0.65	$0.07	$0.07	$53.84	$0.26	$0.40	$0.05	3%
5/4/2026	$37.93	$3.79	$4.95	$7.65	$0.65	$0.07	$0.07	$55.11	$0.26	$0.40	$0.05	3%
5/3/2027	$38.58	$3.86	$5.30	$7.85	$0.65	$0.07	$0.07	$56.38	$0.26	$0.40	$0.05	3%
Mason Tender I												
5/6/2024	$36.08	$3.61	$4.25	$7.25	$0.65	$0.05	$0.07	$51.96	$0.26	$0.40	$0.05	3%
5/5/2025	$36.95	$3.69	$4.60	$7.45	$0.65	$0.07	$0.07	$53.48	$0.26	$0.40	$0.05	3%
5/4/2026	$37.60	$3.76	$4.95	$7.65	$0.65	$0.07	$0.07	$54.75	$0.26	$0.40	$0.05	3%
5/3/2027	$38.25	$3.83	$5.30	$7.85	$0.65	$0.07	$0.07	$56.02	$0.26	$0.40	$0.05	3%
Mason Tender II												
5/6/2024	$36.58	$3.66	$4.25	$7.25	$0.65	$0.05	$0.07	$52.51	$0.26	$0.40	$0.05	3%
5/5/2025	$37.45	$3.74	$4.60	$7.45	$0.65	$0.07	$0.07	$54.03	$0.26	$0.40	$0.05	3%
5/4/2026	$38.10	$3.81	$4.95	$7.65	$0.65	$0.07	$0.07	$55.30	$0.26	$0.40	$0.05	3%
5/3/2027	$38.75	$3.88	$5.30	$7.85	$0.65	$0.07	$0.07	$56.57	$0.26	$0.40	$0.05	3%
Cement Finisher												
5/6/2024	$36.64	$3.66	$4.25	$7.25	$0.65	$0.05	$0.07	$52.57	$0.26	$0.40	$0.05	3%
5/5/2025	$37.50	$3.75	$4.60	$7.45	$0.65	$0.07	$0.07	$54.09	$0.26	$0.40	$0.05	3%
5/4/2026	$38.15	$3.82	$4.95	$7.65	$0.65	$0.07	$0.07	$55.36	$0.26	$0.40	$0.05	3%
5/3/2027	$38.81	$3.88	$5.30	$7.85	$0.65	$0.07	$0.07	$56.63	$0.26	$0.40	$0.05	3%
((W) - FUNDS REPORTED ON HOURS WORKED												

Foreman Rate : Article 16

Any Labourer / Cement Finisher who is designated by the Employer as a working Foreman shall be paid a differential of not less than $3.50 per hour

Apprentices

60 % of Journeyman Rate for the First 600 hours

80% of Journeyman Rate from 601-1200 hours

ARTICLE 13 – APPRENTICES

13.01 The Employer shall have the right to one (1) apprentice for every ten (10) labourers from Local 506. Apprentices shall as a condition of employment, make application to the Union within five (5) days, and become a member of the Union within thirty (30) days from the commencement of employment. On any succeeding period of employment, the apprentice shall be required to pay a readmission fee plus monthly dues.

ARTICLE 14 – RECALL

14.01 Under the provisions of Article 3.01 of the Master Portion, the Employer when adding to their work force shall have the prerogative of first recalling any unemployed member in good standing with Local 506, as long as the member has worked for ten (10) consecutive days prior to being recalled.

The member has to have been in their employ during the twelve (12) months of the date of rehire, and such employees shall retain a referral slip from the Union within two (2) working days of the date of rehire.

14.02 Members of other Local Unions, who have transferred into Local 506, will not be eligible for recall unless the member has transferred into Local 506 at least twelve (12) months prior to the date of recall. Members that transfer out of Local 506 with a company and back will have the right to be recalled within twelve (12) months of their return to membership in Local 506.

ARTICLE 15 – TRAINING

15.01 The Employer agrees to contribute an amount as prescribed in Article 12 – Wages.

15.02 **Specialty Non-Health and Safety Training**

The Employer will cover the cost of the training course and pay the employee(s) their straight time package for the time spent training.

ARTICLE 16 – WORKING FOREPERSON

16.01 Any working labourer Foreperson shall be paid a premium equal to ten percent (10)% above the highest rate that they are supervising in the crew..

16.02 A labourer foreperson shall be appointed to direct members of the Union, where there are more than ten (10) members of the Union working on a shift for the same Employer.

ARTICLE 17 – UNION REPRESENTATION LEAVE OF ABSENCE

17.01 Officers of the Union or the Council shall be granted leave of absence when required for Union or Council business, providing that one (1) week's notice is given to the Employer.

ARTICLE 18 – MAKE-UP TIME

18.01 Where time is lost on a project due to weather conditions it may be made up at straight time for up to two (2) hours following the regular workday Monday to Friday and for the first four (4) hours on Saturday in the week in which the time was lost.

All such make-up time shall be on a voluntary basis and notice must be given to the Union prior to work taking place

ARTICLE 19 – AMENDMENT OF CONTRIBUTION AMOUNTS

19.01 Local 506, with sixty (60) days written notice to the Grand Valley Construction Association, may amend the amount of contributions for Pension, Welfare, Training, and/or deductions for Union dues, but such adjustments shall not affect the total wage package.

ARTICLE 20 – ADMINISTRATION

20.01 The Employer shall have mobility of three (3) of its current employees and for any employees entitled to recall rights, as prescribed in Article 14 throughout the Counties of Waterloo, Wellington, Dufferin, Grey, Norfolk, and Brant, recognized as O.L.R.B. Areas 4, 6, 7, 27 and 28 for all employees under this Schedule (formerly Local 1081).

(a) The Employer agrees to notify the Local Union with geographic Jurisdiction over the work being performed with a list of Its' employees for the purpose of mobility as described above prior to work commencing.

(b) In the interest of fostering good communication and labour relations, It is agreed between the Union and Employers that a pre-job conference In any capacity (in-person, phone, video conference) shall be held upon the Employer receiving notice of project or within no less than fourteen (14) days prior to commencement of a project on a project

20.02 When an Employer requires an additional supply of labour, it shall contact the responsible Local Union for any new hires under this Schedule.

20.03 The Union, including the parties to this Collective Agreement, recognize the Golden Horseshoe General Contractors' Association ("GHGCA") as the exclusive administrative party of this Collective Agreement and in specific, this Schedule.

20.04 The Employer agrees to send all remittances to Local 506, in accordance with this Schedule.

20.05 There shall be a single total wage package for all work performed in the Counties of Waterloo, Wellington, Dufferin, Grey, Norfolk, and Brant, recognized as O.L.R.B. Areas 4, 6, 7, 27 and 28 (formerly Local 1081).

ARTICLE 21 – SAFETY, SANITATION AND SHELTER

21.01 The Employer endeavours to provide cold drinking water daily in closed containers or portable coolers in addition to supplying paper drinking cups

ARTICLE 22 – DRONES

22.01 The Parties agree that employees will be notified a minimum of twenty-four (24) hours in advance in the event drones are to be utilized on site when workers are present. Employees will also be provided with the reason as to why the drones are being used. No disciplinary action arising from the use of drone footage shall be used against any employee.

LOCAL UNION SCHEDLE FOR LOCAL 527 – OTTAWA

For the Territorial Jurisdiction of Labourers' International Union of North America, Local 527 (Hereinafter called "Local 527").

ARTICLE 1 – RECOGNITION

1.01 The Employer recognizes Local 527 as the exclusive administrative party of the Collective Agreement for all occupations herein covered under Appendix "A" in its employ, working in or out of Zones 1, 2 and 3 of this schedule and for whom Local 527 has bargaining rights. All terms and conditions applicable in the Brockville Schedule shall apply to Zone 4.

ZONE 1 - The Regional Municipality of Ottawa-Carleton and the County of Russell.

ZONE 2 - The Counties of Lanark, Grenville, Dundas, Stormont, Glengarry, Prescott and all work within the geographical boundaries of McNab Township in the County of Renfrew including all municipalities therein.

ZONE 3 - All work within the County of Renfrew remaining from Zone 2.

ZONE 4 - The Township of Rideau Lakes, Township of Elizabethtown-Kitley and the City of Brockville.

1.02 It is agreed and understood that the work of watchperson and flagperson will be as determined by Appendix "A".

1.03 Security guards must not perform the above-mentioned occupations. Security guards may be hired during a strike for protection of property. If Local 527 cannot supply watchpersons or flagpersons, then the Employer may hire guards who shall be replaced by members of Local 527 as soon as available.

ARTICLE 2 – SUBCONTRACTING

2.01 It is agreed that the subcontractor clause of the Master Portion of the Provincial Agreement will apply to concrete finishing in the geographical area covered by Local 527.

2.02 Subcontractors who are also signatory to the National Capital Road Builders Association Collective Agreement for excavation, sewers and watermains, road building and parking lot construction, shall be bound by their Agreement for the classifications and wages, hours of work, overtime, vacation pay and benefit contributions while working inside the property line. This applies only to work covered by the classifications in said Agreements and the Employer agrees to sublet only to subcontractors who are in contractual relations with the Union while acting as a subcontractor within the I.C.I. project.

2.03 Subcontractors who are also signatory to the Concrete Cutting and Coring Collective Agreement shall be bound by their Agreement for wages, hours of work, overtime, vacation pay and benefit contributions, while working inside the property line. This applies only to work covered by the classifications in said Agreement and the Employer agrees to sublet only to subcontractors who are in contractual relations with the Union while acting as a subcontractor within the I.C.I. project.

ARTICLE 3 – WAGES

3.01 The wages shall be as per Appendix "A" attached hereto, which shall form part of this Schedule.

ARTICLE 4 – HOURS OF WORK AND OVERTIME RATES

4.01 The regular work week shall consist of forty-two and one-half (42 ½) hours made up of eight and one-half (8 ½) hours per day, Monday through Friday, between 7:00 a.m. and 5:00 p.m. Starting and quitting times between April 15 and September 15 may be modified by agreement of Local 527 and the Employer.

4.02 Time and one-half (1 1/2x) shall be paid for all hours worked in excess of the above.

4.03 Double time (2x) shall be paid for all hours worked on Sundays and statutory holidays.

4.04 Where the employees are required to work overtime, they shall be allowed a fifteen (15) minute break period without loss of wages. Where such overtime results in the employees having to work longer

than ten (10) hours on any shift, they will receive twenty-one dollars ($21.00) effective May 1, 2025, twenty-one dollars and fifty cents ($21.50) effective May 1, 2026, and twenty-two dollars ($22.00) effective May 1, 2027 as food allowance or a reasonable hot meal to be provided by the Employer.

ARTICLE 5 – REPORTING TIME AND NOTICE OF LAYOFF

5.01 Subject to Articles 5.02 and 5.03 for the purpose of determining the minimum wage that shall be paid to an employee:

(a) The employee shall be deemed to be working during the time that they are required by their Employer to remain at their place of employment whether or not they are otherwise working; and

(b) An employee who is required by their Employer to report at their place of employment and who works less than three (3) hours on any day shall be paid for at least three (3) hours.

5.02 Article 5.01 does not apply when the Employer is unable to provide work for the employee because of fire, lightening, power failure, storms or like cause of work stoppage beyond the control of the Employer.

5.03 Article 5.01 does not apply when the employees have been previously notified that there will be no work or when an employee reports in a physical state detrimental to the employees and/or the Employer.

5.04 One (1) hour reporting time for inclement weather will be paid to the employees covered by this Agreement.

5.05 Any employee shall be entitled, when they are laid-off, to one (1) hour's notice with pay or as per the tradespersons they tender, whichever is the greater.

ARTICLE 6 - FOREPRESONS

6.01 The Employer agrees that members of Local 527 shall receive orders only from one person, who shall be either the Labourers' foreperson or the supervisor.

6.02 If the foreperson or the supervisor instructs the members of Local 527 to do so, then the members of the Union may receive orders from the tradespersons they tender.

6.03 Labourers' foreperson shall be subject to the provisions of Article 2 of the Master Portion of the Agreement.

ARTICLE 7 – SHIFT WORK PREMIUM

7.01 All shift work is to be paid at a premium of time and one-seventh (1 ⅐th x). Time and one-half (1 ½x) on shift work shall be paid for, calculated on the basis of the shift premium.

7.02 Shift work is any shift other than the regular workday contemplated by Article 4 of this Schedule and subject to Article 18 of this Schedule.

ARTICLE 8 – VACATION PAY

8.01 Vacation Pay shall be ten percent (10%) of total earnings. The remittance of vacation pay shall be made as required herein by Article 12.03 of this Schedule.

8.02 There shall be no discrimination against any employee who takes a maximum of three (3) weeks' vacation in any one year.

8.03 It is understood that vacation pay includes six percent (6%) for the statutory holidays and four percent(4%) for vacation pay. However, work performed on statutory holidays will be paid at double time (2x) time the regular rate of wage.

8.04 By agreement of the Employer and the Local Union, construction sites may close down during the two (2) weeks of the Christmas (December 25) and New Year (January 1) holidays. Such shut down will not be considered to be an illegal work stoppage or lock-out.

ARTICLE 9 - TRAVELLING ALLOWANCE

9.01 If any project under construction by the Employer is located beyond a distance of fifty road kilometres (50 km) from the Carling Avenue and Preston Street intersection in Ottawa or beyond the city limits

of Cornwall, the members of the Union who are normally employed inside the above-mentioned distance, or who are normally employed inside the city limits of Cornwall, and are required to travel to or from this project, shall have their transportation arranged by the Employer.

9.02 There shall be no discrimination against any employee who refuses to travel more than twenty (20) kilometres beyond the limits of the above-mentioned distance or the city limits of Cornwall.

9.03 Travelling time, at regular rate of pay, but not to exceed four (4) hours in any one day, shall be paid to employees travelling beyond the above-mentioned distance or beyond the city limits of Cornwall.

9.04 All travelling time shall be paid, as above-mentioned, at regular rates of pay and shall not be included in calculating overtime, if specified on pay information slips.

9.05 When the Employer does not supply transportation to jobsites located beyond the above-mentioned distance for Ottawa or beyond the city limits of Cornwall, and employees are required to use their personal vehicle, they shall receive an allowance of seventy-two cents ($0.72) per road kilometre effective May 1, 2025 via the shortest route, as a vehicle expense, which shall be in addition to the requirements under paragraphs 3 and 4 of this Article. This rate shall be adjusted to the current CRA Automobile allowance rate on May 1, 2026 and May 1, 2027.

9.06 Employees who are required by the Employer to temporarily relocate and reside at or near a project, shall have transportation paid to and from the project once weekly. Travelling time shall be paid as per paragraphs 3, 4 and 5 of this Article. The Employer shall also provide to the employees adequate board or lodging or pay to the employees one hundred and sixty-six dollars ($166.00) effective May 1, 2025, one hundred seventy-three dollars and fifty cents ($173.50) effective May 1, 2026, and one hundred and eighty dollars ($180.00) effective May 1, 2027, per day or an equal amount to the one paid to the trades-persons they tender, whichever is the greater. No deduction of board and lodging allowance is to be made for holidays or days lost through no fault of the employees. Such payment shall be itemized on the pay information slip.

Should the Employer only supply lodging, it shall pay employees an amount of sixty-six dollars ($66.00) per day effective May 1, 2025, sixty-eighty dollars and fifty-cents ($68.50) effective May 1, 2026) and seventy dollars ($70.00) effective May 1, 2027 for board or an equal amount to the one paid to the tradespersons they tender, whichever is greater.

Should the Employer only provide board, it shall pay employees one hundred dollars ($100.00) effective May 1, 2025, one hundred and five dollars ($105.00) effective May 1, 2026, and one hundred and ten dollars ($110.00) per day for lodging or an equal amount to the one paid to the tradespersons they tender, whichever is greater.

9.07 If an employee is required to travel from one job site to another using their personal vehicle, they shall be paid an allowance of seventy-two cents ($0.72) per road kilometre effective May 1, 2025 via the shortest route, as a vehicle expense. This rate shall be adjusted to the current CRA Automobile allowance on May 1, 2026 and May 1, 2027.

9.08 The Employer will endeavour to provide parking spaces for the employees.

On projects where parking of employees' vehicles is a problem, it is agreed that a pre-job conference will be held to examine options to address the parking problem.

9.09 The Employer shall provide, when applicable, a Canada Revenue Agency form T2200 Declaration of Condition of Employment to employees working under the terms of this Collective Agreement.

ARTICLE 10 – NEW JOB CLASSIFICATION

10.01 In the event any new job classification shall fall under the jurisdiction of the Union, a rate of pay will be negotiated at that time.

ARTICLE 11 – STUDENTS

11.01 Students hired as such between April 15 and September 15 must become members of Local 527 as per Article 2 of this Agreement. The Employer will be allowed one (1) student up to seven (7)

labourers, two (2) students up to fourteen (14) labourers and one (1) student thereafter for every additional seven (7) labourers. Lesser rates of wages for students as such shall be mutually agreed to by the Employer, Local 527 and the student before hiring time.

ARTICLE 12 – WELFARE, VACATION PAY, ADMINISTRATION AND UNION DUES, PENSION, HEALTH AND SAFETY, AND TRIFUND

12.01 The Employer agrees to contribute to the following Funds:

	EFFECTIVE DATES		
CONTRIBUTIONS TO THE BENEFIT FUND	**May 4, 2025**	**May 3, 2026**	**May 2, 2027**
L.I.U.N.A. Local 527 Labourers Benefit Health & Safety Trust Fund	$1.80	$1.88	$1.95
L.I.U.N.A. Local 527 Admin. Fund	$1.29	$1.31	$1.33
L.I.U.N.A. Local 527 Legal Fund	$0.03	$0.03	$0.03
L.I.U.N.A. Local 527 Scholarship Fund	$0.03	$0.03	$0.03
L.I.U.N.A. Local 527 Promo Fund	$0.40	$0.40	$0.40
L.I.U.N.A. Local 527 Tri-Fund (consisting of L.I.U.N.A. Local 527 LECET Fund, L.I.U.N.A. Local 527 Health & Safety Fund and the L.I.U.N.A. Local 527 Training Fund)	$0.27	$0.27	$0.28
Total Contributions to Benefit Plan	**$3.82**	**$3.92**	**$4.02**
PST on Benefit Fund	$0.144	$0.150	$0.156
Total	$3.964	$4.070	$4.196
Pension Fund	$8.57	$8.72	$8.87
Canadian Tri-Fund	$0.07	$0.07	$0.07
L.I.U.N.A., O.P.D.C. Administration Dues	$0.40	$0.40	$0.40
Total Contributions to Pension Fund	**$9.04**	**$9.19**	**$9.34**
TOTAL CONTRIBUTIONS	**$13.004**	**$13.260**	**$13.516**
Industry Fund	$0.10	$0.10	$0.10
HST on Industry Fund	$0.013	$0.013	$0.013
Total Contributions to Industry Fund	**$0.113**	**$0.113**	**$0.113**

12.02 The Employer agrees to contribute to the L.I.U.N.A Local 527 Labourers Benefit Health and Safety Trust Fund the above-mentioned contributions for each hour worked by each employee covered by Appendix "A" of this Schedule.

The hourly rate shown in Appendix "A" of this Schedule has been

reduced to cover L.I.U.N.A Ontario Provincial District Council Administration Dues and L.I.U.N.A, Local 527 Administration Fund and each employee covered by this schedule has agreed to the reduction and shall be remitted monthly by the Administrator of the L.I.U.N.A., Local 527 Labourers Benefit Health and Safety Trust Fund to Local 527 Secretary-Treasurer.

Legal Fund contributions shall be remitted by the Administrator of the L.I.U.N.A, Local 527 Labourers Benefit Health and Safety Trust Fund to the L.I.U.N.A., Local 527 Scholarship Trust Fund.

L.I.U.N.A. Local 527 Scholarship contributions shall be remitted monthly by the Administrator of the L.I.U.N.A. Local 527 Labourers Benefit Health and Safety Trust Fund to the L.I.U.N.A. Local 527 Scholarship Trust Fund.

Local 527 Tri-Fund shall be remitted by the Administrator of the L.I.U.N.A, Local 527 Labourers Benefit Health and Safety Trust Fund, as directed by Local 527, to one or all of the following funds: L.I.U.N.A, Local 527 LECET Fund, L.I.U.N.A, Local 527 Health and Safety Fund and the L.I.U.N.A., Local 527 Training Fund.

L.I.U.N.A. Local 527 Promotional Fund contributions shall be remitted monthly by the Administrator of the L.I.U.N.A. Local 527 Labourers Benefit Health and Safety Trust Fund to the L.I.U.N.A. Local 527 Promotional Fund.

12.03 The Employer agrees to remit the vacation pay to the Local 527 Vacation Pay Trust Fund.

12.04 Both parties agree to an equal number of Trustees to manage the Benefit and Vacation Pay Trust Fund.

12.05 The Employer agrees to contribute the above-mentioned contributions to the LiUNA Pension Fund of Central and Eastern Canada. The Employer further agrees to remit along with the pension contributions, the Canadian Tri-Fund Contributions and L.I.U.N.A. Ontario Provincial District Council Administration Dues.

12.06 All of the above-mentioned contributions shall be remitted monthly, not later than the fifteenth (15th) day of each month following the month for which such deductions or contributions were earned.

12.07 Contributions to the L.I.U.N.A., Local 527 Labourers Benefit Health and Safety Trust Fund and vacation pay shall be remitted to the Local 527 Trust Funds and contributions to the Pension Fund shall be remitted to the LiUNA Pension Fund of Central and Eastern Canada. The Employer shall itemize and remit all of the above contributions on forms supplied by the administrators of the Benefit, Vacation Pay and Tri-Funds and send one copy of such a form at the same time to Local 527.

12.08 A penalty of five percent(5%) or sixty percent(60%) per annum of the amount of outstanding contributions shall be paid for each month that such contributions are outstanding beyond the fifteenth (15th) day of each month.

12.09 If Local 527 decides to revise the above deductions or contributions, then the Employer agrees to deduct accordingly.

12.10 Each monthly report of contributions to the L.I.U.N.A., Local 527 Labourers Benefit Health and Safety Trust Fund, vacation pay and contributions to the Pension Fund shall include all obligations arising from hours worked up to the close of the Employer's payroll ending nearest to the last day of the preceding month.

12.11 The Local Union and the Trustees of the L.I.U.N.A., Local 527 Legal Services (1997) Trust Fund agree to hold harmless and indemnify the Employers and the E.B.A. against any liability incurred as a result of the aforesaid contributions to the L.I.U.N.A., Local 527 Legal Services (1997) Trust Fund. The L.I.U.N.A., Local 527 Legal Services (1997) Trust Fund shall exclude from coverage controversies involving the Employer of a member, the Union and the Ottawa Construction Association or the E.B.A.

12.12 The Employer Industry Fund as required by Article 4.04 of the Master Portion of this Agreement, shall be remitted on forms supplied by the Administrator of the L.I.U.N.A., Local 527 Labourers Benefit Health and Safety Trust Fund by all Employers signatory to the Agreement and working in Zones I, II and III irrespective of any requirements in any trade appendix to the Master Agreement.

The sum received by the Association shall be the Employer's contribution to the costs of the Association in negotiating and administering this Collective Agreement and other related labour relations matters.

ARTICLE 13 – NO DISCRIMINATION

13.01 There shall be no discrimination against any veterans who elect not to work on Remembrance Day, provided that the said employees notify the contractor prior to Remembrance Day of their intention not to work.

ARTICLE 14 – ELDERLY PROTECTION CLAUSE

14.01 The Employer agrees to hire at least one member fifty-five (55) years of age or over for every ten (10) labourers in their employ, provided such member is medically fit and capable of performing the work.

ARTICLE 15 – HIRING/RECALL

15.01 When hiring, a request by the Employer for a named individual who is a member in good standing of the Union, registered on the out-of-work list, shall not be unreasonably denied by the Union.

15.02 When hiring, the Employer shall have the prerogative of first rehiring any employee who has been in its employ during the preceding twelve (12) months of the date of rehire and such employee shall first obtain a referral slip from the Union.

ARTICLE 16 – UNION DUES

16.01 The Employer agrees to deduct Union dues in accordance with Article 4.01 of the Master Agreement.

ARTICLE 17 – APPRENTICES

Construction Craft Workers (CCW) must have their valid WHMIS, Working at Heights and Confined Space Entry certifications to receive the below remuneration.

17.01 Labourers' Local 527 and the Employer shall initiate and maintain Apprenticeship Programs for members of Local 527.

Apprenticeship Programs must be successfully completed by all applicants at the Labourers' Local 527 Training and Education Center and thereafter, they will be accredited with the trade status (CCW) at the end of the applicable Apprenticeship Program.

The Employers must fill in the necessary Apprenticeship Training Standard to be eligible to employ apprentices.

17.02 The content of the Apprenticeship Training and the courses/training and standards required shall be set by the Local Industry Advisory Committee (LIAC).

17.03 Apprentices shall be paid the following:

First-Year Apprentice

Sixty percent (60%) of the Construction Craft Worker rate for the first eight hundred (800) hours worked.

*In no circumstance shall a first year Apprentice receive less than $23.37 per hour. On May 3, 2026, this amount will increase to $24.03 and on May 2, 2027 to $24.69.

Second-Year Apprentice

Seventy-five percent (75%) of the Construction Craft Worker rate for the next eight hundred (800) hours worked.

*In no circumstance shall a second-year apprentice receive less than $29.21 per hour. On May 3, 2026, this amount will increase to $30.04 and on May 2, 2027 to $30.86.

Third year apprentice

Ninety percent (90%) of the Construction Craft Workers rate for the last eight hundred (800) hours worked.

*In no circumstance shall a third-year apprentice receive less than $35.06 per hour. On May 3, 2026, this amount will increase to $36.05 and on May 2, 2027 to $37.04.

*This rate shall apply to employees engaged in the repair, rehabilitation and maintenance of existing garages and parking structures or apprentices hired in Zone III.

17.04 All other terms and conditions shall apply to apprentices other than a fifty cent ($0.50) per hour pension contribution for the LiUNA Central and Eastern pension plan is required for the first eight hundred (800) hours of work for a first-year apprentice.

17.05 Employers may request apprentices from the Local Union office. Local 527 will advise the Employer of the name and hours of apprentice service of any apprentices being referred to ensure proper remuneration.

17.06 As these apprentices become available, the Employer will be permitted to hire one apprentice to its first four (4) labourers and an additional apprentice for every five (5) labourers thereafter. The reverse order will apply on lay-off. Recall provisions shall not apply to apprentices.

17.07 Local 527 will determine who the apprentices are and credit may be given to members who have demonstrable experience in related sectors of the construction industry.

17.08 The Union will dispatch apprentices as they become available as per Article 3 of the Master Portion.

ARTICLE 18 – OCCUPIED PREMISES

18.01 Occupied premises shall be defined as commercial and institutional facilities on which it is impractical to perform work during the regular business hours applicable to such business. Work within such facilities may be performed under the following conditions:

(a) Eight (8) hours per day at the applicable straight time hourly rate to a maximum of five (5) consecutive days within each seven (7) day cycle.

(b) Applicable overtime rates shall be paid after eight (8) hours in any shift and for all work performed on the sixth (6th) and seventh (7th) days.

ARTICLE 19 – INTERPRETATION OF AGREEMENT

19.01 In the event of conflict between this Schedule and any other part of this Agreement, this Schedule shall in all instances prevail.

ARTICLE 20 – MAKE-UP TIME

20.01 Where an Employer is experiencing undue hardship on a specific project due to inclement weather, employees may be requested to work make-up time on that project and it shall be on a voluntary basis only.

No more than two (2) extra hours per weekday may be worked to a total of ten and one-half (10 ½) hours per day, Monday to Friday inclusive and then the overtime provisions will apply. Make-up time if needed on a Saturday will be paid at the rate of straight time for the first four (4) hours and time and one-half (1 ½x) thereafter.

No discriminatory action will be taken against those members not interested.

The Employer and the Union shall meet to confirm hardship issues prior to the implementation of any proposed changes in the working hours, and the necessity for such changes.

Any violation to this make-up time clause proven by the Union will deem a contractor ineligible to utilize it in the future.

Letter of Understanding – Both parties agree to put in place a Letter of Understanding to address the need of make-up time when the Employer is experiencing undue hardship on a project for "circumstances beyond their control".

LOCAL 527 – OTTAWA APPENDIX "A"

LOCAL 527 – OTTAWA APPENDIX "A"

EFFECTIVE DATE	BASIC RATE	VACATION PAY	BENEFIT FUND	PST	PENSION	CDN TRI-FUND	OPDC	TOTAL PACKAGE	INDUSTRY FUND	HST
			Benefit Fund Coontributions		Pension Fund Contributions					
Group A: General Labourer										
05/06/24	$37.75	$3.78	$3.74	$0.179	$8.42	$0.05	$0.40	$54.319	$0.10	$0.013
05/05/25	$38.85	$3.89	$3.82	$0.144	$8.57	$0.07	$0.40	$55.744	$0.10	$0.013
05/04/26	$39.95	$4.00	$3.92	$0.150	$8.72	$0.07	$0.40	$57.210	$0.10	$0.013
05/03/27	$41.05	$4.11	$4.02	$0.156	$8.87	$0.07	$0.40	$58.676	$0.10	$0.013
Group B: Construction Craft Worker										
05/06/24	$37.85	$3.79	$3.74	$0.179	$8.42	$0.05	$0.40	$54.429	$0.10	$0.013
05/05/25	$38.95	$3.90	$3.82	$0.144	$8.57	$0.07	$0.40	$55.854	$0.10	$0.013
05/04/26	$40.05	$4.01	$3.92	$0.150	$8.72	$0.07	$0.40	$57.320	$0.10	$0.013
05/03/27	$41.15	$4.12	$4.02	$0.156	$8.87	$0.07	$0.40	$58.786	$0.10	$0.013
Group C: Vibrator Person, Wagon Driller, Concrete Patcher, Forklift Operator (9' high and under, Buch hammerperson, Sandlaster, Wet Grinder, Concrete Driller and Cutter, Skid Steer Machine Operator, Welder)										
05/06/24	$37.96	$3.80	$3.74	$0.179	$8.42	$0.05	$0.40	$54.549	$0.10	$0.013
05/05/25	$39.06	$3.91	$3.82	$0.144	$8.57	$0.07	$0.40	$55.974	$0.10	$0.013
05/04/26	$40.16	$4.02	$3.92	$0.150	$8.72	$0.07	$0.40	$57.440	$0.10	$0.013
05/03/27	$41.26	$4.13	$4.02	$0.156	$8.87	$0.07	$0.40	$58.906	$0.10	$0.013
Group D: Signalperson/Swamper										
05/06/24	$38.07	$3.81	$3.74	$0.179	$8.42	$0.05	$0.40	$54.669	$0.10	$0.013
05/05/25	$39.17	$3.92	$3.82	$0.144	$8.57	$0.07	$0.40	$56.094	$0.10	$0.013
05/04/26	$40.27	$4.03	$3.92	$0.150	$8.72	$0.07	$0.40	$57.560	$0.10	$0.013
05/03/27	$41.37	$4.14	$4.02	$0.156	$8.87	$0.07	$0.40	$59.026	$0.10	$0.013
Group E: Powderperson, Airtrack Driller, Gunite Worker and Diamond Driller, Certified Welder										
05/06/24	$38.19	$3.82	$3.74	$0.179	$8.42	$0.05	$0.40	$54.799	$0.10	$0.013
05/05/25	$39.29	$3.93	$3.82	$0.144	$8.57	$0.07	$0.40	$56.224	$0.10	$0.013
05/04/26	$40.39	$4.04	$3.92	$0.150	$8.72	$0.07	$0.40	$57.690	$0.10	$0.013
05/03/27	$41.49	$4.15	$4.02	$0.156	$8.87	$0.07	$0.40	$59.156	$0.10	$0.013

LOCAL 527 – OTTAWA APPENDIX "A" (continued)

EFFECTIVE DATE	BASIC RATE	VACATION PAY	BENEFIT FUND	PST	PENSION	CDN TRI-FUND	OPDC	TOTAL PACKAGE	INDUSTRY FUND	HST
			Benefit Fund Coontributions		Pension Fund Contributions					
Group F: Labour Foreperson										
05/06/24	$40.19	$4.02	$3.74	$0.179	$8.42	$0.05	$0.40	$56.999	$0.10	$0.013
05/05/25	$41.34	$4.13	$3.82	$0.144	$8.57	$0.07	$0.40	$58.474	$0.10	$0.013
05/04/26	$42.49	$4.23	$3.92	$0.150	$8.72	$0.07	$0.40	$59.980	$0.10	$0.013
05/03/27	$43.64	$4.36	$4.02	$0.156	$8.87	$0.07	$0.40	$61.516	$0.10	$0.013
Group G: Yard employees and Wrecker on demolition of buildings (this does not include interior demolition for renovation), Watchperson and flagperson (hired as such)										
05/06/24	$32.93	$3.29	$3.74	$0.179	$8.42	$0.05	$0.40	$49.009	$0.10	$0.013
05/05/25	$33.89	$3.39	$3.82	$0.144	$8.57	$0.07	$0.40	$50.284	$0.10	$0.013
05/04/26	$34.85	$3.49	$3.92	$0.150	$8.72	$0.07	$0.40	$51.600	$0.10	$0.013
05/03/27	$35.81	$3.58	$4.02	$0.156	$8.87	$0.07	$0.40	$52.906	$0.10	$0.013
Group H: Journeyperson (wages as per the Cement Finishers & Waterproofers' Journeyperson rates)										
05/06/24	$42.80	$4.28	$3.74	$0.179	$8.42	$0.05	$0.40	$59.869	$0.10	$0.013
05/05/25	$44.03	$4.40	$3.82	$0.144	$8.57	$0.07	$0.40	$61.434	$0.10	$0.013
05/04/26	$45.26	$4.53	$3.92	$0.150	$8.72	$0.07	$0.40	$63.050	$0.10	$0.013
05/03/27	$46.49	$4.65	$4.02	$0.156	$8.87	$0.07	$0.40	$64.656	$0.10	$0.013
Group I: Foreperson										
05/06/24	$43.08	$4.31	$3.74	$0.179	$8.42	$0.05	$0.40	$60.179	$0.10	$0.013
05/05/25	$44.31	$4.43	$3.82	$0.144	$8.57	$0.07	$0.40	$61.744	$0.10	$0.013
05/04/26	$45.54	$4.55	$3.92	$0.150	$8.72	$0.07	$0.40	$63.350	$0.10	$0.013
05/03/27	$46.77	$4.68	$4.02	$0.156	$8.87	$0.07	$0.40	$64.966	$0.10	$0.013
Group J: Cleaner, for daily trades clean-up (this does not include clean-up after labourers engaged in masonry, forming, concrete, general clean-up or other labourers work).										
05/06/24	$28.35	$2.84	$3.74	$0.179	$8.42	$0.05	$0.40	$43.979	$0.10	$0.013
05/05/25	$29.31	$2.93	$3.82	$0.144	$8.57	$0.07	$0.40	$45.244	$0.10	$0.013
05/04/26	$30.27	$3.03	$3.92	$0.150	$8.72	$0.07	$0.40	$46.560	$0.10	$0.013
05/03/27	$31.23	$3.12	$4.02	$0.156	$8.87	$0.07	$0.40	$47.866	$0.10	$0.013

LOCAL 527 – OTTAWA APPENDIX "A" (continued)

Zone II - Eighty-five percent (85%) of Zone I except within the city limits of Cornwall and Arnprior where the wage shall be ninety percent (90%) of Zone I.

Zone III - Eighty percent (80%) of Zone I.

Wages for precast erector and welder shall be as required by the Precast Erection Provincial Agreement.

The hours of work for watchpersons will be as laid down in the Ontario Employment Standards Act.

LOCAL UNION SCHEDULE FOR LOCAL 527 – OTTAWA

CEMENT FINISHERS AND WATERPROOFERS

ARTICLE 1 – HOURS OF WORK

1.01 The regular workday from Monday to Friday shall consist of eight (8) hours per day with a thirty (30) minute lunch break near the midpoint of the shift.

1.02 All work in excess of eight (8) hours per day and forty (40) hours per week shall be at the rate of one and one-half times (1 ½x) the regular journeyperson's rate.

1.03 Premium rate for irregular starting time does not apply.

1.04 All work commencing on Saturday, Sunday and holidays shall be at double time.

1.05 Any employee commencing a shift on Friday which runs into overtime shall be paid time and one-half (1 1/2x) their regular rate for such overtime until 6:00 a.m. the following morning and then double time thereafter.

1.06 Regardless of the timing or scheduling of concrete pours, the Employer shall provide eating periods of at least one-half hour at such intervals as will result in no employee working longer than five (5) consecutive hours without an eating period.

1.07 When hiring, a request by the Employer for a named individual who is a member in good standing of the Union, registered on the out-of-work list, shall not be unreasonable denied by the Union.

1.08 Where the Employees are required to work overtime, they shall be allowed a fifteen (15) minute break period without loss of wages. Where such overtime results in the employees having to work longer than ten (10) hours on any shift, they will receive twenty-one dollars ($21.00) effective May 1, 2025, twenty-one dollars and fifty cents ($21.50) effective May 1, 2026, and twenty-two dollars ($22.00) effective May 1, 2027 as food allowance or a reasonable hot meal to be provided by the Employer.

ARTICLE 2 – REPORTING ALLOWANCE

2.01 An employee who is required by their Employer to report at their place of employment and who works less than three (3) hours on any day shall be paid for at least three (3) hours.

2.02 One-hour reporting time, plus travel time and car expenses if applicable, shall be paid by the Employer when an employee covered by this Agreement reports for work at the Employer's shop or job but work is not available due to inclement weather.

2.03 There shall be no reprisals against any employee not starting back to work in cases where the foregoing conditions exist.

2.04 Once an employee has commenced their regular workday, they shall be paid a minimum of eight (8) hours provided the employee has not refused to complete their regular workday on another location; provided also that the employee is not requested to start another pour at another location.

2.05 In the event that an employee is requested to transfer to another job site during the same eight (8) hours regular workday, the Employer will pay the cost of any additional parking incurred by the employee.

ARTICLE 3 – SCHEDULING OF CONCRETE

3.01 Scheduling of concrete pours shall be determined prior to 4:30 p.m. the day before such pours and the Employer will give floor finishers currently employed by such Employer a minimum of fifteen (15) hours' notice if they have to commence work at or before 8:00 a.m.; four (4) hours' notice shall be given on second and third call-ins.

3.02 It is further understood and agreed that for safety reasons, no employees shall work on night shift unless there is more than one employee working for the same Employer on the same project.

ARTICLE 4 – TRAVEL EXPENSE

4.01 **Out-of-Town Work**

When an employee is required to work outside the area of a 50 road kilometre (50 km) distance from the Carling Avenue and Preston Street

intersection in Ottawa they shall receive travel expenses commencing from the said distance to and from the job on the basis of one-half (1/2) hour pay up to forty kilometres (40 km) each way, one (1) hour pay up to eighty kilometres (80 km), and two (2) hours pay up to one hundred and sixty (160 km) each way and so on.

4.02 **Vehicle Expenses**

When an employee is eligible to receive travel time allowance and when in conjunction therewith, they are requested by the Employer to use their own private vehicle for transportation, they shall be paid a vehicle expense of seventy-two cents ($0.72) per road kilometre effective May 1, 2025 for all kilometres travelled from the fifty (50) kilometer distance from the Carling Avenue and Preston Street intersection in Ottawa. This rate shall be adjusted to the current year CRA Automobile allowance rate on May 1, 2026 and May 1, 2027

4.03 An employee who is required to stay out of town shall be paid the cost of approved transportation and board and lodging at one hundred and sixty-six dollars ($166.00) effective May 1, 2025, one hundred seventy-three dollars and fifty cents ($173.50) effective May 1, 2026, and one hundred and eighty dollars ($180.00) effective May 1, 2027, or an equal amount to one paid to the tradespersons they tender, whichever is greater, or actual cost on presentation of receipts. This allowance shall also be paid for Saturday and Sunday if the employees are unable to return home by reason of the location of the job site. The Employer shall have the right to make acceptable accommodation for room and board.

Should the Employer only supply lodging, it shall pay employees a meal allowance of sixty-six dollars ($66.00) per day effective May 1, 2025, sixty-eighty dollars and fifty-cents ($68.50) effective May 1, 2026 and seventy dollars ($70.00) effective May 1, 2027 or an equal amount to the one paid to the tradespersons they tender, whichever is greater.

Should the Employer only provide board, it shall pay employees one hundred dollars ($100.00) effective May 1, 2025, one hundred and five dollars ($105.00) effective May 1, 2026, and one hundred and ten dollars ($110.00) effective May 1, 2027, per day for lodging or an equal amount to the one paid to the tradespersons they tender, whichever is greater.

4.04 If an employee is required to travel from one job site to another using their personal vehicle, they shall be paid at the rate of seventy-two cents ($0.72) per road kilometre effective May 1, 2025, via the shortest route, as a vehicle expense. This rate shall be adjusted to the current CRA Automobile allowance rate on May 1, 2026 and May 1, 2027.

4.05 The Employer will endeavour to provide parking spaces for the employees.

On projects where parking of employees' vehicles is a problem, it is agreed that a pre-job conference will be held to examine options to address the parking problem.

The Employer shall provide, when applicable, a Canada Revenue Agency Form T2200 Declaration of Condition of Employment to employees working under the terms of this Collective Agreement.

ARTICLE 5 – TIMING OF CONCRETE POURS

5.01 It is agreed that it is not in the interest of either party to commence a concrete floor pour after 9:00 a.m. on any day. It is further agreed, therefore, that concrete floor pours shall be scheduled to commence prior to 9:00 a.m. on any day.

5.02 A committee composed of representatives from Employers and Unions will be set up to meet with appropriate representatives of the industry to establish reasonable standards for the concrete slump.

ARTICLE 6 – WELFARE, VACATION PAY, ADMINISTRATION AND UNION DUES, PENSION, HEALTH AND SAFETY TRUST FUND AND TRI-FUND

6.01 The Employer agrees to contribute to the following funds:

	EFFECTIVE DATES		
CONTRIBUTIONS TO THE BENEFIT FUND	**May 4, 2025**	**May 3, 2026**	**May 2, 2027**
L.I.U.N.A. Local 527 Labourers Benefit Health & Safety Trust Fund	$1.80	$1.88	$1.95
L.I.U.N.A. Local 527 Admin. Fund	$1.29	$1.31	$1.33
L.I.U.N.A. Local 527 Legal Fund	$0.03	$0.03	$0.03
L.I.U.N.A. Local 527 Scholarship Fund	$0.03	$0.03	$0.03
L.I.U.N.A. Local 527 Promo Fund	$0.40	$0.40	$0.40
L.I.U.N.A. Local 527 Tri-Fund (consisting of L.I.U.N.A. Local 527 LECET Fund, L.I.U.N.A. Local 527 Health & Safety Fund and the L.I.U.N.A. Local 527 Training Fund)	$0.27	$0.27	$0.28
Total Contributions to Benefit Plan	**$3.82**	**$3.92**	**$4.02**
PST on Benefit Fund	$0.144	$0.150	$0.156
Total	**$3.964**	**$4.070**	**$4.196**
Pension Fund	$8.57	$8.72	$8.87
Canadian Tri-Fund	$0.07	$0.07	$0.07
L.I.U.N.A., O.P.D.C. Administration Dues	$0.40	$0.40	$0.40
Total Contributions to Pension Fund	**$9.04**	**$9.19**	**$9.34**
TOTAL CONTRIBUTIONS	**$13.004**	**$13.260**	**$13.516**
Industry Fund	$0.10	$0.10	$0.10
HST on Industry Fund	$0.013	$0.013	$0.013
Total Contributions to Industry Fund	**$0.113**	**$0.113**	**$0.113**

6.02 The Employer agrees to contribute to the L.I.U.N.A. Local 527 Labourers Benefit Health and Safety Trust Fund the above-mentioned contributions to the L.I.U.N.A. Local 527 Labourers Benefit Health and Safety Trust Fund for each hour worked by each employee covered by Appendix "A" of this Schedule.

The hourly rate shown in Appendix "A" of this Schedule has been reduced to cover LIUNA Ontario Provincial District Council Administration Dues and L.I.U.N.A. Local 527 Administration Fund and each employee covered by this schedule has agreed to the reduction and shall be remitted monthly by the Administrator of L.I.U.N.A. Local 527 Labourers Benefit Health and Safety Trust Fund to Local 527 Secretary-Treasurer.

Legal Fund contributions shall be remitted by the Administrator of the L.I.U.N.A. Local 527 Labourers Benefit Health and Safety Trust Fund to the Local 527 Legal Services (1997) Trust Fund.

L.I.U.N.A. Local 527 Scholarship contributions shall be remitted monthly by the Administrator of the L.I.U.N.A. Local 527 Labourers Benefit Health and Safety Trust Fund to the L.I.U.N.A. Local 527 Scholarship Trust Fund.

Local 527 Tri-Funds shall be remitted by the Administrator of L.I.U.N.A. Local 527 Labourers Benefit Health and Safety Trust Fund, as directed by Local 527, to one or all of the following funds: L.I.U.N.A., Local 527 LECET Fund, L.I.U.N.A., Local 527 Health and Safety Fund and the L.I.U.N.A., Local 527 Training Fund.

L.I.U.N.A. Local 527 Promotional Fund contributions shall be remitted monthly by the Administrator of the L.I.U.N.A. Local 527 Labourers Benefit Health and Safety Trust Fund to the L.I.U.N.A. Local 527 Promotional Fund.

6.03 The Employer agrees to remit the vacation pay to the Local 527 Vacation Pay Trust Fund.

6.04 Both parties agree to an equal number of Trustees to manage the Benefits and Vacation Pay Trust Funds.

6.05 The Employer agrees to contribute the above-mentioned contributions to the LiUNA Pension Fund of Central and Eastern Canada. The Employer further agrees to remit along with the pension contributions, the Canadian Tri-Fund contributions and the L.I.U.N.A. Ontario Provincial District Council Administration Dues.

6.06 All of the above-mentioned contributions shall be remitted monthly, not later than the fifteenth (15th) day of each month following the month for which such deductions or contributions were earned.

6.07 Contributions to the L.I.U.N.A., Local 527 Labourers Benefit Health and Safety Trust Fund and vacation pay shall be remitted to the Local 527 Trust Fund and contributions to the Pension Fund shall be remitted to the LiUNA Pension Fund of Central and Eastern Canada. The Employer shall itemize and remit all of the above contributions on forms supplied by the Administrator of the L.I.U.N.A., Local 527 Labourers Benefit Health and Safety Trust Fund, Vacation Pay and Tri-Funds and send one (1) copy of such a form at the same time to Local 527.

6.08 A penalty of five percent (5%) or sixty percent (60%) per annum of the amount of outstanding contributions shall be paid for each month that such contributions are outstanding beyond the fifteenth (15th) day of each month.

6.09 If Local 527 decides to revise the above deductions or contributions, then the Employer agrees to deduct accordingly.

6.10 Each monthly report of contributions to the L.I.U.N.A., Local 527 Labourers Benefit Health and Safety Trust Fund, vacation pay and contributions to the Pension Fund shall include all obligations arising from hours worked up to the close of the Employer's payroll ending nearest to the last day of the preceding month.

6.11 The Local Union and the Trustees of the L.I.U.N.A., Local 527 Legal Services (1997) Trust Fund agree to hold harmless and indemnify the Employers and the E.B.A. against any liability incurred as a result of the aforesaid contributions to the L.I.U.N.A., Local 527 Legal Services (1997) Trust Fund. The L.I.U.N.A., Local 527 Legal Services (1997) Trust Fund and shall exclude from coverage controversies involving the Employer of a member, the Union and the Ottawa Construction Association or the E.B.A.

6.12 The Employer Industry Fund as required by Article 4.04 of the Master Portion of this Agreement shall be remitted on forms supplied by the Administrator of the L.I.U.N.A., Local 527 Labourers Benefit Health and Safety Trust Fund by all Employers signatory to the Agreement and working in Zones I, II and III irrespective of any requirements in any trade appendix to the Master Agreement.

The sum received by the Association shall be the Employer's contribution to the costs of the Association in negotiating and administering this Collective Agreement and other related labour relations matters.

APPENDIX "A" – LOCAL 527 – CEMENT FINISHERS/ WATERPROOFERS

EFFECTIVE DATE	BASIC RATE	VACATION PAY	BENEFIT FUND	PST	PENSION	CDN TRI-FUND	OPDC	TOTAL PACKAGE	INDUSTRY FUND	HST
			Benefit Fund Coontributions		Pension Fund Contributions					
Journeyperson										
05/06/24	$42.80	$4.28	$3.74	$0.179	$8.42	$0.05	$0.40	$59.869	$0.10	$0.013
05/05/25	$44.03	$4.40	$3.82	$0.144	$8.57	$0.07	$0.40	$61.434	$0.10	$0.013
05/04/26	$45.26	$4.53	$3.92	$0.150	$8.72	$0.07	$0.40	$63.050	$0.10	$0.013
05/03/27	$46.49	$4.65	$4.02	$0.156	$8.87	$0.07	$0.40	$64.656	$0.10	$0.013
Foreperson										
05/06/24	$45.13	$4.51	$3.74	$0.179	$8.42	$0.05	$0.40	$62.429	$0.10	$0.013
05/05/25	$46.42	$4.64	$3.82	$0.144	$8.57	$0.07	$0.40	$64.064	$0.10	$0.013
05/04/26	$47.71	$4.77	$3.92	$0.150	$8.72	$0.07	$0.40	$65.740	$0.10	$0.013
05/03/27	$49.00	$4.90	$4.02	$0.156	$8.87	$0.07	$0.40	$67.416	$0.10	$0.013
Concrete Pump and Boom Truck Operators										
05/06/24	$41.69	$4.17	$3.74	$0.179	$8.42	$0.05	$0.40	$58.649	$0.10	$0.013
05/05/25	$42.89	$4.29	$3.82	$0.144	$8.57	$0.07	$0.40	$60.184	$0.10	$0.013
05/04/26	$44.09	$4.41	$3.92	$0.150	$8.72	$0.07	$0.40	$61.760	$0.10	$0.013
05/03/27	$45.29	$4.53	$4.02	$0.156	$8.87	$0.07	$0.40	$63.336	$0.10	$0.013
Bob Cat or similar Machine Operators										
05/06/24	$41.69	$4.17	$3.74	$0.179	$8.42	$0.05	$0.40	$58.649	$0.10	$0.013
05/05/25	$42.89	$4.29	$3.82	$0.144	$8.57	$0.07	$0.40	$60.184	$0.10	$0.013
05/04/26	$44.09	$4.41	$3.92	$0.150	$8.72	$0.07	$0.40	$61.760	$0.10	$0.013
05/03/27	$45.29	$4.53	$4.02	$0.156	$8.87	$0.07	$0.40	$63.336	$0.10	$0.013

Cement Mason Apprentices:

First Year - sixty-five percent (65%) of effective journeyperson rate.

Second Year - eighty-five percent (85%) of effective journeyperson rate.

LOCAL UNION SCHEDULE FOR LOCAL 527 – BROCKVILLE

ARTICLE 1 – RECOGNITION

1.01 The Employer recognizes Local 527 as the exclusive administrative party of this Agreement for employees working in in the areas of this Schedule which shall be zoned as follows:

Zone IV - Township of Rideau Lakes, Township of Elizabethtown-Kitley and the City of Brockville.

1.02 Local 527 recognizes the Kingston Contractors Labour Relations Organization (KCLRO) as the exclusive Employer administrative party for this Schedule.

1.03 It is agreed and understood that the work of flagpersons will be performed only by LIUNA members and the wages will be determined in Group 'A' Wage Schedule.

ARTICLE 2 – SUBCONTRACTING

2.01 It is agreed that the sub-contracting clause of the Master Portion of the Provincial Agreement will apply to concrete finishing, other than floor finishing.

ARTICLE 3 – HOURS OF WORK AND OVERTIME RATES

3.01 In Zone IV, the hours of work shall be forty (40) hours per week including labourers working on masonry, tile, terrazzo and marble. The regular working day which may be varied by mutual consent of both parties, shall be eight (8) hours between 7:00 a.m. and 5:00 p.m. on Mondays through Fridays.

3.02 All work performed in excess of the said hours of work in Article 3.01 shall be construed as overtime. The Employer covenants and agrees to pay to the employees, time and one-half (1 1/2x) the regular hourly rate for the first hour and double (2x) the regular hourly rate for any additional hours worked Monday through Friday. All work performed on Saturday and Sunday shall be paid at the rate of double (2x) the regular hourly rate.

ARTICLE 4 – REPORTING TIME AND NOTICE OF LAYOFF

4.01 (a) Two (2) hours' pay shall be allowed by the Employer when an employee covered by this Agreement reports for work at the Employer's shop or job site, but work is not available due to inclement weather, provided the employee remains on the job for two (2) hours after their designated starting time, if requested to do so by their immediate supervisor. However, no reporting pay shall be allowed where an employee has been informed not to report for work and such information has been communicated to them before quitting time on the previous day. When work starts late but within one (1) hour of the normal starting time, employees shall be paid from the actual time work started, plus reporting time as required, to make up the hours for the full shift. Travelling time will also be paid where applicable.

(b) Three (3) hours' pay shall be allowed by the Employer when an employee covered by this Agreement reports for work at the Employer's shop or job site and work is not available due to reasons other than the inclement weather, provided however, the employee remains on the job during the three (3) hours, if requested to do so by their immediate supervisor. In the event of a job stoppage after the hours stipulated in Article 4.01 (a) and 4.01 (b) due to inclement weather or other causes, the employees will be paid to the next half hour.

(c) When an employee is required to work two (2) or more hours beyond their regular shift without eight (8) hours prior notice, the Employer shall provide a reasonable meal to such employee or shall pay the employee dollars ($20.00) in lieu of such meal.

4.02 (a) When the Employer is unable to proceed with its work [as described in Article 4.01 (b)], the Employer may elect to "stand-off" all or part of its crew. The parties agree "stand-off" is not intended to circumvent the lay-off procedure.

(b) If the Employer elects "stand-off", then it reserves the right to stand-off its employee(s) without pay, up to a maximum of five (5) consecutive working days.

(c) If the Employer does not elect "stand-off", then a lay-off will be carried out as prescribed in Article 10 of the Master Portion, and Article 13.05 of this Schedule.

(d) Written notification will be given by the Employer to the Union in all cases of "stand-off".

(e) "Stand-off" shall only continue beyond five (5) working days with the mutual consent of the parties in writing.

4.03 In the case of layoff, all employees will receive one (1) hour's notice in advance or pay in lieu of notice. The Employer will provide a lay-off slip (as supplied by the Union) to the employee at the time of lay-off and the employee will provide same to the Union upon registration.

4.04 The Employer agrees that once a Union Steward is appointed on a project such Union Steward shall not be transferred to other projects of the Employer without the agreement of all parties (such agreement shall not be unreasonably withheld), and that the transfer of the Union Steward or other employees of the Employer to alternate job sites will not cause the layoff of the Union Steward.

ARTICLE 5 – FOREPERSONS

5.01 After a minimum of five (5) labourers on a project, a foreperson will be selected by mutual agreement between the Union and the Employer. The Employer agrees such foreperson shall be a member of Local 183 or Local 527.

5.02 The Employer agrees that the members of the Union shall receive orders from only one person, who shall be either the labourers' foreperson or the immediate supervisor.

5.03 If the foreperson or the immediate supervisor instructs the members of the Union to do so, then the members of the Union may receive orders from the tradespersons they tender.

5.04 Working foreperson shall be paid the minimum rate of four dollars and fifty cents ($4.50) per hour over the prevailing rate of the people they are supervising effective May 1, 2025. This rate to increase to: four dollars and seventy-five cents ($4.75) effective May 1, 2026; and five dollars ($5.00) effective May 1, 2027.

5.05 When the Employer deems it appropriate, additional lead hand(s) shall be appointed by the Employer. A lead-hand shall be paid an additional

two dollars and twenty-five cents ($2.25), effective May 1, 2025 per hour above the person they are supervising This rate to increase to: two dollars and forty cents ($2.40) effective May 1, 2026;and two dollars and fifty cents ($2.50) effective May 1, 2027.

5.06 Labourers' foreperson shall be subject to the provisions of Article 2 of the Master Portion of the Agreement.

ARTICLE 6 – SHIFT WORK PREMIUM

6.01 All shift work is to be paid at a premium of time and one-seventh (1-1/7x) the regular hourly rate. All overtime on shift work shall be paid for, calculated on the basis of the shift premium.

6.02 Shift work is any shift other than the regular workday contemplated by Article 3 of this Schedule.

6.03 On jobs in occupied buildings where it is impossible to work during regular hours, shift work shall be permitted.

6.04 Notwithstanding the provisions of Article 7.02 of the Master Portion of this Collective Agreement, it is understood and agreed that when working in occupied premises, all work performed in excess of the said forty (40) hours per week shall be construed as overtime. Hours and days of work will be established by mutual consent between the Union and the Employer.

ARTICLE 7 – VACATION PAY

7.01 The Employer agrees to pay ten percent (10%) of gross wages earned to cover vacation pay and recognized holiday pay. Vacation pay shall be remitted along with the Health and Welfare contributions as required herein by Article 10.04 of this Schedule.

ARTICLE 8 – TRAVELLING ALLOWANCE

8.01 (a) When an employee is required by their Employer to travel beyond a twenty-five (25) kilometre radius of the Brockville city limits, the employee shall be paid at the rate established by the CRA

standard auto allowance for the years 2025, 2026 and 2027. The distance to be paid shall be established as the shortest route from the Brockville City Hall in Zone IV to the job site by automobile. The employee will not receive a travel allowance for the first twenty-five (25) kilometres each way.

(b) If transportation is supplied by the Employer, then fifty percent (50%) of the travelling allowance will be paid per kilometre.

8.02 Where an employee is required by the Employer to stay over beyond a one hundred (100) kilometre radius from the Brockville City Hall, the Employer will provide suitable room and board or reimburse the cost thereof.

8.03 Prior to the commencement of work on each project where free parking is not available in close proximity to the job site, the Employer and the Union will meet and establish a method which provides parking and/or transportation to and from the job site at no cost to the employee(s).

ARTICLE 9 – NEW JOB CLASSIFICATION

9.01 In the event any new job classification shall fall under the jurisdiction of the Union, a rate of pay will be negotiated at that time.

ARTICLE 10 – PENSION, OPDC, WORKING DUES, CANADIAN TRI-FUND, WELFARE, LOCAL 527 ADMINISTRATION, LOCAL 527 TRAINING, LEGAL, SCHOLARSHIP FUND & VACATION PAY

10.01 The Employer agrees to report and remit the required Funds for all hours worked by its employees, on or before the fifteenth (15th) day of the month, following the month in which the hours were worked. Each report shall list the name, social insurance number and number of hours worked for each employee. The Employer shall itemize and remit all contributions and may use the forms provided by the Administrators of the Local 527 Benefit Health and Safety Trust Fund when reporting the contributions as set out below. Each monthly report and remittance shall include all obligations arising from all hours worked up to and including, the last day worked of the proceeding calendar month and shall be remitted in accordance with Articles 10.02, 10.03 and 10.04 of this schedule:

CONTRIBUTIONS TO THE BENEFIT FUND	May 4, 2025	May 3, 2026	May 2, 2027
L.I.U.N.A. Local 527 Labourers Benefit Health and Safety Trust Fund	1.80	1.88	1.95
L.I.U.N.A. Local 527 Admin. Fund	1.29	1.31	1.33
L.I.U.N.A. Local 527 Legal Fund	0.03	0.03	0.03
L.I.U.N.A. Local 527 Scholarship Fund	0.03	0.03	0.03
L.I.U.N.A. Local 527 Promo Fund	0.40	0.40	0.40
L.I.U.N.A. Local 527 Tri-Fund (consisting of L.I.U.N.A. Local 527 LECET Fund, L.I.U.N.A. Local 527 Health and Safety Fund and the L.I.U.N.A. Local 527 Training Fund	0.27	0.27	0.28
Total Contributions to Benefit Plan	**3.82**	**3.92**	**4.02**
PST on Benefit Fund	0.144	0.150	0.156
CONTRIBUTIONS TO THE PENSION FUND	**May 4, 2025**	**May 3, 2026**	**May 2, 2027**
Pension Fund	8.20	8.35	8.50
Canadian Tri-Fund	0.07	0.07	0.07
L.I.U.N.A. Ontario Provincial District Council	0.40	0.40	0.40
Total Contributions to Pension Fund	**8.67**	**8.82**	**8.97**
TOTAL CONTRIBUTIONS	**13.044**	**13.260**	**13.516**
Industry Fund	0.25	0.25	0.25

Note: The hourly rates shown in Article 15.02 and Article 18 of this Schedule have been reduced to cover the above LIUNA OPDC Working Dues and LIUNA Local 527 Administration Fund and each employee covered by this Schedule has agreed to the reduction.

10.02 The Employer agrees to remit Pension Fund contributions in a manner as described in Article 10.01 and in amounts as shown in the table above. Pension Fund contributions shall be forwarded to the LiUNA Pension Fund of Central & Eastern Canada (see Master Portion Schedule 'D').

10.03 The Employer further agrees to remit along with the pension contributions, seven cents ($0.07) per hour Canadian Tri-Fund contributions and the forty cents ($0.40) per hour LIUNA Ontario Provincial District Council Working Dues per hour contributions.

10.04 The Employer agrees to remit Benefit Contributions as listed in Article 10.01, Vacation Pay, Local 527 Administration Fund, Legal Fund, Scholarship Fund, Promo Fund and Training Fund contributions in a manner as described in Article 10.01. These funds shall be remitted monthly by the Administrator of LIUNA Local 527 Benefit Health and Safety Trust Fund to the administration of the respective funds.

10.05 The Employer agrees to deduct monthly Union dues and check-off in accordance with Article 4.01 of the Master Agreement.

10.06 The Employer Industry Fund as required by Article 4.04 of the Master Portion of this Agreement, shall be remitted on forms supplied by the Administrator of the L.I.U.N.A., Local 527 Labourers Benefit Health and Safety Trust Fund by all Employers signatory to the Agreement and working in Zone IV irrespective of any requirements in any trade appendix to the Master Agreement.

The sum received by the Association shall be the Employer's contribution to the costs of the Association in negotiating and administering this Collective Agreement and other related labour relations matters.

ARTICLE 11 – NO DISCRIMINATION

11.01 There shall be no discrimination against any veterans who elect not to work on Remembrance Day, provided that the said employees notify the Employer prior to Remembrance Day of their intention not to work.

ARTICLE 12 – HIRING

12.01 All hiring will be through the Ottawa office. A referral slip will be issued by the Union and received by the Employer for each job.

12.02 The Employer may name hire one (1) employee registered on the Ottawa out-of-work list for each one (1) employee referred by the Union.

12.03 Upon request, the Union will supply the Employer with the first employee named by the Employer, the second employee will be referred by the Union, and so on, alternately, until all labour requirements are filled.

12.04 To be eligible for name hire, an employee must be a member in good standing of Local 527 and must have been registered on the Ottawa unemployment list for a period of not less than forty-five (45) days. The forty-five (45) day provision will not apply to Local 527 members who are re-name hired to the same Employer.

12.05 Scheduled lay-off of these employees will be in reverse order of hiring. If the last employee hired was a name hire, then the lay-off will start with a name hire. If the last employee hired was a referral, then the lay-off will start with a referral.

12.06 All contractors shall have full mobility rights for Local 183 – Kingston members in their employ into the County of Leeds & Grenville. This shall also include any Local 183 members entitled to recall rights.

12.07 (a) Before commencing employment, each employee must establish to the satisfaction of the Employer that they have completed and hold a valid certification for WHMIS, Working at Heights, and Occupational Health and Safety Act ("OHSA") Awareness and any similar training requirements mandated by the Provincial Government for construction workers pursuant to OHSA.

(b) If an Employer requires an employee to attend training while employed, the Employer shall be responsible for the cost of all such training, if applicable, and time spent participating in the training shall be deemed to be time worked and compensated in accordance with the terms of this Collective Agreement, although such time spent in training shall not attract shift premiums or overtime.

ARTICLE 13 – ELDERLY PROTECTION CLAUSE

13.01 The Employer agrees to hire at least one member fifty-five (55) years of age or over, for every five (5) labourers in their employ, provided such member is medically fit and capable of performing the work.

ARTICLE 14 – CONSTRUCTION CRAFT WORKER APPRENTICES

14.01 The Union shall ensure that all C.C.W. Apprentices complete a safety and basic training course at the Union's Training Centre prior to starting work for any Employer.

14.02 C.C.W. Apprentices shall be paid at the following rates:

EFFECTIVE DATE	BASIC RATE	VACATION PAY	BENEFIT FUND	ADMIN. FUND	PENSION	OPDC DUES	CDN TRI-FUND	TOTAL PACKAGE	INDUSTRY FUND
			Benefit Fund Coontributions		Pension Fund Contributions				
Apprentice 1st Term: 0-1500 hours									
05/06/24	$26.67	$2.67	$2.57	$1.17	$0.50	$0.40	$0.05	$34.03	$0.25
05/05/25	$27.95	$2.80	$2.53	$1.29	$0.50	$0.40	$0.07	$35.54	$0.25
05/04/26	$28.94	$2.90	$2.61	$1.31	$0.50	$0.40	$0.07	$36.73	$0.25
05/03/27	$29.93	$3.00	$2.69	$1.33	$0.50	$0.40	$0.07	$37.92	$0.25
Apprentice 2nd Term: 1501-3000 hours									
05/06/24	$30.35	$3.03	$2.57	$1.17	$8.05	$0.40	$0.05	$45.62	$0.25
05/05/25	$31.63	$3.16	$2.53	$1.29	$8.20	$0.40	$0.07	$47.28	$0.25
05/04/26	$32.62	$3.26	$2.61	$1.31	$8.35	$0.40	$0.07	$48.62	$0.25
05/03/27	$33.61	$3.36	$2.69	$1.33	$8.50	$0.40	$0.07	$49.96	$0.25
Apprentice 3r Term: 1501-3000 hours									
05/06/24	$33.65	$3.37	$2.57	$1.17	$8.05	$0.40	$0.05	$49.26	$0.25
05/05/25	$34.93	$3.49	$2.53	$1.29	$8.20	$0.40	$0.07	$50.91	$0.25
05/04/26	$35.92	$3.59	$2.61	$1.31	$8.35	$0.40	$0.07	$52.25	$0.25
05/03/27	$36.91	$3.69	$2.69	$1.33	$8.50	$0.40	$0.07	$53.59	$0.25

14.03 The ratio of C.C.W. Apprentices to labourers shall be one (1) C.C.W. Apprentice for every four (4) labourers. All terms and conditions shall apply to Apprentices other than a fifty cent ($0.50) per hour pension contribution for the LiUNA Central and Eastern Pension Plan is required for the first 1,500 hours of work for a first-year Apprentice.

ARTICLE 15 – JOINT COMMITTEE

15.01 The parties agree to establish during the life of this Agreement a joint committee to review problems relating to this schedule, should they occur.

ARTICLE 16 – INTERPRETATION OF AGREEMENT

16.01 Where there is a conflict between this Schedule and any other provision of the Provincial Agreement, then the provisions of this Schedule shall apply.

ARTICLE 17 – WAGE RATES AND CLASSIFICATIONS

EFFECTIVE DATE	BASIC RATE	VACATION PAY	BENEFIT FUND	ADMIN. FUND	PENSION	OPDC DUES	CDN TRI-FUND	TOTAL PACKAGE	INDUSTRY FUND
			Benefit Fund Coontributions		Pension Fund Contributions				
Group A: Construction Craft Workers - All Labourerers not in Group B and C and skidsteers c/w all attachments									
05/06/24	$38.25	$3.82	$2.57	$1.17	$8.05	$0.40	$0.05	$54.31	$0.25
05/05/25	$39.53	$3.95	$2.53	$1.29	$8.20	$0.40	$0.07	$55.97	$0.25
05/04/26	$40.52	$4.05	$2.61	$1.31	$8.35	$0.40	$0.07	$57.31	$0.25
05/03/27	$41.51	$4.15	$2.69	$1.33	$8.50	$0.40	$0.07	$58.65	$0.25
GROUP B: Formworkers, Concrete Smoothers, Air Tool Operators, Mortar Person, Vibrator Person, Labouring Truck Drivers and Telehandlers									
05/06/24	$38.57	$3.86	$2.57	$1.17	$8.05	$0.40	$0.05	$54.67	$0.25
05/05/25	$39.85	$3.99	$2.53	$1.29	$8.20	$0.40	$0.07	$56.33	$0.25
05/04/26	$40.84	$4.08	$2.61	$1.31	$8.35	$0.40	$0.07	$57.66	$0.25
05/03/27	$41.83	$4.18	$2.69	$1.33	$8.50	$0.40	$0.07	$59.00	$0.25
Group C: Miners, Drillers, Wagon Drillers, Caisson Sinkers, Powder Person, Pile Drivers									
05/06/24	$38.69	$3.87	$2.57	$1.17	$8.05	$0.40	$0.05	$54.80	$0.25
05/05/25	$39.97	$4.00	$2.53	$1.29	$8.20	$0.40	$0.07	$56.46	$0.25
05/04/26	$40.96	$4.10	$2.61	$1.31	$8.35	$0.40	$0.07	$57.80	$0.25
05/03/27	$41.95	$4.20	$2.69	$1.33	$8.50	$0.40	$0.07	$59.14	$0.25

ARTICLE 18 – ENABLING/HARDSHIP CLAUSE

18.01 In all cases of hardship, including not being able to secure work, the parties to this Agreement will meet as soon as practicable upon being notified by the other party, or parties. The parties agree to discuss and make all reasonable efforts to resolve all items of discussion. Any concessions, and/or alterations will be discussed, and agreed

upon only prior to the tendering of the project. or projects. Any modification to the current conditions will be made in accordance with Article 20 of the Master Portion.

18.02 All contractors employing workers in Zone IV are eligible to utilize the existing Market Recovery/Enablement agreements with Local 527.

NOTES

LOCAL UNION SCHEDULE FOR LOCAL 607 – THUNDER BAY

ARTICLE 1 – GEOGRAPHICAL JURISDICTION

1.01 The Districts of: Kenora, including the Patricia portion; Rainy River; Thunder Bay and that part of the District of Cochrane which lies north of the forty-ninth (49th) parallel of latitude that is not within an eighty-one (81) kilometre radius of the Timmins Federal Building.

ARTICLE 2 – HOURS OF WORK

2.01 The regular hours of work for all employees shall be forty (40) hours per week, eight (8) hours per day, Monday to Friday inclusive, to be worked between the hours of 8:00 a.m. and 4:30 p.m. The above-mentioned starting and quitting times may be varied by mutual written consent of the Employer and the Union Business Manager.

2.02 On projects where a majority of the employees cannot commute daily, the regular workweek may be altered by mutual written consent of the parties herein.

2.03 On jobs or projects which are in excess of one hundred and eleven (111 km) from the Thunder Bay Canada Post Processing Plant, time lost due to inclement weather and conditions beyond the Employers control, may be made up on a weekly basis. Such make-up time shall not exceed two hours (2) on a regular workday and shall not exceed eight hours (8) on Saturday. No make-up time shall be worked on Sunday or holiday. All make-up time shall be voluntary. No employee will be terminated or discriminated against in any manner for refusing to work make-up time.

2.04 When working a four (4) day x ten (10) hour work schedule, any hours worked after the completion of this schedule are considered overtime hours and shall be paid at overtime rates.

ARTICLE 3 – OVERTIME

3.01 All time worked for the first two (2) hours immediately prior or after the regular workday, as outlined in Article 2.01, shall be paid at the rate of time and one-half (1 1/2x) the regular rate of pay. All time

worked in excess of the two (2) hours on a given day shall be paid at twice the regular rate, except as may otherwise be provided in this Agreement.

3.02 Where board and lodging are supplied by the Employer and a regular supper is designated, all employees not receiving board and lodging and requested to work overtime, shall be supplied with supper or a suitable lunch. In this case, the supper hour shall not be included in the overtime period. Employees requested to work up to two (2) hours' overtime, shall be provided with a lunch at the Employer's expense. Employees requested to work more than two (2) hours of overtime shall be provided with a hot meal at 6:30 p.m. at the Employer's expense, and sufficient time will be allowed to consume the meal with no loss of pay. Every two (2) hours thereafter, the employee shall be allowed a ten (10) minute coffee break. If no meal is provided the Employer shall pay fifteen dollars ($15.00) in lieu of the hot meal upon mutual agreement.

3.03 No employees shall be compelled to work overtime, provided that one (1) or more employees in the work unit are available to work the overtime requested.

3.04 All time worked on Saturdays, Sundays and holidays, as set out in Article 9.01 of the Master Portion, shall be paid at the rate of double time (2x) the regular rate.

ARTICLE 4 – SHOW UP TIME

4.01 Employees reporting for work and who are unable to start through no fault of their own, such as inclement weather, shortage of materials, lack of work, etc., shall receive two (2) hours' pay plus commuting/ travel allowance where applicable, unless they have otherwise been notified one (1) hour before starting time not to report for work.

ARTICLE 5 – SHIFT WORK

5.01 Eight (8) consecutive hours shall constitute a shift. Shift work shall be organized so that the employee will not lose any time during their regular week. If shift work is not worked for two (2) consecutive days or more, then such hours worked shall be considered overtime

hours and be paid in accordance with the provisions set out in Article 3. Any hours worked on Saturday, Sunday or holidays, as set down in Article 9.01 of the Master Portion, shall be paid at double time (2x) the employees' regular rate.

5.02 Where two (2) or more shifts are worked, the Number 1 shift shall start at 8:00 a.m. and all hours of the Number 1 shift shall be paid at the regular time. All hours of the following Number 2 shift and the succeeding Number 3 shift shall be paid for at the rate of one and one-seventh times (1 1/7x) the applicable rate. Overtime shall be paid for at the rate of time and one-half (1 1/2x) the regular rate for the first two (2) hours and twice the regular rate for all additional overtime hours worked. Employees on shift work shall be allowed one-half (1/2) hour time off for lunch at approximately mid shift with no loss of pay. Time worked on Saturdays, Sundays and holidays, as set out in Article 9.01 of the Master Portion, shall be paid for as provided for in Article 3.04 of this Schedule.

5.03 Where a second or third shift is started during the hours of the regular working day, the hourly rate of pay applicable to the second or third shift shall be paid for all hours of the shift.

ARTICLE 6 – VACATION AND HOLIDAY PAY

6.01 Vacation with pay credits shall be paid on the following basis: six percent (6%) of gross earnings for all employees covered by this Agreement. All vacation pay shall be paid weekly with wages unless Local 607 establishes a Vacation and Holiday Pay Trust Fund, in which case all vacation pay owing shall be remitted weekly with a completed remittance form to the aforesaid Trust Fund as directed by the Trustees.

6.02 Holiday with pay credits shall be paid on the following basis: four percent (4%) of gross earnings for all employees covered by this Agreement. All holiday pay shall be paid weekly with wages unless Local 607 establishes a Vacation and Holiday Pay Trust Fund, in which case all holiday pay owing shall be remitted weekly with a completed remittance form to the aforesaid Trust Fund as directed by the Trustees.

ARTICLE 7 – SUPERVISION

7.01 Where there are eight (8) labourers or more on a project, the Employer shall have at least one (1) labour foreperson in charge to assign work for the labourers. Such foreperson may be name-hired and shall be a member in good standing of Labourers' International Union of North America, Local 607.

7.02 When a foreperson for the labourers is appointed by the Employer, they shall receive the foreperson's rate as set out in Article 9 of this Schedule.

7.03 Working foreperson (labourer) means an employee designated by the Employer to direct the work force, determine work procedures, assign and instruct the labourers and concrete crews, save and except cement finishers and may work as a labourer. Working foreperson (cement finisher or labourer) means an employee designated by the Employer to direct the working force, determine work procedures, assign and instruct the labourers, concrete crews and cement finishers. They may also work with the tools of the trade or as a labourer.

ARTICLE 8 – TRANSPORTATION, ROOM AND BOARD

8.01 (a) **Commuting Allowance**

All employees who reside within forty (40) km of the project immediately prior to the start of the project are considered local residents and no commuting allowance is payable. Where commuting is necessary between the project and an employee's residence or the place from which board and lodging is received by the employees, and transportation is not provided by the Employer commuting allowance shall be paid for every road kilometre travelled beyond forty (40) road kilometres from an employee's residence or twenty (20) kilometres from the place an employee receives board and lodging to the project each way. Suitable transportation will be supplied when necessary. Commuting allowance will be paid at the prevailing CRA Rate as of May 4, 2025. At the CRA under 5000km rates, the allowance rate will increase as the 5000km CRA rate increases but will not decrease, the higher rate will be maintained.

(b) **Commuting Time**

On work at a construction site beyond forty (40) road kilometres from an employee's residence, or twenty (20) kilometres from the place which an employee receives board and lodging an employee who commutes daily shall receive commuting time based on regular straight time rates. Commuting time will be calculated at an average of eighty (80) kilometres per hour based on the distance from the employee's residence to the project less forty (40) kilometres and from the place an employee received board and lodging to the project less twenty (20) kilometres. Commuting time will be calculated to and from the project.

8.02 **Travel Allowance**

On work at a construction site, all employees receiving board and lodging shall receive travel allowance based on the distance between their residence and the project. This allowance shall be paid once at the beginning and once at the time of termination of the job or the worker's employment.

The employee will receive their travel allowance within forty-eight (48) hours of reporting to the job site.

Where the employee has no transportation available or when travel is by aircraft, such transportation shall be supplied by the Employer and it will be first class transportation, in which event no travel allowance will be payable.

Travel allowance will be paid at the prevailing CRA rates as of May 4, 2025. At the CRA under 5000km rates, the allowance rate will increase as the 5000km CRA rate increases but will not decrease, the higher rate will be maintained.

8.03 **Travel Time Allowance**

Time spent to and from the job will be paid at regular hourly rates up to a maximum of eight (8) hours per day in any one (1) day. Travel time will be calculated at an average of eighty (80) road kilometres per hour. Travel time by aircraft will be calculated by the hour, flight time plus one (1) hour. Travel time shall be paid once at the beginning of the job and once at the termination of the job or termination of the worker's employment. Travel Time Allowance shall be paid according to the above provisions regardless if the Employer supplies the transportation or not.

8.04 **Wrap Around**

Each employee on a project shall be paid their travelling allowance to and from the job site every thirty (30) calendar days. This shall be paid whether or not the employee actually returns to their place of residence.

8.05 **Lodging**

On work at a construction site, all employees, except those who have resided within a distance of one hundred and sixty (160) road kilometres of the project, immediately prior to the start of the project shall receive suitable lodging acceptable to the Employer and the employee without cost to the employee, on a seven (7) day basis for each day the employee is available for work at the construction project. If the Employer requests the employee be ready for work for the start of their shift lodging shall be provided the night before their shift.

8.06 **Board**

On work at a construction site, all employees, except those who have resided within eighty (80) road kilometres of the project, immediately prior to the start of the project, shall receive suitable board, without cost to the employee. In areas where commercial eating establishments are available, the Employer shall pay employees an allowance of seventy dollars ($70.00) per day as of May 4, 2025, seventy-five dollars ($75.00) per day as of May 3, 2026, and eighty dollars ($80.00) per day as of May 2, 2027 in lieu of board for each day the employee is available for work at the construction site.

An employee in receipt of board allowance beyond one hundred and sixty (160) road kilometres from their residence to the construction project shall be paid board allowance on a seven (7) day basis.

8.07 Upon mutual agreement between the Employer and the Union, the above lodging and board allowances will be combined in a lump sum of one hundred and fifty dollars ($150.00) as of May 1, 2025, and one hundred and fifty-five dollars ($155.00) as of May 6, 2026 and one hundred and sixty ($160.00) as of May 3, 2027, for each day the employee is available for work.

8.08 Where a camp meeting the standards of Article 10.04 Camp Accommodations is provided by the Employer, employees must stay in the camp, and no allowances under Articles 8.05, 8.06, and 8.07

are payable by the Employer, unless otherwise determined by mutual agreement of the parties. Authorized Union Representatives shall have access to camp accommodation, free of charge, where the same are provided the employees.

ARTICLE 9 – CLASSIFICATIONS AND SCHEDULES OF WAGES

9.01 (a)

EFFECTIVE DATE	HOURLY RATE	VACATION PAY	WAGES PAY TOTAL	HEALTH AND WELFARE	PENSION	TRAINING	TRI-FUND	DE NOVO	PROMO FUND	TOTAL PACKAGE	EMPLOYER INDUSTRY	WORKING DUES	OPDC DUES
May 4 2025		10%		3.45	7.35	0.65	0.12	0.04	0.20		0.20	3%	0.40
				3.45	7.35	0.75	0.12	0.04	0.20		0.20	3%	0.40
				3.45	7.35	0.75	0.12	0.04	0.20		0.20	3%	0.40
Group A Specialized 4, Cement Finishers, Blasters													
May 1 2024	40.91	4.09	45.00	3.45	7.35	0.55	0.10	0.04	0.20	56.69	0.20	3%	0.40
May 4 2025	42.17	4.22	46.39	3.45	7.35	0.65	0.12	0.04	0.20	58.20	0.20	3%	0.40
May 3 2026	43.46	4.35	47.80	3.45	7.35	0.75	0.12	0.04	0.20	59.71	0.20	3%	0.40
May 2 2027	44.83	4.48	49.32	3.45	7.35	0.75	0.12	0.04	0.20	61.23	0.20	3%	0.40
Group B- Mason Tender 2													
May 1 2024	38.82	3.88	42.70	3.45	7.35	0.55	0.10	0.04	0.20	54.39	0.20	3%	0.40
May 4 2025	40.03	4.00	44.03	3.45	7.35	0.65	0.12	0.04	0.20	55.84	0.20	3%	0.40
May 3 2026	41.26	4.13	45.38	3.45	7.35	0.75	0.12	0.04	0.20	57.29	0.20	3%	0.40
May 2 2027	42.57	4.26	46.83	3.45	7.35	0.75	0.12	0.04	0.20	58.74	0.20	3%	0.40
Group C- Mason Tender 1													
May 1 2024	38.32	3.83	42.15	3.45	7.35	0.55	0.10	0.04	0.20	53.84	0.20	3%	0.40
May 1 2025	39.51	3.95	43.47	3.45	7.35	0.65	0.12	0.04	0.20	55.28	0.20	3%	0.40
May 1 2026	40.73	4.07	44.80	3.45	7.35	0.75	0.12	0.04	0.20	56.71	0.20	3%	0.40
May 1 2027	42.03	4.20	46.24	3.45	7.35	0.75	0.12	0.04	0.20	58.15	0.20	3%	0.40
Group D- Driller, Powderman, Specialized 3													
May 1 2024	37.64	3.76	41.40	3.45	7.35	0.55	0.10	0.04	0.20	53.09	0.20	3%	0.40
May 1 2025	38.81	3.88	42.70	3.45	7.35	0.65	0.12	0.04	0.20	54.51	0.20	3%	0.40
May 1 2026	40.01	4.00	44.01	3.45	7.35	0.75	0.12	0.04	0.20	55.92	0.20	3%	0.40
May 1 2027	41.30	4.13	45.43	3.45	7.35	0.75	0.12	0.04	0.20	57.34	0.20	3%	0.40

9.01 (a) (continued)

EFFECTIVE DATE	HOURLY RATE	VACATION PAY	WAGES PAY TOTAL	HEALTH AND WELFARE	PENSION	TRAINING	TRI-FUND	DE NOVO	PROMO FUND	TOTAL PACKAGE	EMPLOYER INDUSTRY	WORKING DUES	OPDC DUES
Group E: Jackhammer and Plugger, Sandblaster, Nozzelman , Specialized 2													
May 1 2024	37.38	3.74	41.12	3.45	7.35	0.55	0.10	0.04	0.20	52.81	0.20	3%	0.40
May 4 2025	38.55	3.86	42.41	3.45	7.35	0.65	0.12	0.04	0.20	54.22	0.20	3%	0.40
May 3 2026	39.74	3.97	43.72	3.45	7.35	0.75	0.12	0.04	0.20	55.63	0.20	3%	0.40
May 2 2027	41.02	4.10	45.12	3.45	7.35	0.75	0.12	0.04	0.20	57.03	0.20	3%	0.40
Group F: Labourer,													
May 1 2024	37.14	3.71	40.85	3.45	7.35	0.55	0.10	0.04	0.20	52.54	0.20	3%	0.40
May 4 2025	38.30	3.83	42.13	3.45	7.35	0.65	0.12	0.04	0.20	53.94	0.20	3%	0.40
May 3 2026	39.48	3.95	43.43	3.45	7.35	0.75	0.12	0.04	0.20	55.34	0.20	3%	0.40
May 2 2027	40.76	4.08	44.83	3.45	7.35	0.75	0.12	0.04	0.20	56.74	0.20	3%	0.40
Group G: Firewatch ManholeGuard, Watchperson (75% of Group F)													
May 1 2024	24.94	2.49	27.43	3.2	7.10	0.55	0.10	0.40	0.20	38.62	0.20	3%	0.40
May 4 2025	25.31	2.53	27.84	3.45	7.35	0.65	0.12	0.04	0.20	39.65	0.20	3%	0.40
May 3 2026	26.15	2.62	28.77	3.45	7.35	0.75	0.12	0.04	0.20	40.68	0.20	3%	0.40
May 2 2027	27.09	2.71	29.80	3.45	7.35	0.75	0.12	0.04	0.20	41.71	0.20	3%	0.40
Foreperson Group A: (Excluding Cement Finishers)													
May 1 2024	40.79	4.08	44.45	3.45	7.35	0.55	0.10	0.04	0.20	56.54	0.20	3%	0.40
May 4 2025	42.03	4.20	46.24	3.45	7.35	0.65	0.12	0.04	0.20	58.05	0.20	3%	0.40
May 3 2026	43.31	4.33	47.65	3.45	7.35	0.75	0.12	0.04	0.20	59.56	0.20	3%	0.40
May 2 2027	44.68	4.47	49.15	3.45	7.35	0.75	0.12	0.04	0.20	61.06	0.20	3%	0.40
Foreperson Group F:													
May 1 2024	38.64	3.86	42.5	3.45	7.35	0.55	0.10	0.04	0.20	54.19	0.20	3%	0.40
May 4 2025	39.84	3.98	43.83	3.45	7.35	0.65	0.12	0.04	0.20	55.64	0.20	3%	0.40
May 3 2026	41.06	4.11	45.17	3.45	7.35	0.75	0.12	0.04	0.20	57.08	0.20	3%	0.40
May 2 2027	42.38	4.24	46.62	3.45	7.35	0.75	0.12	0.04	0.20	58.53	0.20	3%	0.40
CCW Level I 0-600 hrs 60% of Group F													
May 1 2024	22.28	2.23	24.51	3.45	0	0.55	0.10	0.04	0.20	28.85	0.20	3%	0.40
May 4 2025	22.98	2.30	25.28	3.45	0.00	0.65	0.12	0.04	0.20	29.74	0.20	3%	0.40
May 3 2026	23.69	2.37	26.06	3.45	0.00	0.75	0.12	0.04	0.20	30.62	0.20	3%	0.40
May 2 2027	24.45	2.45	26.90	3.45	0.00	0.75	0.12	0.04	0.20	31.46	0.20	3%	0.40

9.01 (a) (continued)

EFFECTIVE DATE	HOURLY RATE	VACATION PAY	WAGES PAY TOTAL	HEALTH AND WELFARE	PENSION	TRAINING	TRI-FUND	DE NOVO	PROMO FUND	TOTAL PACKAGE	EMPLOYER INDUSTRY	WORKING DUES	OPDC DUES
CCW Level II 601-1200 hrs 70% of Group F													
May 1 2024	26	2.6	28.6	3.45	0.00	0.55	0.10	0.04	0.20	32.94	0.20	3%	0.40
May 4 2025	26.81	2.68	29.49	3.45	0.00	0.65	0.12	0.04	0.20	33.95	0.20	3%	0.40
May 3 2026	27.64	2.76	30.40	3.45	0.00	0.75	0.12	0.04	0.20	34.96	0.20	3%	0.40
May 2 2027	28.53	2.85	31.38	3.45	0.00	0.75	0.12	0.04	0.20	35.94	0.20	3%	0.40
CCW Level III 1201-1800 hrs 80% of Group F													
May 1 2024	29.71	2.97	32.68	3.45	7.35	0.55	0.10	0.04	0.20	44.37	0.20	3%	0.40
May 4 2025	30.64	3.06	33.70	3.45	7.35	0.65	0.12	0.04	0.20	45.51	0.20	3%	0.40
May 3 2026	31.59	3.16	34.75	3.45	7.35	0.75	0.12	0.04	0.20	46.66	0.20	3%	0.40
May 2 2027	32.61	3.26	35.87	3.45	7.35	0.75	0.12	0.04	0.20	47.78	0.20	3%	0.40
CCW Level IV 1801-2400 hrs 90% of Group F May 2 2021 29.92 2.99 32.91 3.2 7													
May 1 2024	33.42	3.34	36.71	3.45	7.35	0.55	0.10	0.04	0.20	48.46	0.20	3%	0.40
May 4 2025	34.47	3.45	37.92	3.45	7.35	0.65	0.12	0.04	0.20	49.73	0.20	3%	0.40
May 3 2026	35.54	3.55	39.09	3.45	7.35	0.75	0.12	0.04	0.20	51.00	0.20	3%	0.40
May 2 2027	36.68	3.67	40.35	3.45	7.35	0.75	0.12	0.04	0.20	52.26	0.20	3%	0.40
Precast Erector and Finisher													
May 1 2024	37.38	3.74	41.12	3.45	7.35	0.55	0.10	0.04	0.20	52.81	0.20	3%	0.40
May 4 2025	38.55	3.86	42.41	3.45	7.35	0.65	0.12	0.04	0.20	54.22	0.20	3%	0.40
May 3 2026	39.74	3.97	43.72	3.45	7.35	0.75	0.12	0.04	0.20	55.63	0.20	3%	0.40
May 2 2027	41.02	4.10	45.12	3.45	7.35	0.75	0.12	0.04	0.20	57.03	0.20	3%	0.40
Precast Welder Certified													
May 1 2024	37.64	3.76	41.4	3.45	7.35	0.55	0.10	0.04	0.20	53.09	0.20	3%	0.40
May 4 2025	38.81	3.88	42.70	3.45	7.35	0.65	0.12	0.04	0.20	54.51	0.20	3%	0.40
May 3 2026	40.01	4.00	44.01	3.45	7.35	0.75	0.12	0.04	0.20	55.92	0.20	3%	0.40
May 2 2027	41.30	4.13	45.43	3.45	7.35	0.75	0.12	0.04	0.20	57.34	0.20	3%	0.40
Precast Labourer													
May 1 2024	37.14	3.71	40.85	3.45	7.35	0.55	0.10	0.04	0.20	52.54	0.20	3%	0.40
May 4 2025	38.30	3.83	42.13	3.45	7.35	0.65	0.12	0.04	0.20	53.94	0.20	3%	0.40
May 3 2026	39.48	3.95	43.43	3.45	7.35	0.75	0.12	0.04	0.20	55.34	0.20	3%	0.40
May 2 2027	40.76	4.08	44.83	3.45	7.35	0.75	0.12	0.04	0.20	56.74	0.20	3%	0.40

Five cents ($0.05) of the above twelve cents ($0.12) Tri-Fund are to be directed to the Local 607 Tri-Fund.

(b) The wage rates under Article 9.01 (a) of the Local Union schedule for Local 607 shall also apply to the following geographic area:

That portion of the District of Cochrane east of the 83rd parallel of longitude and north of the 49th parallel of latitude, excluding any part of Board Area 19 (the area within 81 kilometres or approximately 50-mile radius of the Timmins Federal Building) which for greater certainty includes that area along Highway 11 between Smooth Rock Falls in the east and Opasatika in the west, including Kapuskasing and the entire area north.

(c) **CCW Wage Rate**

CCW Apprentice Level I -	0-600 hours 60%
CCW Apprentice Level II -	601-1200 hours 70%
CCW Apprentice Level III -	1201-1800 hours 80%
CCW Apprentice Level IV -	1801-2400 hours 90%

Apprentice rates shall be based on a percentage of the Group "F" of Article 9.01 (a) Labourer's rate. No pension remittances shall be payable for Level I and II apprentices. All other items of the Agreement shall apply.

Journeyperson to apprentice ratio shall be governed by the TQA.

9.02 All dry packing, cement work and grouting shall be done by the cement finisher.

9.03 It is further agreed that all employees receiving a greater rate of pay than the labourers, shall continue to receive their greater rate of pay when called upon to perform the work as labourers on a temporary basis. All employees receiving a greater rate of pay than those stipulated in the Wage Schedule shall continue to receive their greater rate of pay.

9.04 **Construction Craft Worker Apprenticeship**

Notwithstanding provisions elsewhere in this Agreement, the Local Apprenticeship Committee for the Construction Craft Worker trade shall have full powers over hourly ratios, conditions, training, education, movement and discipline for all Construction Craft Worker Apprentices.

9.05 Workers hired exclusively for "watching duties" such as firewatch, person hole guard, traffic control, etc. will be paid an hourly rate equal to seventy-five percent (75%) of the regular hourly rate for Group "F" of Article 9.01 (a). It is understood that these worker(s) may not be used to perform any other labourers' work and if the Employer wishes to employ such worker(s) for general labouring, the "watchperson" must be laid off and rehired from the Union Hiring Hall list under the provisions of Article 17 – Hiring Hall.

ARTICLE 10 – SPECIAL PROVISIONS

10.01 Employees who are instructed by their foreperson or supervisor to work on the following, shall receive premium pay as herein provided, in addition to their wage rates:

(a) Assisting in the erecting or building or dismantling of scaffolds and towers or like structures over fifty (50) feet in height – fifty cents ($0.50) per hour.

(b) Working from staging, bosun chairs or scaffolds over fifty (50) feet in height – fifty cents ($0.50) per hour.

10.02 Five (5) minutes shall be allowed before the close of each shift or working day for the purpose of picking up and returning tools to the work sheds.

10.03 Where safety hats, safety goggles, rainsuits, rubber boots, gloves, impact gloves for chipping or jackhammering, insulated gloves for inclement weather conditions or other special wearing apparel other than safety boots are required, they shall be supplied for use of the employees without cost. Such equipment supplied by the Employer shall be charged against the employee and credited to the employee on their return.

10.04 **Camp Accommodations**

When a Contractor has control of the Camp they will endeavour to make single person room occupancy available.

When the parties of this Agreement are responsible for the building of a camp for board and housing accommodation, the following shall apply: camp accommodations, standing and mobile, will be

built and installed by members of Trade Unions recognized by the Building Trades Council. It will not be a violation of this Agreement if the members of the Union refuse to occupy such camps, whether standing or mobile, if the above clause has not been adhered to.

The acceptable standard camp conditions governing both standing and mobile will be as follows:

Camp Site

Every camp shall be so located that good natural drainage is provided against year-round climatic conditions.

Occupancy

No camp shall be occupied before inspection and sanction by the duly authorized Camp Committee. This shall apply to any and all conditions.

Accommodations

- The standard accommodation shall be approximately one hundred and twelve (112) square feet of floor space per room for two (2) persons.
- Two (2) enclosed clothes cupboards of at least six (6) square feet of floor space and of sufficient height to allow the hanging of overcoats and the like.
- One (1) light for each bed, one (1) light (ceiling) for each room, and one (1) wall plug for each bed.
- Two (2) beds per room with box spring mattress at least six (6) feet in length.
- One (1) window per room: one (1) mirror per room; one (1) table and two (2) chairs per room; one (1) wastepaper basket.
- Rooms to be fully enclosed with a door and lock and key.
- There shall be individually room-controlled heat by valve or damper. Clean linen once a week; blankets laundered out every three (3) months or when deemed necessary. New employees to be supplied with clean blankets and sheets.
- Interior of bedrooms painted, including washrooms.

- All floors in all rooms to be covered with material other than wood, i.e. – lino or tile.

Toilet and Washroom Facilities

1 – 15 men	2 flush toilets
16 – 30 men	4 flush toilets
31 – 45 men	5 flush toilets
46 – 60 men	6 flush toilets
61 – 75 men	7 flush toilets
76 – 90 men	8 flush toilets

One (1) additional flush toilet for every fifteen (15) persons thereafter.

There shall be sufficient urinals, one (1) shower for every ten (10) persons, one (1) wash basin for every five (5) persons, to be of the porcelain type, as in household bathrooms, and one (1) mirror to each basin.

One (1) laundry room washing machine, dual wash tub for every twenty-five (25) persons, one (1) separately heated dry room for every housing unit. (The foregoing to be contained in the same building as the sleeping quarters.) One dryer to be located in the laundry room.

Recreation

Recreation rooms shall be supplied. Smokes and soft drinks will be available.

Outside walls of the above to be completely closed in during the cold weather.

Sidewalk to be provided between the living quarters and from living quarters to dining rooms and recreation rooms.

The above to be standards for stationary or permanent type camps. In the initial construction of the above, the camp construction workers in areas where there are no hotel accommodations, shall construct housing as is necessary for them (this is not to be a tent). When bunkhouses are built to the degree that they can be occupied, the camp construction workers shall move into such quarters, and their original building shall be disposed of or not used for lodging from that time on.

Mobile Camps

In the matter of mobile camps, such camps are acceptable providing the standards of accommodation equals that which are outlined below:

Only trailers that are built, conveyed to the campsite, set up, maintained by members of affiliated Unions to the various building and Construction Trades Councils, will be acceptable. When trailers are used, they must be spaced no less than seven (7) feet apart and be staggered so that when doors are opened, the hallways are not blocked.

Washrooms must be situated so that they are readily accessible by weatherproof walkways from the sleeping trailers.

There must be individual heat in each room occupied by two (2) persons, by propane heat, or the equivalent of not less than 20,000 BTUs

Catering

Cafeteria-style of serving meals will be acceptable, providing dishes are carried back by the culinary staff. The food shall be of good quality and have the approval of the Camp Committee of the Building and Construction Trades Council of Ontario.

There shall be sufficient housekeeping staff supplied by the culinary workers to keep the bunkhouses clean, and beds shall be made up each day by such staff.

Kitchen facilities, equipment and food supplies shall be subject to inspection by the duly authorized Camp Committee at any and all times, and further, all grievances shall be dealt with by said Committee.

Union Safety Representative

In co-operation with the Employer's overall programme of accident control and prevention, the Union may appoint one of its members as the Union Safety Representative, however, this appointment shall not interfere with the hiring under Article 17, nor shall it unreasonably interfere with the employee's work. Such representative shall be allowed the necessary time to perform their

duties relating to job safety, and wherever possible, time for these duties shall be scheduled in co-operation with the Employer, and the Employer shall not unreasonably refuse such necessary time. The Safety Representative will be one of the last three (3) workers retained by the Employer, provided they are competent and capable of performing the remaining work on the job. On projects with less than six (6) union employees, the Job Steward will serve as the Union Safety Representative.

10.05 Officers of the Union shall be granted leave of absence without pay when required for Union or Council Business, providing that one (1) week's notice is given to the Employer by the Union.

10.06 Notwithstanding Article 12 of the Master Portion, when an Employer has multiple projects and transfers employees from project to project, the Union at its own discretion may appoint one (1) company Union Steward to represent all Union members on all projects. Layoff of Steward will be as per Article 12.02 of the Master Portion based on the project where the Steward was hired on.

10.07 An employee who has been directed by the Employer to drive a company vehicle while transporting employees, materials or moving vehicles will be considered to be working.

10.08 **Training**

(a) The Union agrees that, upon request from a Contractor bound to the terms of this Agreement, it shall dispatch from the hall, or otherwise provide to the Contractor, only those members who are fully trained by the local in those aspects of Health and Safety and those aspects of training as agreed to from time to time by the Local Union and Employers' Association and the LAC where required.

(b) The Local Union agrees that, upon request, it will provide, in writing, evidence satisfactory to the Contractor that the training has occurred and that all dispatched members have received such training as referred to in (a) above.

(c) The Union agrees the Health and Safety Training programs to be delivered are WHIMIS/GHS, Working at Heights, Worker Safety and Awareness, and such provincially mandated Health

and Safety Training Programs within the Industrial, Commercial, and Institutional sector.

(d) Require all employees to have available at all times the Training Verification Card provided to all employees by the Union, which verifies the employee is qualified to perform the work as requested.

ARTICLE 11 – LAYOFF NOTICE

11.01 The employees to be laid off will be given at least two (2) hours' notice of layoff and be allowed to leave the job one (1) hour before regular quitting time without any loss of wages. Should the Employer fail to give the employee two (2) hours' notice, the employee shall receive an additional one (1) hour's pay.

ARTICLE 12 – CHECK-OFFS

12.01 The Employer will deduct such Local Union initiation fees, monthly dues and working dues assessments as are specified by the Local Union. The Employer agrees to remit such monies deducted with the corresponding names and hours worked to the Secretary-Treasurer of the Local Union before the fifteenth (15th) day of the month following the month in which the monies were deducted.

ARTICLE 13 – WELFARE

13.01 The Employer agrees to contribute the amount of monies for welfare benefits specified in Article 9 of this Schedule to the joint and equally trusteed Labourers' Multi-Local Welfare Trust Fund of Ontario for each hour worked by the employees of the Employer covered by this Agreement. Such contributions shall be made in accordance with Article 18 of the Master Portion of this Agreement.

13.02 The Employer further agrees to contribute to the Labourers' Multi-Local Group Legal Trust. The parties acknowledge that these contributions are made to the Labourers' Multi-Local Welfare Trust Fund which administers the contributions for the Labourers' Multi-Local Group Legal Trust.

ARTICLE 14 – EMPLOYER'S ADMINISTRATION FUND

14.01 Each Employer bound by the terms of this Agreement shall contribute the Employer Administration Funds of the Construction Association of Thunder Bay or The Northeastern Ontario Construction Association (NOCA) as noted below for each hour worked by each employee covered by this Agreement at the following rates:

Twenty-six cents ($0.26) per hour worked for employees working in the geographic area described as the District of Cochrane east of the 83rd parallel of longitude and north of the 49th parallel of latitude, excluding any part of the area within eighty -one (81) kilometres or approximately fifty (50) mile radius of the Timmins Federal Building which for greater certainty includes that area along Highway 11 between Smooth Rock Falls in the east and Opasatika in the west, including Kapuskasing and the entire area north shall be allocated to the Northeastern Ontario Construction Association Employers' Industry Fund. Such monies shall be mailed directly to Northeastern Ontario Construction Association entered on a form as designated by the Trustees from time to time.

A copy of the report forms and monies shall be remitted to:

Northeastern Ontario Construction Association
257 Beatty Street North
Sudbury, Ontario P3C 4G1

Twenty cents ($0.20) per hour worked for employees working in the geographic area described as the Districts of: Kenora, including the Patricia portion; Rainy River; Thunder Bay and that part of the District of Cochrane which lies north of the forty-ninth (49th) parallel of latitude and west of the eighty-third (83rd) parallel of longitude which shall be allocated to the Construction Association of Thunder Bay Industry Fund. Such contributions shall be mailed directly to the Construction Association of Thunder Bay, except as otherwise directed by the fifteenth (15th) day of the month following the month in which such contributions were made together with a supporting statement on one standard benefits reporting form showing all applicable deductions.

A copy of the report forms and monies shall be remitted to:

Construction Association of Thunder Bay
General Contractors Labour Relations Section
857 May Street North
Thunder Bay, Ontario P7C 3S2

ARTICLE 15 – PENSION

15.01 The Employer agrees to contribute to the LiUNA Pension Fund of Central and Eastern Canada, the amount specified in Article 9 – Classifications and Schedule of Wages for each hour worked by the employees of the Employer covered by this Agreement.

Such contributions shall be made payable to and mailed to the LiUNA Pension Fund of Central and Eastern Canada on or before the fifteenth (15th) day of the month following the month such hours were worked and shall be accompanied by a remittance report for each employee on a form prescribed by the Trustees of the Fund. Each monthly report and contribution shall include all obligations arising from hours worked up to the close of the Employer's payroll ending nearest to the last day of the preceding calendar month.

ARTICLE 16 – TRAINING FUND

16.01 The Training Fund shall be known as Construction and Allied Workers Local Union 607 Training and Education Fund. The Employer shall pay the amount specified in Article 9 – Classification and Schedule of Wages per hour for each hour worked by each employee covered by the Agreement into the Training Fund.

16.02 These monies shall be remitted in accordance with this Agreement on the fifteenth (15th) day of the month following the month such hours are worked and shall be remitted directly to the Construction and Allied Workers Local Union 607 Training and Education Fund.

ARTICLE 17 – HIRING HALL

17.01 All of the provisions of Article 3 of the Master Portion of this Agreement apply to this Schedule. The following provisions apply to the Geographic Area of Local 607.

(a) **Recall**

The Employer may rehire former employees who have been in their employ during the preceding twelve (12) months, who have remained in good standing with the Union and are registered as out of work provided that the employee(s) have not worked for any other Employer during that period.

(b) **Hiring**

Hiring will be on the following basis:

1st employee selected by the Employer;

2nd employee selected by the Union;

3rd employee selected by the Employer;

and this sequence to continue in this method for each employee.

(c) Should an Employer elect to recall employees under Article 17.01 (a) above, then before the Employer can utilize the hiring clause Article 17.01 (b) above, an equal number of employees as were recalled will be provided by the Union.

ARTICLE 18 – INTERPRETATION OF AGREEMENT

18.01 Where there is a conflict between this Schedule and any other provision of the Provincial Agreement, then the provisions of this Schedule will apply.

ARTICLE 19 – INDIGENOUS CONTENT COMMITMENT

19.01 The Employer and the Union agree to discuss and cooperate to encourage opportunities for local and indigenous employment under the terms and conditions of the Agreement.

ARTICLE 20 – DE NOVO

20.01 The parties agree to contribute two cents ($0.02) per hour each towards a Local 607 Rehabilitation Fund to assist members seeking treatment for alcohol and drug addictions (note: the four cents ($0.04) to form part of the increase package).

NOTES

LOCAL UNION SCHEDULE FOR LOCAL 625 – WINDSOR, ESSEX COUNTY & CHATHAM – KENT COUNTY (OLRB AREA 1)

ARTICLE 1 – GEOGRAPHICAL JURISDICTION OF LOCAL 625

1.01 The Counties of Essex and Chatham-Kent.

ARTICLE 2 – REGULAR WORKING HOURS, WAGES ANDCLASSIFICATIONS

2.01 (a) The regular working week shall consist of forty-two and one-half (42 ½) hours Monday through Friday with one-half (1/2) hour for lunch, which is to be taken near the midpoint of the applicable shift.

Refractory hours – refer to Articles 3.04 and 6.05 (Refractory Hours of Work Schedule found in the Trade Appendix for Masonry Tenders).

(b) Any hours worked Monday through Friday in excess of 42 ½ hours will be paid at time and a half. Any hours worked Monday through Friday in excess of 481/2 hours will be paid two times the regular rate of pay.

(c) Regardless of hours worked during the week, all hours worked on Saturday will be paid at one and a half times the regular rate of pay, up to 481/2 hours worked in the week. All hours worked on Saturday, after 48 ½ hours worked in the week will be paid two times the regular rate of pay.

(d) Sundays and Holidays, hours worked will always be paid at two times (2x) the hourly base rate of pay. The hours worked on Holidays count toward cumulative hours worked in a week. On holidays not worked, 8 ½ hours will count toward cumulative hours worked in a week.

(e) Make up time; If in the event hours of work are lost between Monday and Friday, due to inclement weather or circumstances beyond the Employers means, AND the employee has not reached 42 ½ hours worked, then the employee may voluntarily make up a maximum of 4 hours at straight time rates, not to exceed a 42 ½ hour work week. All hours after the 4 hours or the 42 ½ hours will

be paid at one and a half times the regular rate of pay. All hours after 48 ½ hours worked will be paid at double the regular rate of pay.

(f) Employees shall be permitted to take a one half (0.5) hour unpaid lunch break near the midpoint of the applicable shift. It is understood that no employee be required to work more than five (5) consecutive hours without a lunch break. The refreshment break or "coffee" break shall not be used to circumvent the "five (5) consecutive hours" provision. Employees shall be permitted to take a ten (10) minute refreshment or "coffee" break near the midpoint of each half of the applicable shift.

2.03 Schedule of Wages Local 625 WINDSOR/ESSEX & CHATHAM-KENT COUNTIES (BOARD AREA 1) – May 1, 2022 – April 30, 2025

A minimum basic wage for employees to whom this Agreement applied shall be as follows:

EFFECTIVE DATE	BASE RATE	VACATION PAY	HEALTH & WELFARE	LEGAL	PENSION	FUNDS	TRI-FUND	TOTAL PACKAGE	*** OPDC DUES	INDUSTRY FUND
GROUP 1: Experienced Labourers										
05/01/24	$35.19	$3.52	$3.70	$0.05	$8.33	$2.92	$0.05	$53.76	$0.40	$0.32
05/01/25	$36.10	$3.61	$3.80	$0.05	$8.55	$3.01	$0.07	$55.19	$0.40	$0.32
05/01/26	$37.01	$3.70	$3.90	$0.05	$8.77	$3.12	$0.07	$56.62	$0.40	$0.32
05/01/27	$37.92	$3.79	$4.00	$0.05	$9.00	$3.23	$0.07	$58.06	$0.40	$0.32
GROUP 2: Skilled labourers, Concrete Vibrator Operator										
05/01/24	$35.44	$3.54	$3.70	$0.05	$8.33	$2.92	$0.05	$54.03	$0.40	$0.32
05/01/25	$37.10	$3.71	$3.80	$0.05	$8.55	$3.01	$0.07	$56.29	$0.40	$0.32
05/01/26	$38.01	$3.80	$3.90	$0.05	$8.77	$3.12	$0.07	$57.72	$0.40	$0.32
05/01/27	$38.92	$3.89	$4.00	$0.05	$9.00	$3.23	$0.07	$59.16	$0.40	$0.32
GROUP 3: Swamper (rigger)										
05/01/24	$35.94	$3.59	$3.70	$0.05	$8.33	$2.92	$0.05	$54.58	$0.40	$0.32
05/01/25	$38.10	$3.81	$3.80	$0.05	$8.55	$3.01	$0.07	$57.39	$0.40	$0.32
05/01/26	$39.01	$3.90	$3.90	$0.05	$8.77	$3.12	$0.07	$58.82	$0.40	$0.32
05/01/27	$39.92	$3.99	$4.00	$0.05	$9.00	$3.23	$0.07	$60.26	$0.40	$0.32
Group 4: Working Foreperson										
05/01/24	$36.95	$3.70	$3.70	$0.05	$8.33	$2.92	$0.05	$55.70	$0.40	$0.32
05/01/25	$39.71	$3.97	$3.80	$0.05	$8.55	$3.01	$0.07	$59.16	$0.40	$0.32
05/01/26	$40.71	$4.07	$3.90	$0.05	$8.77	$3.12	$0.07	$60.69	$0.40	$0.32
05/01/27	$41.71	$4.17	$4.00	$0.05	$9.00	$3.23	$0.07	$62.23	$0.40	$0.32

NOTE: *** Employee Deductions

EFFECTIVE DATE	BASE RATE	VACATION PAY	HEALTH & WELFARE	LEGAL	PENSION	FUNDS	TRI-FUND	TOTAL PACKAGE	*** OPDC DUES	INDUSTRY FUND
Group 5: Non-Working Foreperson										
05/01/24	$39.41	$3.94	$3.70	$0.05	$8.33	$2.92	$0.05	$58.40	$0.40	$0.32
05/01/25	$41.51	$4.15	$3.80	$0.05	$8.55	$3.01	$0.07	$61.14	$0.40	$0.32
05/01/26	$42.56	$4.26	$3.90	$0.05	$8.77	$3.12	$0.07	$62.73	$0.40	$0.32
05/01/27	$43.61	$4.36	$4.00	$0.05	$9.00	$3.23	$0.07	$64.32	$0.40	$0.32
Group 6: Refractory (Firebrick) Tenders										
05/01/24	$36.30	$3.63	$3.70	$0.05	$8.33	$2.92	$0.05	$54.98	$0.40	$0.32
05/01/25	$37.24	$3.72	$3.80	$0.05	$8.55	$3.01	$0.07	$56.44	$0.40	$0.32
05/01/26	$38.18	$3.82	$3.90	$0.05	$8.77	$3.12	$0.07	$57.91	$0.40	$0.32
05/01/27	$39.12	$3.91	$4.00	$0.05	$9.00	$3.23	$0.07	$59.38	$0.40	$0.32
Group 7: Mason Tender (1)										
05/01/24	$36.12	$3.61	$3.70	$0.05	$8.33	$2.92	$0.05	$54.78	$0.40	$0.88
05/01/25	$37.06	$3.71	$3.80	$0.05	$8.55	$3.01	$0.07	$56.24	$0.40	$0.88
05/01/26	$37.99	$3.80	$3.90	$0.05	$8.77	$3.12	$0.07	$57.70	$0.40	$0.88
05/01/27	$38.92	$3.89	$4.00	$0.05	$9.00	$3.23	$0.07	$59.16	$0.40	$0.88
Group 8: Mason Tender (2)										
05/01/24	$37.57	$3.76	$3.70	$0.05	$8.33	$2.92	$0.05	$56.38	$0.40	$0.88
05/01/25	$38.55	$3.85	$3.80	$0.05	$8.55	$3.01	$0.07	$57.88	$0.40	$0.88
05/01/26	$39.52	$3.95	$3.90	$0.05	$8.77	$3.12	$0.07	$59.38	$0.40	$0.88
05/01/27	$40.49	$4.05	$4.00	$0.05	$9.00	$3.23	$0.07	$60.89	$0.40	$0.88

NOTE: ***Employee Deductions

2.05 **Classifications**

Forepersons Authority

(a) The Employer agrees that members of Local 625 shall receive orders only from one person, who shall be either the Labourers' foreperson or Supervisor.

(b) If the foreperson or the supervisor instructs the members of Local 625 to do so, then the members of the Union may receive orders from the tradespersons they tender

For the purpose of this Agreement, the following definitions will apply:

(a) **Foreperson** (Working or Non-Working)

A working foreperson will be required only when seven (7) or

more labourers are employed on one job.

If there are fifteen (15) or more labourers employed by the Employer on the same jobsite, on each shift, a non-working foreperson shall be required.

(b) **Skilled Labourers**

Skilled labourers will be employees who are requested to handle air tools, act as plasterers' tenders, tile and terrazzo grinders, power buggy operators, concrete vibrator operator and conveyances normally used by labourers.

A swamper (rigger) will be paid) two dollars ($2.00) over the base rate.

(c) **Mason Tender 1**

Refer to Schedules "A" and "B" – trade appendix for Mason Tenders-, contained in the Master Portion.

(d) **Mason Tender 2**

Forklift operators, mixer operator and lead scaffold erector – "refer to Schedules "A" and "B" – trade appendix for Mason Tenders- contained in the Master Portion.

(e) **Apprentice Construction Craft Worker**

Apprentice as per the Local Apprentice Committee (LAC) guidelines.

2.06 The Union and an employee bound to this Collective Agreement may by mutual consent, alter the terms and conditions of the Collective Agreement for new employees that they agree do not have demonstrable construction skills in the Employer's particular industry.

ARTICLE 3 – LOCAL UNION DUES CHECK-OFF

3.01 Each employee member of the Union and each seasonal and such casual employee liable to pay dues under this Article shall authorize the Employer to deduct Union Dues in the amount as may be determined by the By-Laws of Local 625 and also initiation fees if required, and remit such monies so deducted to the office of the Local Union not

later than the fifteenth (15th) day of the month following that in which the dues were deducted.

There shall be a late remittance penalty levied against an employer for remittances that are not received by the Local Union or any of its appropriate funds, listed below, by the fifteenth (15) day of the following month that the hours were worked. The penalty shall be calculated at a rate of two percent (2%) compounded monthly on the total of all outstanding remittances. These funds include those described in Articles:

3.04 Working Dues Assessment, organizing dues and GRRSP

3.06 Employer Labour Relations Fund

3.07 Tri-Fund

3.08 "Funds" (Administration Fund, Organizing Fund & Training Fund)

3.02 **Health, Welfare and Legal**

The Employer agrees to contribute the sum as outlined in Article 2.03 per hour for health, welfare and legal, to the Local 625 trusteed L.I.U.N.A. Ontario Participating Local 1981 Benefit Trust, for each hour worked by the employees of the Employer covered by this Agreement. Such contributions shall be paid by the fifteenth (15th) day of the month following the month such hours were worked and shall be accompanied by a remittance report for each employee on a form prescribed by the Board of Trustees of the Fund. Each monthly report and contribution shall include all obligations arising from hours worked up to the close of the Employer's payroll ending nearest to the last day of the preceding calendar month. These funds shall be remitted to the Trustees of the L.I.U.N.A. Ontario Participating Local 1981 Benefit Trust (see Master Portion – Schedule "D").

3.03 **Pension**

The Employer agrees to contribute the sum as outlined in Article 2.03 per hour to the LiUNA Pension Fund of Central and Eastern Canada for each hour worked by the employees of the employer covered by this Agreement. Such contributions shall be paid to the Trustees of the Pension Fund on/or before the fifteenth (15th) day of the month following the month such hours were worked and shall be accompanied by a remittance report form for each employee on a form prescribed by

the Trustees of the Fund. Each monthly report and contribution shall include all obligations arising from hours worked up to the close of the Employer's payroll ending nearest to the last day of the preceding calendar month. The Employer agrees to forward to Local 625, one copy of the remittance report form covering welfare and pension each month. The above-mentioned funds shall be remitted to the LiUNA Pension Fund of Central and Eastern Canada (See Master Portion – Schedule "D").

3.04 **Working Dues Assessment**

Each Employer shall deduct and remit Ontario Provincial District Council working dues from each employee for each hour worked as per Article 2.03. Council dues are to be remitted to the LiUNA Penson Fund of Central and Eastern Canada.

3.05 **Statutory Holiday and Vacation Pay**

Vacation pay and Statutory Holiday pay for all employees covered by this Agreement shall be paid at the rate of ten percent (10%) of gross wages earned.

Vacation pay and Statutory Holiday pay shall be paid weekly. Vacation pay of six percent (6%). Four percent (4%) shall include an amount in lieu of payment for Statutory Holidays.

3.06 **Employer Labour Relations Fund**

Every Employer bound to this Agreement shall pay the Employer Labour Relations Fund, an amount equal to thirty-two cents ($0.32) per person per hour worked for all employees covered by this Agreement. This amount shall be submitted by cheque or direct deposit directly to the Windsor Construction Labour Relations Group (WCLRG), 2880 Temple Dr., Windsor, Ontario N9W 5J5. All person hours will be confirmed monthly by Local 625.

3.07 **Tri-Fund**

Notwithstanding any other provision of this Agreement, Appendix or Local Union Schedule, the Employer shall pay the sum of seven cents($0.07) for each hour worked to the LiUNA Pension Fund of Central and Eastern Canada on the fifteenth (15th) day of the calendar month following the month in which these hours were worked. These monies are to be remitted to Local 625 for distribution.

3.08 **"Funds" (Administration Fund, Organizing Fund & Training Fund)**

The Employer shall contribute an amount, as outlined in Article 2.03 (Schedule of Wages – "Funds"), to Local 625 for each hour worked by each employee of the Employer covered by this Collective Agreement. For the purpose of clarify, Training Fund amounts shall be ($1.42) per hour worked effective May 19, 2025. ($1.52) per hour worked effective May 3, 2026. cents ($1.63) per hour worked effective May 2, 2027. The remainder of "Funds" shall be Administration Fund & Organizing Fund amounts. Training Fund, Administration & Organizing Funds make up "Funds" in Article 2.03. Such monies shall be remitted to Local 625 along with monthly dues by the fifteenth (15th) day of the month following the month for which the hours were worked.

It is understood and agreed that by providing for such training, the Training Fund shall not in any way incur any liability or responsibility for worker education required under the Occupational Health and Safety Act Regulations thereto.

3.09 Local 625, with thirty (30) days' written notice to the Windsor Construction Labour Relations Group, may amend the amount of contributions for pension, welfare or funds and deductions for Union dues or GRRSP, but any such adjustment shall not affect the total wage package.

ARTICLE 4 – OVERTIME

4.01 Overtime work will be construed to mean all hours worked in excess of those stipulated in Article 2, Section 2.01, and shall be paid at one and one-half times (1 1/2x) the regular hourly rate, save and except Saturday, Sundays and holidays.

(a) Any hours worked Monday through Friday in excess of 42 1/2 hours will be paid at time and a half. Any hours worked Monday through Friday in excess of 48 ½ hours will be paid two times the regular rate of pay.

(b) Regardless of hours worked during the week, all hours worked on Saturday will be paid at one and a half times the regular rate of pay, up to 48 1/2 hours worked in the week. All hours worked on Saturday, after 48 1/2 hours worked in the week will be paid two times the regular rate of pay.

(c) Sundays and Holidays, hours worked will always be paid at two times (2x) the hourly base rate of pay. The hours worked on Holidays count toward cumulative hours worked in a week. On holidays not worked, 81/2 hours will count toward cumulative hours worked in a week.

(d) Make up time; IF in the event hours of work are lost between Monday and Friday, due to inclement weather or circumstances beyond the Employers means, AND the employee has not reached 42 ½ : hours worked, then the employee may voluntarily make up a maximum of 4 hours at straight time rates, not to exceed a 421/2 hour work week. All hours after the 4 hours or the 421/2 hours will be paid at one and a half times the regular rate of pay. All hours after 48 ½ hours worked will be paid at double the regular rate of pay.

(e) Employees shall be permitted to take a one half (0.5) hour unpaid lunch break near the midpoint of the applicable shift. It is understood that no employee be required to work more than five (5) consecutive hours without a lunch break. The refreshment break or "coffee" break shall not be used to circumvent the "five (5) consecutive hours" provision. Employees shall be permitted to take a ten (10) minute refreshment or "coffee" break near the midpoint of each half of the applicable shift.

(f) In the event that a holiday falls on a weekday and there is no shift scheduled for that day, the employee will be credited for eight and one-half (8 ½) hours for the purpose of total hours for the week for the overtime pay purposes only.

4.02 **Unscheduled Overtime**

(a) When an employee is to be continually employed for less than two (2) hours beyond the normal quitting time of the shift, they shall be allowed a coffee break at approximately 4:30 p.m. at no lost time.

(b) When an employee is to be continually employed for more than two (2) hours beyond the normal time of the shift, they shall be allowed a reasonable lunch break at no lost time and a meal allowance of twenty (20.00). This lunch break shall be taken at the normal quitting time of the shift. Additional Coffee breaks of

10 minutes, at no lost time, are to be taken no more than every 2 hours after this lunch break should the overtime continue

4.03 **Scheduled Overtime**

(a) When an employee is informed, prior to that day's shift, that they will be working up to two hours (2) overtime, they shall be given a coffee break of not less than ten (10) minutes at the normal quitting time.

(b) When an employee is informed, prior to that day's shift, that they will be working more than two (2) hours of overtime, the Employer shall give the employee a one-half (1/2) hour lunch break, at no lost time, at the end of the normal quitting time of the shift. This lunch break shall not be more than five hours past the end of the regular shift's lunch break.

Additional coffee breaks of ten (10) minutes , at no lost time, are to be taken no more than every two (2) hours after this lunch break should overtime continue.

(c) All overtime premium pay is to follow the provisions of Articles 2.02 (a), 2.02 (b), and 2.02 (c).

4.04 Work performed on a Sunday or a holiday (as defined in the Master Portion of this Agreement), shall be paid for at double (2x) the regular rate applicable.

ARTICLE 5 – SHIFT WORK

5.01 Regular rates of pay will be paid for the shift commencing between the hours of 6:00 a.m. and 12:00 p.m., Monday through Friday. Any other shifts commencing outside of the time period indicated in this Article, shall include a shift premium of one-eighth (1/8th) of a regular time hourly rate added to each hour worked. When shift premium is added to the hourly rate, if overtime is worked, the appropriate overtime rates apply to the hourly rate with the shift premium added. i.e. $31.68 + 1/8th hour ($3.96) = $35.64 x 1.5.

5.02 A shift premium of one-eighth (1/8th) of the regular hourly rate shall be added to each hour worked, when being requested to work shift work on Saturday, Sunday, and holidays. When shift premium

is added to the hourly rate, the appropriate Saturday (1.5x), Sunday or holiday (2x) rates apply to the hourly rate with the shift premium added. i.e. $31.68 + 1/8th hour ($3.96) = $35.64 x 2.

ARTICLE 6 – TRANSPORTATION, TRANSFER OF EMPLOYEES & DAILY TRAVEL ALLOWANCE/MILEAGE

6.01 Employees providing their own transportation: A daily travel allowance will be paid by each Employer to each employee who provides their own transportation and are not living in a camp or receiving a subsistence allowance on the following basis:

For the purpose of determining the Employer's obligation to supply transportation to employees, the area to which the Agreement applies is divided into zones.

(a) **For Employers Based in Essex County**

(i) All projects within Essex County shall fall within a trave-free zone.

(ii) Employees who are required to provide their own transportation, including carpooling, to a project beyond the Essex County travel-free zone to projects that are within Board Area 1, shall be paid thirty dollars ($30.00) per day travel allowance.

(b) **For Employers Based in Chatham – Kent County**

(i) All projects within Chatham – Kent shall fall within a trave-free zone.

(ii) Employees who are required to provide their own transportation, including carpooling, to a project beyond the Chatham – Kent travel-free zone, that are within Board Area 1, shall be paid thirty dollars ($30.00) per day travel allowance.

(c) **Travel Outside of Board Area 1**

For employees who are required to travel outside of OLRB Area 1 with their own vehicle, a travel allowance of fifty-five cents ($0.55) per kilometre each way shall be paid outside the travel-free zone.

The kilometres shall be based on the most direct automobile route using a common internet automobile trip calculator. In addition, the employee (or any other employee who may be riding in the same vehicle) shall be paid straight time rates for the duration of each trip to and from the jobsite as determined by an internet trip calculator. Other provisions regarding travel / transportation outside of OLRB Board Area 1, shall be outlined in Article 6.02 (b), (c) and (d).

(d) **For Employers Based Outside of Board Area 1**

For Employers who do not have a regular Head Office in OLRB Area 1, the Employer's Head Office shall be deemed to be Windsor City Hall.

6.02 **Employer Providing Transportation**

(a) When an Employer, at their sole discretion, directs an employee to report to a location other than the jobsite, the Employer shall make transportation available, which conforms to the Workers' Compensation Board ruling covering employees in transit, from said location to a project in OLRB Area #1 and return and also pay travel allowance as follows:

(i) The driver/employee shall be paid at straight time rates for the duration of the trip to and from the job site as determined by the common internet trip calculator.

(ii) If the Employer insists that the employees ride in the company vehicle, they shall be paid at straight time rates to and from the job site for the trip as determined by the common internet trip calculator.

(iii) If an employee chooses, of their own volition, to ride as a passenger in an Employers' vehicle subject to space availability, the employee will not be paid.

(iv) For the purpose of determining kilometres for travel allowance beyond the free zone, all calculations are to be made using a common internet trip calculator using the most direct automobile route.

(b) The Employer shall provide transportation, which conforms to the WSIB ruling covering employees in transit, for all employees

who may be required to work on a project outside OLRB Area #1. Travel time will be paid from the Employer's shop or yard at straight time rates for the trip to and from the job site for the duration as determined by the trip calculator.

(c) Waiting time will be paid to those employees who are required to leave early or stay late because of said company transportation. When an Employer transfers an employee from one job to another and the transfer is made during working hours, the transportation charges and the time during transit at the prevailing wage rate and travel allowance shall be paid by the Employer.

Notwithstanding when an employee is transferred from one job to another, the Employer shall at all times be responsible for and arrange for the transportation of the employee's tools from one job to another at the Employer's expense.

(d) No employee shall be required to use their own personal vehicle for the transportation of jobsite/company materials, tools, machinery or fuels.

6.03 No employee shall be required to travel and/or work more than twelve (12) hours in any given day. If travel and/or work hours are to exceed twelve (12) hours the Employer shall make available the obligations stipulated in Article 7.02.

ARTICLE 7 – ROOM AND BOARD ALLOWANCE

7.01 The following conditions will apply for employees who are required to work at jobsites that are located one hundred and fifty (150) kilometres or more from the Local 625 Union Office located at 2155 Fasan Dr., Oldcastle, Ontario.

7.02 An Employer may supply either:

(a) A good standard of board and lodging; or

(b) A subsistence allowance (daily allowance for meals and lodging).

7.03 To qualify for subsistence allowance, an employee must maintain accommodation at or near the work location. Employees whose regular residence is one hundred and fifty (150) kilometres or more from the project will be entitled to either:

(a) A subsistence allowance for room and board of one hundred and sixty-five dollars($165.00) per night out of the area effective May 1, 2019;

(b) In the event that an Employer chooses to directly pay for suitable lodging at a licensed motel or hotel or other mutually agreed accommodation on behalf of the employee, the employee shall be entitled to a daily meal allowance of sixty-five dollars($65.00) per day. There are to be no more than two (2) people per room.

7.04 No employee shall be required to travel and/or work more than twelve (12) hours in any given day. If travel and/or work hours are to exceed twelve (12) hours the Employer shall make available the obligations stipulated in Article 7.02.

ARTICLE 8 – REPORTING/REFERRAL

8.01 When an employee on a job or project reports as usual for work but is unable to commence work because of circumstances beyond their control, they shall be given two (2) hours' pay plus travelling allowances for reporting on the job. The Employer may either dismiss the employee or the employee must remain on the job during the two (2) hour period and perform any work requested which, in the opinion or the judgment of the foreperson, after conferring with the job steward, can be accomplished. If reporting time occurs during Saturday, Sunday and holidays or overtime, then the overtime rates apply.

8.02 The above regulation shall also apply to a worker who is ordered to report to the Employer's shop or yard.

8.03 If the employee is requested by the Employer's representative on the job site to wait on the site, they shall be paid their regular rate for such waiting time.

8.04 One (1) hour's notice with pay shall be given by the Employer when an employee is temporarily laid off or discharged to enable the employee to collect and clean their tools, provided however no employee shall be laid off or dismissed within the first four (4) hours after reporting in for work except for serious misconduct. Any employee sent out

by the Union to a job site at the request of an Employer shall be paid the equivalent of four (4) hours' pay if not employed. Employers shall notify the Union in writing of the dissatisfaction found in any employees at the time of lay-off.

In the event an employee is unable to finish their shift one (1) hour early in order to collect and clean their tools, one (1) hour pay at the applicable straight time rate shall be added to their pay in lieu of the one (1) hour notice.

On a project when a non-working labourer foreperson is hired (20 or more labourers) the foreperson shall be present when members of Local 625 are being informed that they are being laid off.

8.05 **Student Clause**

Students may be hired upon request by the Employer and approval by the Union. Any Employer who employs a student without previous Union consent, may be restricted from doing so.

Two classifications of students are to be considered:

(a) Summer Students – Summer students may be hired between the period of May 1st to August 31st. The student is to receive wages not less than sixty percent (60%) plus vacation pay, of the Experienced Labourers' rate. The Employer shall contribute the "Funds" only for all hours worked by students. No student shall displace any member of the Union.

(b) Co-Op Students – During school hours and terms only. A maximum of two (2) Co-Op students per Employer may be hired. It is in the contractor's discretion to determine an appropriate wage (if any) to be paid to the student. No Co-Op student shall displace any member of the Union.

Recall

The Employer shall have the prerogative, when adding to its work force, to first rehire any employees who are unemployed and have been in the Employer's employ during the preceding twelve (12) months, provided that they are in good standing with the Union and have been issued a referral slip from the Union before starting work.

8.06 **Callback**

In the event that an employee is called back to work after completing their regular shift, a minimum of four (4) hour' pay shall be paid at the applicable overtime rate.

8.07 (a) The Union agrees the Health & Safety Programs to be delivered are WHMIS, Confined Space Awareness & Entry, Working At Heights, Construction Health & Safety Awareness (MOL) and such Provincially Mandated Health & Safety Training Programs within the Industrial / Commercial / Institutional Sectors.

(b) Copies of Training Certificates are to be provided to Employers by the employee or the Union upon request from an Employer. In the event a Third Party or Employer provides training to an employee, the employee will be provided a copy of the Certificate of Training from the Issuing Authority. Such request by the employee or the Union cannot be refused by the Employer.

ARTICLE 9 – JOINT LABOUR MANAGEMENT COMMITTEE

9.01 In consideration of the mutual benefits likely to be obtained by way of more harmonious relationships between the Windsor Construction Labour Relations Group and the Labourers' Local 625, a Joint Labour Management Committee shall be established.

9.02 The Joint Committee shall be selected from named members or alternates of the Association and the named business representatives of the Union; the selection of three (3) appointees for each party constituting this Committee shall rest with each respective Chairperson of the Labour Relations Committee. The Committee shall select a Chairperson and a Secretary and minutes shall be kept of all meetings.

9.03 The above Committee shall meet quarterly, or at any other time deemed necessary by either party to this Agreement.

9.04 This Committee shall be authorized to attempt to settle or adjust grievances and disputes prior to arbitration and to handle matters pertaining to better relations between the Employer and the Union for the general betterment of the industry.

ARTICLE 10 – GENERAL WORKING CONDITIONS

10.01 No employee shall be discriminated against in hiring or being continued in their employment because of age.

10.02 When the project is stopped by the Safety Inspector for an unsafe condition, the employees affected will be paid to the end of their regular shift.

10.03 An employee absent by reason of illness, who wishes to, may return to work if the job is not completed and the trade is still open, and providing they have been released by their physician. No person may exercise the option herein granted unless they shall have reported their illness or accident to the Employer the first day they absented themselves from work by reason thereof.

10.04 The Employer will endeavour to provide parking space for the employees; the Union agrees that wherever necessary, it will be a joint effort to obtain such parking spaces.

10.05 Members of the Union shall be allowed leave of absence, without pay, to attend Union conventions and conferences, but no employee shall be absent from their employment during working hours to attend a meeting of the Local Union.

10.06 The non-working foreperson shall receive orders from the Employer or their supervisor and shall in turn give orders to the labourers under their supervision.

Labourers may take direction from another trade for the purpose of tending materials and/or preparing a work area.

10.07 **Letter of Understanding – Enabling**

As per Article 20 amending the Master Portion, the Local 625 employers and employees parties will effect reasonable steps to ensure the survival and growth of the labourer market share. To that end, Employers may request a project to be enabled by submitting an "Enabling Request Form" in its entirety to the Windsor Construction Labour Relations Group (WCLRG) not later than five (5) business days prior to project closing time. WCLRG shall forward the request to Local 625. Local 625 must respond to the WCLRG not less than three (3) business days prior to tender closing. WCLRG shall advise

all known bidders and Local 625 signatory sub-contractors of the agreed or disagreed terms of enabling request.

ARTICLE 11 – HARD LANDSCAPING

11.01 The Employer may engage Contractors or Sub-Contractors bound to the Heavy Construction of Windsor Agreement to perform the formwork with respect to Hard Landscaping for work on ICI Projects.

11.02 The Employer may self-perform the formwork with respect to Hard Landscaping pursuant to the terms and conditions of the Heavy Construction Association of Windsor Agreement.

LOCAL 625 – WINDSOR, ESSEX AND CHATHAM – KENT CEMENT MASONS APPENDIX

ARTICLE 1 – GEOGRAPHICAL DESCRIPTION

1.01 The Counties of Essex and Chatham-Kent.

ARTICLE 2 – RATES OF WAGES, WELFARE, UNION DUES, VACATION PAY, EMPLOYER LABOUR RELATIONS FUND AND LEGAL FUND

2.01 General Contractors who self-perform cement finishing shall pick up the LiUNA Local 625 wage schedule in Article 12.03 Group 3 Cement Mason Journeyperson rate of the Cement Finishers' appendix except that industry funds will be remitted to the Windsor Construction Association at the rate of $0.32 per hour and the CFLRA Employer Training Fund will not be paid.

2.02 All other terms and condition shall be in accordance with the Local Union Schedule for Local 625 – Windsor, Essex County & Chatham-Kent County (OLRB Area 1).

LOCAL UNION SCHEDULE FOR LOCAL 837 – HAMILTON

ARTICLE 1 – HOURS OF WORK AND OVERTIME

1.01 **Hours of Work**

The regular workweek shall consist of forty-two and one-half (42 ½) hours as follows:

Eight and one-half (8 ½) hours per day, between the hours of 7:00 a.m. and 5:00 p.m., Monday through Friday.

Refractory Hours of Work

The regular workweek shall consist of forty (40) hours as follows:

Eight (8) hours per day, between the hours of 8:00 a.m. and 4:30 p.m., Monday through Friday.

1.02 **Overtime Conditions**

(a) Time and one-half (1 1/2x) of the basic hourly rate shall be paid for the first two (2) hours worked in excess of daily hours, Monday through Friday.

(b) Overtime on Saturdays, Sundays and holidays will be, as far as is practicable, equitably distributed among those who normally do the type of work available having consideration for the skill and ability of the employees concerned.

(c) All work performed in excess of (a) above and all work performed on Saturdays, Sundays and holidays, as set out in Article 9 of the Master Agreement, shall be paid for at the rate of double (2x) the regular day shift rate, and transportation allowance where applicable.

1.03 Should any member of the Labourers' Union lose time due to inclement weather during the week, then such time lost due to inclement weather may be made up by working up to one and one-half (1 ½) hours per day (beyond the regular work hours) at straight time rates. Such make-up time may only be worked during the week and/or the project at which such time was lost and made up on the Monday to Friday of such week. Such make-up time may not be accumulated or compounded.

1.04 **Hot Meal**

The Employer shall provide, free of charge to each labourer, a hot meal on all shifts lasting more than twelve (12) hours or pay fifteen dollars ($15.00) to each labourer in lieu of a hot meal.

ARTICLE 2 – SHIFT WORK

2.01 Shift work is any shift started other than the regular or day shift as outlined in Hours of Work above, Monday through Friday inclusive.

2.02 All shift work shall receive a shift premium equal to one (1) hour of pay at the regular hourly rate for all daily shift work up to the number of hours per day as provided for in Hours of Work above. All hours worked in excess of those total daily and weekly hours as provided in Hours of Work above, shall be paid as overtime.

2.03 No employees shall be required to work more than one (1) shift in any twenty-four (24) hours unless they are remunerated as set out in Article 1.02 (a) Hours of Work and Overtime.

2.04 The premium time on the second and third shifts shall be paid irrespective of any hours worked in the shift.

ARTICLE 3 – VACATION WITH PAY

3.01 Employees shall be paid vacation and statutory holiday pay in the amount of ten percent (10%).

That part of the amount allocated to vacation pay shall be the minimum required by the Employment Standards Act as amended from time to time, and the balance shall be in lieu of payment for recognized statutory holidays.

3.02 The parties agree to continue the jointly trusteed Vacation Pay Trust Fund, with monies to be remitted monthly, along with the welfare, at the direction of the Trustees.

ARTICLE 4 – TRAVELLING EXPENSES

4.01 The following is defined as the Metropolitan Area for the purpose of this Agreement:

The area bounded by a line from the south shore of Lake Ontario in a southerly direction on No. 50 Side Road (west of Winona) to No. 20 Highway, westerly on No. 20 Highway to No. 53 Highway, along No. 53 Highway to No. 52 Highway, northerly on No. 52 Highway to No. 5 Highway, easterly on No. 5 Highway to the Burlington-Oakville town line, and southerly on the said town line to Lake Ontario.

4.02 When an employee is required to work beyond the Metropolitan Area as defined in Article 4.01 above, they shall receive a travelling allowance at the rate of fifty-five cents ($0.55) effective May 1, 2022, per kilometre each way.

4.03 The number of kilometres in question will be based on the distance from the boundary of the Metropolitan Area to the job site.

4.04 **Parking Allowance**

The Employer shall endeavor to supply or arrange parking for the employee(s) at no cost to the employee(s). The Employer will consult with the Union to examine options to address any parking issue effective May 1,2025 where the Employer cannot supply or arrange free parking and there are no alternative parking options available, the Employer will pay up to ten dollars ($10.00) per day to employees who provide parking receipts within 15 calendar days. Upon production receipts by the employee, payment shall be made within two pay periods. Parking payments will be included in the employees' pay cheque and identified on paystubs.

Upon layoff or termination, employees will immediately receive any outstanding and accrued parking together with their separation documents upon presentation of receipts

ARTICLE 5 – TRANSPORTATION AND TRANSFER OF EMPLOYEES

5.01 The Employer, when requiring an employee to travel to a job beyond the zone to which this Agreement applies, shall:

(a) Pay such employee the wage rates set forth in this Agreement; and

(b) It is understood that if the employer requires an employee to be out

of town overnight, the Employer shall provide a suitable room at a maintained lodging establishment for the employee and a meal allowance of sixty dollars ($60.00) for each day the employee is required to be out of town. The employer will make every effort to provide single-occupancy accommodation. However, when this is not possible or practical, room occupancy shall be limited to a maximum of two employees per room

5.02 When the Employer transports an employee, as referred to in this Article, arriving at the job at 7:30 a.m. and returning to the limits of the City of Hamilton at 5:00 p.m., provisions of Article 5.01 (b) shall not apply.

When an Employer transfers an employee from one job to another during working hours, such employee shall be paid at the regular rate of pay for all time spent in transit and any transportation charges actually incurred.

ARTICLE 6 – WORKING FOREPERSON

6.01 (a) A working foreperson shall receive a premium of extra hourly wages equal to ten percent (10%) above the basic labourers' rate.

(b) A Labourer foreperson shall be appointed to direct members of the Union, where there are more than ten10) members of the Labourers' Union working in a shift, for the same Employer.

(c) **General Labour Foreman**

A new classification, General Labour Foreman, shall be establish for workers who supervise multiple trades and or oversee multiple projects simultaneously. This role includes coordinating crews, maintaining safety, managing schedules, and ensuring quality standards across disciplines. The wage rate for this classification shall be fifteen percent (15 %) above the base labourer rate and shall replace any other supervisory premium while assigned. Appointment to this role shall be at the discretion of management, based on operational needs and subject to approval. Eligibility requires active supervision of multiple trades or projects. The designation remains in effect only while supervisory criteria

are met. Management may revoke the designation if conditions change, in which case the employee shall return to their previous classification and pay without penalty.

ARTICLE 7 – EMPLOYERS' ADMINISTRATION FUND

7.01 Each Employer bound by the terms of this Agreement shall contribute thirty cents ($0.30) per hour for each hour worked by each employee covered by this Agreement to the "Employers' Fund". Such contributions shall be mailed directly to the Trustees of the Welfare Fund, L.I.U.N.A., Local 837, 44 Hughson Street South, Hamilton, Ontario L8N 2A7, except as otherwise directed by the fifteenth (15th) day of the month following the month in which such contributions were made, together with a supporting statement on one standard benefit reporting form showing all applicable deductions and/or contributions.

ARTICLE 8 – UNION HIRING PROCEDURE

8.01 The Employer agrees to employ only members of the Union in good standing during the term of this Agreement and will call the Union for its needed supply of persons. The Union, upon request, will supply the Employer with two (2) former employees and for additional persons thereafter, on the basis of twenty-five percent (25%) ratio of former employees who were employed by the Employers during the past six (6) months prior to the job award.

ARTICLE 9 – INCLEMENT WEATHER AND SHOW UP TIME

9.01 Two (2) hours' pay shall be allowed by the Employer when an employee covered by this Agreement reports for work at the Employer's shop or job site, but work is not available due to the inclement weather, provided the employee remains on the job for two (2) hours after their designated starting time. However, no reporting pay shall be allowed where an employee has been informed not to report for work and such information has been given to the employee before quitting time on the previous day. When work starts late but within two (2) hours of the normal starting time, employees shall be paid from the actual time work started, plus two (2) hours' reporting time.

9.02 Two (2) hours' pay shall be allowed by the Employer when an employee covered by this Agreement reports for work at the Employer's yard or job site and no work is available due to reasons other than inclement weather, provided however the employee remains on the job during the two (2) hours if requested to do so by their foreperson.

ARTICLE 10 – WAGE PACKAGE

10.01 The wage package below is applicable to the following classifications:

EFFECTIVE DATE	BASE RATE	VACATION PAY	HEALTH & WELFARE	LEGAL	SCHOL. FUND	PENSION	TRAINING FUND	OCCUP. HEALTH	TRI-FUND	TOTAL PACKAGE	OPDC	ADMIN FUND	CBTU	INDUSTRY FUND
											Employee Deductions			
General Labourer, Form Worker, Concrete Worker, Jackhammer Operator, Vibrator Operator, Forklift Operator, Pump Operator, Compressor Operator, Truck Driver, Bar-person, Mixer-person, Pump-person, Precast Erector, Equipment Operator and Plasterers Tender,Grade-Person, Confind Space Attendent, Confined Space Rescue, High Angle Rescue														
05/06/24	$35.38	$3.54	$3.15	$0.20	$0.15	$11.25	$0.65	$0.05	$0.05	$54.42	$0.40	3%	$0.01	$0.26
05/05/25	$36.50	$3.65	$3.35	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$55.87	$0.40	3%	$0.01	$0.30
05/04/26	$37.65	$3.76	$3.60	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$57.38	$0.40	3%	$0.01	$0.30
05/03/27	$38.73	$3.87	$3.85	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$58.82	$0.40	3%	$0.01	$0.30
Travel Allowance Effective May 1st,2025 $0.55 per Km Foreperson Rate : premium of extra hourly wage equal to at least,(10%) of the base Rate. Swamper/Forklift Operator/Confind Space Rescue(CSR),High Angle Rescue (HAR) Rate:Premium of $1.50 Refer to appropriate schedules for Premiums for the following: General Labour Foreperson fifteen percent (15%) premium of extra hourly wage Refractory Rate ($0.50) Redbrick Mason ($0.95) Metatarsal Boot Premium($0.20)														

(a) Administration Fund: The Employer agrees to deduct from each employee as working dues, the amount of three percent (3%) of gross wages, excluding vacation pay and remit same to the Union as per Article 4.02 of the Master Portion.

10.02 (a) **Redbrick Mason Tenders**

Shall be paid a premium of ninety-five cents ($0.95) per hour over the base hourly rate.

(b) **Refractory Workers**

Shall receive a premium of fifty cents ($0.50) per hour over the base hourly rate.

Where the client or owner of a project requires that metatarsal boots be worn, employees will be paid a premium of twenty cents ($0.20) per hour above the base rate for the hours earned on such projects.

Application: Firebrick, Acid Resistant Structural Material, Carbon, Graphite Materials, Grante, Acid Resistant Tar Impregnated Brick and All other Refractory Material.

(i) Employees working with carbon/or graphite materials shall be paid a premium of Sixty Cents (0.60) per hour earned over the prescribed basic refractory rate as set out in (b) above.

(ii) Employees working where the temperature of the immediate working area is one hundred and twenty degrees (120 F) Fahrenheit or forty-nine degrees (49 C) Celsius, shall be paid a premium of sixty Cents (0.60) per hour earned over the prescribed basic refractory rate as set out in (b)

(c) **Cement Finishing Rate**

Shall be paid a premium of two dollars and eighty cents ($2.80) per hour over the base hourly rate.

(d) **Forklift Operator/Swamper/Confined Space Resue/High Angie Rescue**

When a labourer is employed as a forklift operator or as a swamper or as a confined space rescue or high angle rescure they shall be paid an additional premium of one dollar and fifty cents ($1.50) per hour for the number of hours worked in such classification.

(e) **Apprenticeship**

Apprentices shall be paid according to the following:

- seventy percent (70%) of the applicable rate, for the first eight hundred (800) hours worked;

- eighty percent (80%) of the applicable rate, for the next eight hundred (800) hours worked;
- ninety percent (90%) of the applicable rate, for the next eight hundred (800) hours worked.

Progression from each level to the next level (i.e. first eight hundred (800) to the second eight hundred (800) hours) shall be contingent upon the performance of eight hundred (800) hours of work and the successful completion of the courses/training required at each level.

Local 837 will determine who the apprentices are and credit may be given to members who have demonstrable experience in related sectors of the construction industry.

Employers may request apprentices from the Local Union office. Local 837 will advise the Employer of the names and hours of apprentice service of any apprentices being referred to ensure proper remuneration.

It is understood that apprentices will be given a training program before being referred to any Employer for work.

The content of the Apprenticeship Training Programme and the courses/training and standards required shall be set by the Local Apprenticeship Committee. Such Committee shall be formed immediately upon ratification of this Agreement.

(f) Labourers' Local 837 and the Employer shall initiate and maintain Apprenticeship Programs for members of Local 837. Apprenticeship Programs must be successfully completed by all Applicants at the Labourers' Local 837 Training Centre and thereafter, they will be accredited with trade status at the end of the applicable Apprenticeship Program.

(g) **Enabling**

The Local Union, in addition to any language or procedure set forth in the Master Portion of this Agreement, agrees that it shall co-operate with and provide assistance to Employers bound to this Agreement when they face a competitive disadvantage in obtaining work, whether bid or negotiated. Local 837 and the

Hamilton-Halton General Contractors Association agree and acknowledge that their joint efforts are required to improve the Employer's ability to compete for work and to employ members of Local 837.

10.03 Local 837, with sixty (60) days written notice to the Hamilton-Halton General Contractors Association may amend the amount and/or distribution of contributions for pension, welfare, training and deductions for working dues, however, any such adjustment shall not alter the total wage benefit package.

ARTICLE 11 – WELFARE AND PENSION

11.01 **Welfare**

The Employer agrees to contribute for welfare to Local Union 837 Benefit Plan at the rate provided in Article 10.01 of this Schedule for each hour worked by each employee covered by this Agreement. Such contribution shall be paid to the Trustees of the Welfare Fund by the sixteenth (16th) day of the month following the month such hours were worked and shall be accompanied by a remittance report form for each employee on a form prescribed by the Trustees of the Fund.

Each monthly report and contributions shall include all obligations arising from hours worked up to the close of the Employer's payroll ending nearest to the last day of the preceding calendar month.

11.02 **Pension**

The Employer agrees to contribute for pensions to the LiUNA Pension Fund of Central and Eastern Canada at the rate provided for in Article 10.01 of this Schedule for each hour worked by each employee covered by this Agreement. Such contributions shall be paid to the Trustees of the Pension Fund by the sixteenth (16th) day of the month following the month such hours were worked and shall be accompanied by a remittance report form for each employee on a form prescribed by the Trustees of the Fund.

Each monthly report and contributions shall include all obligations arising from hours worked up to the close of the Employer's payroll ending nearest to the last day of the preceding month.

11.03 **Training & Building**

The Employer agrees to contribute to the Labourers' Local 837 Training & Building Fund at the rate provided for in Article 10.01 of this Schedule for each hour worked by each employee covered by this Agreement. Such contribution shall be paid to the Trustees of the Training Fund by the sixteenth (16th) day of the month following the month such hours were worked and shall be accompanied by a remittance report form for each employee on a form prescribed by the Trustees of the Fund.

Each monthly report and contribution shall include all obligations arising from hours worked up to the close of the Employer's payroll ending nearest to the last day of the preceding calendar month.

These funds will be used to train and/or retrain new or existing Union members for the various works on construction sites. This training includes W.H.M.I.S. training and upgrading.

The parties agree that W.H.M.I.S. training and upgrading will be done by Local 837's Training Centre, as required by members. The parties understand that W.H.M.I.S. training is the responsibility of the Employer and this clause does not transfer said responsibility to the Local Union.

The Union undertakes to hold the Employers harmless against any and all claims against the Employers making said contributions contained in this Agreement.

All employees shall be required to obtain the following certificates prior to commencing employment or being sent out to work. Working At Heights, Worker Health and Safety Awareness in 4 Steps and W.H.I.M.S

11.04 Specialty Non – Health and safety Training The employer will cover the cost of project-related specialty non health and safety training required on a job specific basis at straight time package

11.05 Local 837 with sixty (60) days' written notice, to Hamilton-Halton General Contractor Association may amend the amount of contributions for Pension, Welfare, training and or deductions for Union Dues, but such adjustment(s) shall not affect the total wage package.

ARTICLE 12 – NOTICE OF LAYOFF

12.01 In the case of layoff, all persons will receive one (1) hour's notice in advance. If the Employer fails to give the employee one (1) hour's notice in advance of layoff, then the employee shall be paid an additional hour.

ARTICLE 13 – GEOGRAPHIC AREA

13.01 This Appendix shall be effective within the County of Wentworth, that portion of Halton County west of Hwy. 25 extended in a southerly direction to the QEW, westerly on the QEW up to the dividing line between the Shell Properties and Petro Canada refineries and southerly down such line to Lake Ontario, plus that portion of the County of Haldimand set out west of the south-eastern boundary of the County of Wentworth extended in a straight line to Lake Erie and bounded on the west by the Haldimand County Line.

ARTICLE 14 – WORK JURISDICTION

14.01 The following is recognized by the Employer as the specific, but not all the jurisdictional claims of the Union, subject to Article 8 of the Master Portion.

Tenders, tending masons, plasterers, carpenters and other building and construction crafts.

Tending shall consist of preparation of materials and the handling and conveying of material to be used by the mechanics of other crafts whether such preparation is by hand or any other process. After the material has been prepared, tending shall include the supplying and conveying of said material and other materials to such mechanic by bucket, hod, wheelbarrow and buggy.

Unloading, handling and distributing of materials, fixtures, finishings and appliances, from point of delivery to stockpiles and from stockpiles to approximate point of installation.

Drying of plaster, concrete, mortar or other aggregate, when done by salamander heat.

Cleaning and clearing of all debris, including wire brushing of windows, scraping of floors, removal of surplus material and cleaning of all debris in building and construction areas. The clean-up of all work areas, including trailers and washrooms.

The erection, dismantling and moving of tubular metal scaffolding and the cutting or drilling of holes or openings through concrete floors, ceilings or walls subject to a Local Agreement, if any, with other trades.

The placing of temporary snow and wire fencing and loose barricades.

Form Removal

Once the re-usable form panels have been released by loosening of the hardware, the removing, cleaning, oiling and carrying to next point of erection of all materials and panels, as well as the striping of forms which are not to be re-used and of forms on all flat arch work.

ARTICLE 15— SAFETY SANITATION AND SHELTER

The employer endeavors to provide Cold drinking water daily in closed containers or portable coolers in addition to supplying the paper drinking cups.

ARTICLE 16- DRONES

The parties agree that employees will be notified a minimum of twenty- four (24) hours in advance in the event drones are to be utilized on site when workers are present. Employees will be also provided with the reason as to why the drones are being used. No disciplinary action arising from the use of drone footage shall be used against any employee.

LOCAL 837

PLASTERERS' APPENDIX

The conditions in this Appendix apply only to those contractors engaged in the plastering trade which includes such work as the taping of drywall, the application of sprayed asbestos, gypsum or liquid materials for the purpose of fireproofing, and the application of all sprayed, plaster-textured materials applied to drywall, block and concrete.

These conditions supersede any conflicting clauses in the Master Agreement or Hamilton Local Union Schedule.

ARTICLE 1 – WORK PERIOD AND OVERTIME RATES

1.01 The maximum number of working hours per day at the regular rate of wages shall be eight (8) except as otherwise provided. The maximum number of working hours per week at the regular rate of wages shall be thirty-six (36). Workday to commence at 8:00 a.m. and finish at 4:30 p.m., except as otherwise provided. The normal workday of Friday will be from 8:00 a.m. to 12:00 noon.

1.02 Work performed after 4:30 p.m. and 12:00 noon Friday, or weekdays and anytime on Saturday, Sunday and all statutory holidays, shall be at the rate of double time (2x). Work in these times shall be done only in the case of emergency, and then only on the receipt of a permit from the Union. Under no circumstances shall members of the Union work on Labour Day.

1.03 Work performed on maintenance and alterations of occupied buildings in other than hours of the regular workday shall be at the rate of nine (9) hours' pay for a seven (7) hour shift. Any job of less than seven (7) hours shall not constitute a shift, and overtime rates shall be paid. A permit from the Executive of the Union shall be required for all shifts and overtime work by the Employer and employee.

1.04 Shift or overtime work on a regular working day shall commence at 6:00 p.m.

ARTICLE 2 – WAGE RATES

2.01 Employees engaged in the plastering trade shall be paid a premium of

two dollars ($2.00) per hour over the base rate shown in the Hamilton Local Union Schedule plus all other contributions and deductions as shown in the Hamilton Local Union Schedule.

ARTICLE 3 – GENERAL

3.01 The Employer shall provide all darbies, featheredges, straightedges, plumb and cornice rods, extension cords and bulbs in sufficient number and wherever necessary.

3.02 Mortar boards for browning shall be at least eighteen (18) inches above scaffolds erected on the side of the buildings. Four-by-eight sheets of plywood will not be allowed as putty-board.

3.03 Improved plastering tools, methods and materials shall not be discriminated against by members of the Union. Plasterers shall gauge and mix all putty coats.

3.04 The Employer shall provide employees with protection from the dust of terrazzo grinders and noxious fumes.

ARTICLE 4 – FOREPERSONS

4.01 Whenever more than four (4) plasterers or tapers are employed on one job, a foreperson shall be provided. Such person shall receive one dollar and fifty cents ($1.50) per hour additional pay.

ARTICLE 5 – HIRING

5.01 For each employee employed by the Employer, one employee must be hired through the Local Union Office. Any member refusing work assigned by the Local shall have their name moved to the bottom of the list and they shall be subject to Union discipline.

ARTICLE 6 – COMMUTING, TRAVEL, ROOM AND BOARD

6.01 The free zone will be twenty-five (25) miles from the Hamilton City Limits. Employees required to commute outside the free zone will receive the following commuting or board allowance:

Distance

- 25-45 miles from City Limits – per day worked $8.05
- 45-65 miles from City Limits - per day worked $13.80
- 65-150 miles from City Limits - per day worked $26.45
- Over 150 miles from City Limits
  – per day for seven (7) days a week $26.45

6.02 In addition to the commuting allowance above, employees required to use their own vehicles will be paid thirty cents ($0.30) per mile outside the free zone.

6.03 When an employee is required to board at a location, they shall receive mileage in the amount of thirty cents ($0.30) per mile outside the free zone, once to and once back from the job, in addition to the board allowance above.

ARTICLE 7 – APPRENTICES

7.01 Wages shall be calculated as follows according to the journeyperson's rate:

- 1st year – 50%
- 2nd year – 60%
- 3rd year – 70%
- 4th year – 85%

7.02 On successful completion of the apprenticeship period of four (4) years, the employee shall receive the journeyperson's pay then in effect.

NOTES

LOCAL UNION SCHEDULE FOR LOCAL 837 – NIAGARA

ARTICLE 1 – HOURS OF WORK AND OVERTIME

1.01 A normal workweek shall be comprised of forty-two and one-half (42 1/2) hours from Monday up to and including Friday, eight and one-half (8 ½) hours per day, 8:00 a.m. to 5:30 p.m. Masonry contractors whose normal week shall be forty-four (44) hours from and including Monday up to and including Friday, 7:00 a.m. to 5:00 p.m. All work at hours other than specified to be at overtime rates.

1.02 Overtime rate of one and one-half times (1 1/2x) the regular rate shall be paid for all time worked before 7:00 a.m. and after 5:00 p.m. on any normal workday. This, however, does not apply to shift work.

1.03 Hours worked on a Saturday shall be paid at the rate of time and one-half (1 1/2x). This does not apply to shift work. Double time (2x) shall be paid for all Sunday work, New Year's Day, Good Friday, Victoria Day, August Civic Holiday, Labour Day, Dominion Day, Thanksgiving Day, Christmas Day and Boxing Day, and any Federal declared holiday.

1.04 Lunch time shall be between 11:30 a.m. and 1:00 p.m., except where employees of this Local are required to work on operations whose continuity must be maintained to meet engineering and design requirements. If no lunch time is allowed between the hours set forth above and persons are required to work through the lunch time, then they shall be paid one (1) hour in lieu of lunch time and be allowed ten (10) minutes to eat their lunch prior to 2:00 p.m. Where round-the-clock operation is required, then a similar arrangement must be made beforehand between Local 837 and Employer.

1.05 The job steward shall be offered the opportunity to work whenever labourers are required to work overtime.

1.06 **Hot Meal**

The Employer shall provide, free of charge to each labourer, a hot meal on all shifts lasting more than twelve (12) hours or pay fifteen dollars ($15.00) to each labourer in lieu of a hot meal.

ARTICLE 2 – SHIFTS

2.01 The first shift shall be scheduled to work from 7:00 a.m. to 5:00 p.m.

2.02 The second shift shall be scheduled to work during the evening before midnight.

2.03 The third shift shall be scheduled to work between midnight and 8:00 a.m.

2.04 When shift work is carried out, the first shift shall work eight (8) hours and be paid eight (8) hours; the second and third shifts shall work seven and one-half (7 ½) hours and be paid eight (8) hours. Any overtime over eight (8) hours for the first shift and seven and one-half (7 ½) hours for the second and third shifts shall be paid at the rate of one and one-half times (1 1/2x) the regular rate.

2.05 Work in excess of seven and one-half (7 ½) hours on the second or third shifts from 12:01 a.m. Monday to 12:00 p.m. Friday shall be paid for at the rate of time and one-half (1 ½x) the regular hourly rate. Work performed on the first shift on Saturday shall be paid for at time and one-half (1 1/2x). Work performed on the second and third shifts on Saturday and work performed on all shifts on Sunday, shall be paid for at the rate of double time (2x).

ARTICLE 3 – VACATION WITH PAY AND RECOGNIZED HOLIDAYS IN THIS AGREEMENT

3.01 Each employee covered by this Agreement shall be entitled to vacation and holiday pay at the rate of ten percent (10%).

3.02 Vacation pay includes an amount in lieu of payment of recognized or statutory holidays.

3.03 Vacation pay to be remitted together with the health and welfare remittance monthly to the Labourers' Union, Local 837 Vacation Pay Trust Fund. It is agreed and understood that the Vacation Pay Fund is to be established in accordance with existing Provincial Legislation and be jointly trusteed by appointed Union and Employer representatives.

ARTICLE 4 – WORKING FOREPERSON'S RATE

4.01 A working foreperson shall receive a premium of extra hourly wages equal to at least ten percent (10%) above the basic labourers' rate.

(a) A Labourer foreperson shall be appointed to direct members of the Union, where there are more than ten (10) members of the Labourers' Union working in a shift, for the same Employer.

(b) **General Labour Foreman**

A new classification, General Labour Foreman, shall be establish for workers who supervise multiple trades and or oversee multiple projects simultaneously. This role includes coordinating crews, maintaining safety, managing schedules, and ensuring quality standards across disciplines. The wage rate for this classification shall be fifteen percent (15 %) above the base labourer rate and shall replace any other supervisory premium while assigned. Appointment to this role shall be at the discretion of management, based on operational needs and subject to approval. Eligibility requires active supervision of multiple trades or projects. The designation remains in effect only while supervisory criteria are met. Management may revoke the designation if conditions change, in which case the employee shall return to their previous classification and pay without penalty.

ARTICLE 5 – INCLEMENT WEATHER AND SHOW-UP TIME

5.01 Two (2) hours' pay shall be allowed by the Employer when an employee covered by this Agreement reports for work at the Employer's shop or job site but work is not available due to the inclement weather, provided the employee remains on the job for two (2) hours after their designated starting time. However, no reporting pay shall be allowed where an employee has been informed not to report for work and such information has been given to them before quitting time on the previous day. When work starts late but within two (2) hours of the normal starting time, employees shall be paid from the actual time work started plus two (2) hours reporting time.

5.02 Two (2) hours' pay shall be allowed by the Employer when an employee covered by this Agreement reports for work at the Employer's yard or job site and no work is available due to reasons other than inclement

weather, provided however the employee remains on the job during the two (2) hours if requested to do so by their foreperson.

5.03 Should any member of the Labourers' Union lose time due to inclement weather during the week, then such time lost due to inclement weather may be made up by working up to one and one-half (1 ½) hours per day (beyond the regular work hours) at straight time rates. Such make-up time may only be worked during the week and/or the project at which such time was lost and made up on the Monday to Friday of such week. Such make-up time may not be accumulated or compounded.

ARTICLE 6 – REFRACTORY RATE

6.01 The minimum basic refractory rate shall be paid at a premium of no less than fifty cents ($0.50) per hour over the established rate as set out in this Agreement covering wage, deductions and contributions.

Application: Firebrick, Acid Resistant Structural Material, Carbon, Graphite Materials, Grante, Acid Resistant Tar Impregnated Brick and All other Refractory Material.

(i) Employees working with carbon/or graphite materials shall be paid a premium of Sixty Cents (0.60) per hour earned over the prescribed basic refractory rate as set out in (b) above.

(ii) Employees working where the temperature of the immediate working area is one hundred and twenty degrees (120 F) Fahrenheit or forty-nine degrees (49 C) Celsius, shall be paid a premium of sixty Cents (0.60) per hour earned over the prescribed basic refractory rate as set out in (b)

6.02 Where the client or owner of a project requires that metatarsal boots be worn on a project, Employees will be paid a premium of twenty cents ($0.20) per hour above the base rate for the hours earned on such projects

ARTICLE 7 – WELFARE

7.01 The Employer agrees to contribute for welfare to the Labourers' Local 837 Benefit Plans, as provided for in Article 10.01. Such contributions

shall be paid to the Trustees of the Local 837 Benefit Plans by the fifteenth (15th) day of the month following the month such hours were worked and shall be accompanied by a remittance report form for each employee on a form prescribed by the Trustees of the Fund.

Each monthly report and contributions shall include all obligations arising from hours worked up to the close of the Employer's payroll ending nearest to the last day of the preceding calendar month.

ARTICLE 8 – PENSION

8.01 The Employer agrees to contribute for pensions to the LiUNA Pension Fund of Central and Eastern Canada, as provided for in Article 10.01. Such contribution shall be paid to the Trustees of the Pension Fund by the fifteenth (15th) day of the month following the month such hours were worked and shall be accompanied by a remittance report form for each employee on a form prescribed by the Trustees of the Fund. Each monthly report and contributions shall include all obligations arising from hours worked up to the close of the Employer's payroll ending nearest to the last day of the preceding calendar month.

8.02 The Union undertakes not to use any monies paid to the Welfare and Pension Funds for the purposes of providing strike benefits to any of the Union members or employees against the Employers signatory to this Agreement.

8.03 A penalty of two percent (2%) of the amount of outstanding contributions shall be paid for each month that such contributions are outstanding. The application of the two percent (2%) penalty will only be applied following the Trustees' Committee approval.

ARTICLE 9 – EMPLOYER ADMINISTRATION FUND

9.01 Each Employer bound by the terms of this Agreement shall contribute thirty cents ($.30)(per hour for each hour worked by each employee covered by this Agreement to the "Employers' Fund". Such contributions shall be mailed directly to the Trustees of the Welfare Fund, L.I.U.N.A., Local 837, 44 Hughson Street South, Hamilton, Ontario L8N 2A7, except as otherwise directed by the fifteenth (15th) day of the month following the month in which such contributions

were made, together with a supporting statement on one standard benefit reporting form showing all applicable deductions and/or contributions.

ARTICLE 10 - WAGE PACKAGE

10.01

EFFECTIVE DATE	BASE RATE	VACATION PAY	HEALTH & WELFARE	LEGAL	SCHOL. FUND	PENSION	TRAINING FUND	OCCUP. HEALTH	TRI-FUND	TOTAL PACKAGE	OPDC	ADMIN FUND	CBTU	INDUSTRY FUND
											Employee Deductions			
General Labourer, Form Worker, Concrete Worker, Jackhammer Operator, Vibrator Operator, Forklift Operator, Pump Operator, Compressor Operator, Truck Driver, Bar-person, Mixer-person, Pump-person, Precast Erector, Equipment Operator and Plasterers Tender,Confined Space Attendant, Grade-Person														
05/06/24	$34.86	$3.49	$3.15	$0.20	$0.15	$11.25	$0.65	$0.05	$0.05	$53.85	$0.40	3%	$0.01	$0.26
05/05/25	$35.97	$3.59	$3.35	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$55.28	$0.40	3%	$0.01	$0.30
05/04/26	$37.04	$3.70	$3.60	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$56.71	$0.40	3%	$0.01	$0.30
05/03/27	$38.11	$3.81	$3.85	$0.20	$0.15	$11.25	$0.65	$0.05	$0.07	$58.14	$0.40	3%	$0.01	$0.30
Travel Allowance Effective May 1st,2025 $0.55 per Km Foreperson Rate : premium of extra hourly wage equal to at least,(10%) of the base Rate. Swamper/Forklift Operator Rate:Premium of $1.50 Refer to appropriate schedules for Premiums for the following: General Labour Foreperson fifteen percent (15%) of the base labour hourly rate Refractory Rate ($0.50) Redbrick Tender ($0.95) Metatarsal Boot Premium ($0.20) per Hour Plus premiums in Collective Agreement Presently. Cement Finisher														

(a) **Redbrick Mason Tenders**

Shall be paid a premium of ninety-five cents ($0.95) per hour over the base hourly rate.

(b) **Refractory Workers**

Shall receive a premium of fifty cents ($0.50) per hour over the base hourly rate.

(c) **Cement Finishing Rate**

Qualified cement finishers shall be paid a minimum of to two dollars

and ninety cents ($2.90) per hour over the common labourers' rate. Those cement finishers now receiving a higher rate than the common labourers shall have their present differential in rate maintained.

(d) Forklift Operator/Swamper – When a labourer is employed as a forklift operator or as a swamper they shall be paid an additional premium of one dollar and fifty cents ($1.50) per hour for the number of hours worked in such classification.

10.02 Administration Fund – The Employer agrees to deduct from each employee, as working dues, the amount of three percent (3%) of gross wages, excluding vacation pay and remit same to the Union as per Article 4.02 of the Master Portion.

10.03 Local 837, with sixty (60) days written notice to the General Contractors' Association of Niagara may amend the amount and/or distribution of contributions for pension, welfare, training and deductions for working dues, however, any such adjustment shall not alter the total wage benefit package.

ARTICLE 11 – TRAINING & BUILDING

11.01 The Employer agrees to contribute to the Labourers' Local 837 Training & Building Fund, as provided in Article 10. Such contributions shall be paid to the Trustees of the Training Fund by the sixteenth (16th) day of the month following the month such hours were worked and shall be accompanied by a remittance report form for each employee on a form prescribed by the Trustees of the Fund.

Each monthly report and contribution shall include all obligations arising from hours worked up to the close of the Employer's payroll ending nearest to the last day of the preceding calendar month.

These funds will be used to train and/or retrain new or existing Union members for the various work on construction sites. This training includes W.H.M.I.S. training and upgrading.

11.02 **Training Programs**

Regular employees shall be required to obtain the following certificates prior to commencing employment:

- Traffic Control
- Construction Legislation/Worker Health and Safety, Awareness in 4 Steps
- Working at Heights (WAH)
- WMHIS
- Skid steer
- Mini Excavator
- Telehandler
- This requirement is contingent on the availability of the classes being provided by the Labourers' International Union of North America, Local 837 Training Trust Fund.

11.03 **Specialty Non-Health and Safety Training**

The employer will cover the cost of project-related specialty non health and safety training required on a job specific basis at the straight time package

The parties agree that W.H.M.I.S. training and upgrading will be done by Local 837's Training Centre as required by members. The parties understand that W.H.M.I.S. training is the responsibility of the Employer and this clause does not transfer said responsibility to the Local Union.

The Union undertakes to hold the Employers harmless against any and all claims against the Employer making said contributions contained in this Agreement.

ARTICLE 12 – GEOGRAPHIC AREA

12.01 This Appendix shall be effective within the geographic area of the Counties of Lincoln, Welland and that portion of Haldimand County set out east of the southeastern boundary of Wentworth County extended in a straight line to Lake Erie.

ARTICLE 13 – APPRENTICES

13.01 Apprentices shall be paid according to the following:

- seventy percent (70%) of the applicable rate, for the first eight hundred (800) hours worked;
- eighty percent (80%) of the applicable rate, for the next eight hundred (800) hours worked;
- ninety percent (90%) of the applicable rate, for the next eight hundred (800) hours worked.

Progression from each level to the next level (i.e. first eight hundred (800) hours to the second shall be contingent upon the performance of eight hundred (800) eight hundred (800) hours of work and the successful completion of the courses/training required at each level.

Local 837 will determine who the apprentices are and credit may be given to members who have demonstrable experience in related sectors of the construction industry.

Employers may request apprentices from the Local Union office. Local 837 will advise the Employer of the names and hours of apprentice service of any apprentices being referred to ensure proper remuneration.

It is understood that apprentices will be given a training program before being referred to any Employer for work.

The content of the Apprenticeship Training Programme and the courses/training and standards required shall be set by the Local Apprenticeship Committee. Such Committee shall be formed immediately upon ratification of this Agreement.

Labourers' Local 837 and the Employer shall initiate and maintain Apprenticeship Programs for members of Local 837. Apprenticeship Programs must be successfully completed by all Applicants at the Labourers' Local 837 Training Centre and thereafter, they will be accredited with trade status at the end of the applicable Apprenticeship Program.

Enabling

The Local Union, in addition to any language or procedure set

forth in the Master Portion of this Agreement, agrees that it shall co-operate with and provide assistance to Employers bound to this Agreement when they face a competitive disadvantage in obtaining work, whether bid or negotiated. Local 837 and the General Contractors Association of Niagara agree and acknowledge that their joint efforts are required to improve the Employer's ability to compete for work and to employ members of Local 837.

ARTICLE 14 – AREA WORK JURISDICTION

14.01 The following is recognized by the Employer as the specific, but not all the jurisdictional claims of the Union, subject to Article 8 of the Master Portion.

Tenders, tending masons, plasterers, carpenters and other building and construction crafts.

Tending shall consist of preparation of materials and the handling and conveying of materials to be used by mechanics of other crafts whether such preparation is by hand or any other process. After the material has been prepared, tending shall include the supplying and conveying of said material and other materials to such mechanic by bucket, hod, wheelbarrow or buggy.

Unloading, handling and distributing of materials, fixtures, finishings and appliances from the point of delivery to stockpiles and from stockpiles to approximate point of installation.

Drying of plaster, concrete, mortar or other aggregate when done by salamander heat.

Cleaning and clearing of all debris, including wire brushing of windows, scraping of floors, removal of surplus material and cleaning of all debris in building and construction area. The clean-up of all work areas, including trailers and washrooms.

The erection, dismantling and moving of tubular metal scaffolding and the cutting or drilling of holes or openings through concrete floors, ceilings or walls subject to a Local Agreement, if any, with other trades.

The placing of temporary snow and wire fencing and loose barricades.

Form Removal

Once the re-usable form panels have been released by loosening of the hardware, the removing, cleaning, oiling and carrying to next point of erection of all materials and panels as well as the stripping of forms which are not to be re-used and of forms on all flat arch work.

ARTICLE 15 – TRAVELLING EXPENSES

15.01 (a) An area encompassed by a circle with a radius of thirty-five kilometres (35 km), having its centre in Allanburgh, Ontario, shall be classed as a free zone. Travelling time and transportation would not be payable for work performed within this zone.

(b) For any travelling to and from work done by an employee, whether in the free zone or in a zone where payment is made, the Employers shall so arrange that the employee is covered by the terms of the Workers' Compensation Act.

(c) Where employees by specific arrangement with the Employer are requested to use their vehicles for transportation, they shall receive fifty-five cents ($0.55) effective May 1, 2025 per kilometre, from shop to job, job to job and job to shop.

(d) When employees are required to report to a different job on the following day, they shall be notified before quitting time, otherwise the Employer will arrange to obtain the employees' tools and provide transportation to the new job site.

ARTICLE 16 – UNION HIRING PROCEDURE

16.01 The Employer agrees to employ members of the Union in good standing during the term of this Agreement and will call the Union for its needed supply of persons. The Union upon request, will supply the Employer with two (2) former employees, and for additional persons thereafter on the basis of twenty-five percent (25%) ratio of former employees who were employed by the Employers, during the past six (6) months prior to the job award.

ARTICLE 17 – TRANSPORTATION AND TRANSFER OF EMPLOYEES

17.01 The Employer, when requiring an employee to travel to a job beyond the zone to which this Agreement applies, shall:

(a) Pay such employee the wage rates set forth in this Agreement; and

(b) It is understood that if the employer requires an employee to be out of town overnight, the Employer shall provide a suitable room at a maintained lodging establishment for the employee and a meal allowance of Sixty dollars ($60.00) for each day the employee is required to be out of town. The employer will make every effort to provide single-occupancy accommodation. However, when this is not possible or practical, room occupancy shall be limited to a maximum of two employees per room

ARTICLE 18 PARKING ALLOWANCE

18.01 The Employer shall endeavor to supply or arrange parking for the employee(s) at no cost to the employee(s). The Employer will consult with the Union to examine options to address any parking issues. Effective May 1,2025 where the Employer cannot supply or arrange free parking and there are no alternative parking options available, the Employer will pay up to maximum of ten dollars ($10.00) per day to employees who provide parking receipts within 15 calendar days. Upon production receipts by the employee, payment shall be made within two pay periods. Parking payments will be included on the employees pay cheque and identified on paystubs. Upon layoff or termination, employees will immediately receive any outstanding and accrued parking together with their separation documents upon presentation of receipts

ARTICLE 19 – SAFETY SANITATION AND SHELTER

19.01 The employer endeavors to provide Cold drinking water daily in closed containers or portable coolers in addition to supplying the paper drinking cups

ARTICLE 20- DRONES

20.01 The parties agree that employees will be notified a minimum of twenty- four (24) hours in advance in the event drones are to be utilized on site when workers are present. Employees will be also provided with the reason as to why the drones are being used. No disciplinary action arising from the use of drone footage shall be used against any employee.

NOTES

LOCAL UNION SCHEDULE FOR LOCAL 837
BOARD AREA 4 – COUNTY OF NORFOLK AND BRANT
AND BOARD AREA 6 – COUNTY OF WATERLOO

ARTICLE 1 – HOURS OF WORK

1.01 The regular working hours for employees covered by this Agreement shall be eight and one-half (8 ½) hours per day and forty-two and one-half (42 ½) hours per week, to be worked between the hours of 7:00 a.m. and 5:00 p.m., Monday through Friday. Employees will be allowed a lunch period of one-half (1/2) hour.

1.02 **Refractory Hours of Work**

The regular work week shall consist of forty (40) hours as follows: eight (8) hours per day, between the hours of 8:00 a.m. and 4:30 p.m., Monday through Friday with Saturday, Sunday and Holiday's at double time (2x) the hourly rate.

ARTICLE 2 – OVERTIME

2.01 The rate of pay for time worked in excess of regular working hours and days shall be at time and one-half (1 1/2x) for the first two (2) hours of overtime and at the rate of double time (2x) over and above the two (2) hours worked. Saturdays, Sundays and holidays shall be at double time (2x) rates.

2.02 For industrial maintenance construction work carried out on Saturdays, the first eight (8) hours shall be at time and one-half (1 1/2x). Any additional hours shall be at double time (2x). For purposes of this clause, maintenance construction shall consist of repair work, alterations and changes within existing industrial facilities.

2.03 The Employer shall provide, free of charge to each labourer, a hot meal on all shifts lasting more than twelve (12) hours ot pay fifteen dollars ($15.00) to each labour in lieu of a hot meal.

ARTICLE 3 – SHIFT WORK

3.01 The regular shift work shall take place from Monday to Friday on a

calendar week. In order to adopt this system, the shift periods will commence at 12:01 a.m. Monday morning and the final shift period of the week must be complete no later than 11:59 p.m. Friday evening. Each shift will be on the job for an eight (8) hour period.

3.02 Regular rates of pay will be paid for the shift commencing at 8:00 a.m. and finishing at 4:00 p.m. The other two shifts will be paid at the rate of one and one-eighth times (1 1/8x) the regular hourly rate of pay.

3.03 All shift work between the hours of 12:01 a.m. Saturday morning and 11:59 p.m. Sunday evening shall be paid for at double (2x) the regular hourly rate of pay.

3.04 No employee shall be permitted to work more than one shift in any twenty-four (24) hour period unless the overtime rate of pay is paid. The termination of any shift schedule shall always be no later than 11:59 p.m.

ARTICLE 4 – VACATION PAY

4.01 Vacation pay and recognized holiday allowance will be paid at the rate of ten percent(10%) of gross earnings. It being understood that six percent(6%) shall be designated as vacation pay and four percent(4%) in lieu of recognized holiday pay.

4.02 Vacation pay and Statutory Holiday pay to be paid weekly.

(a) Vacation and Statutory Holiday pay to be paid to Local 837 Vacation Pay Fund: Vacation pay to be remitted together with the health and welfare remittance monthly to the Labourers' Union, Local 837 Vacation Pay Trust Fund. It is agreed and understood that the Vacation pay Fund is to be established in accordance with existing Provincial Legislation and be jointly trusteed by appointed Union and Employer representatives.'

(b) All work performed on Saturday, Sundays and the following recognized holidays shall be paid at double (2x) the regular rate of wages: New Year's Day, Boxing Day, Christmas Day, Labour Day, Dominion Day (Canada Day), Good Friday Thanksgiving Day, Victoria Day, Civic Holiday, Family Day and any other statutory holiday legally declared and/or proclaimed by the Federal

Government. The Parties jointly recognize the importance of Remembrance Day and National Day of Truth and Reconciliation and agree that no employee shall experience discrimination of any kind for electing to take the day off work unpaid, provided a minimum of forty-eight (48) hours written notice is given to the Employer

(c) if any of the above holidays fall on a Saturday or Sunday, such holidays shall be observed on the day or days immediately following the weekend. Vacation pay shall include an amount In lieu of payment of holidays

(d) When any of the above-named holidays fall on a Tuesday, Wednesday or Thursday, the Employer and Local Union Business Manager may, by mutual agreement, reschedule the holiday to a Monday or a Friday

4.03 On every April 28th (Day of Mourning), the parties agree to recognize and participate In actions (1) and (2) of Article 9.01 of the Master Portion of this Agreement

ARTICLE 5 – TRAVEL AND TRANSFER DURING WORKING HOURS

5.01 Where the Employer transfers an employee from one job to another during working hours, the transportation and time in transit shall be paid by the Employer.

5.02 Any employee covered by this Agreement who drives a company vehicle, shall be paid transportation time both ways.

5.03 It is understood that if the Employer requires an employee to be out of town overnight, the Employer shall provide a suitable room at a maintained lodging establishment for the employee and a meal allowance of sixty dollars ($60.00) for each day the employee is required to be out of town. The Employer will make every effort to provide single-occupancy accommodations. However, when this is not possible or practical, room occupancy shall be limited to a maximum of two employees per room.

5.04 Unless single room occupancy and a meal allowance is provided as described in Article 5.03 above, an employee may choose between the overnight room and board provided for in Article 5.03 or be paid

an amount of one hundred forty dollars ($140.00) for room and sixty dollars ($60.00) for meal per day they are required to be out of town in lieu of 5.03.

5.05 Travelling expenses shall be paid to all employees who are required to report for work outside of the free zones described below at the rate of fifty-five ($.55) per kilometre effective May 1, 2025 from the edge of the free zone to the job site and return.

- Zone One, a forty-kilometre radius from City Hall in Cambridge.
- Zone Two, a forty-kilometre radius from the Town Hall in Flesherton.

5.06 When an employee is transferred at the request of the Employer during working hours and provides their own transportation, they shall be paid their regular rates of pay while travelling for job to job, plus transportation costs at fifty cents ($0.50)(per kilometre effective May 1, 2022. The travel allowance will also apply when reporting allowance under Articles 7.01 and 7.02 applies.

5.07 The Employer shall endeavor to supply or arrange parking for the employee(s) at no cost to the employee(s). The Employer will consult with the Union to examine options to address any parking issues. Effective May 1, 2025, where the Employer cannot supply or arrange free parking and there are no reasonable alternate parking options available, the Employer will pay up to a maximum of ten dollars ($10.00) per day to employees who provide parking receipts within 15 calendar days. Upon production of receipts by the employee, payment shall be made within two pay periods. Parking payments will be included on the employee's pay cheque and identified on paystubs. Upon layoff or termination, employees will Immediately receive any outstanding and accrued parking together with their separation documents upon presentation of receipts]

ARTICLE 6 – IRREGULAR WORKING HOURS

6.01 The normal project starting and quitting times may be varied, if in the opinion of both parties, it would be beneficial to the project to do so and/or because the work required to be done is in occupied premises.

When these conditions apply, eight (8) continuous working hours per day shall be worked.

6.02 Any work performed under these conditions, outside of the regular working hours of 7:30 a.m. to 5:00 p.m., shall be paid for at one and one-eighth times (1 1/8x) the regular rate of pay, save and except when overtime rates apply.

ARTICLE 7 – EMPLOYMENT AND REPORTING ALLOWANCE

7.01 Any member of the Union being sent to a job by the Business Representative at the request of any Employer or their representative and within a specified time limit, shall be guaranteed a minimum of two (2) hours' pay provided that the Employer or their representative has been given a list of names of the employees the Business Representative proposed to send.

7.02 Any employee reporting for work at 8:00 a.m. or any other time when so instructed and who cannot or is not permitted to work by reason of shortage of materials, shall be guaranteed three (3) hours' pay, whether they start work at a later hour being of no consequence, providing they remain on the job for two (3) hours' duration. The requirements of this provision shall not apply to any employee who was instructed the previous day not to report to work.

7.03 Any employee reporting for work at 8:00 a.m. or any other time, and who cannot work due to inclement weather, shall be guaranteed two (2) hours' pay, whether they start work at a later hour being of no consequence, provided they remain on the job for two (2) hours' duration. The requirements of this provision shall not apply to any employee who was instructed the previous day not to report for work.

7.04 In case of lay-off, all persons will receive two hours' notice in advance or pay in lieu of notice.

ARTICLE 8 – WELFARE

8.01 The Employer agrees to contribute the amount of welfare as defined in Article 12 to the joint and equally trusteed Labourers' Multi-Local Welfare Trust Fund of Ontario, or Labourers' Local 837 Welfare Trust

Fund, for each hour worked by the employees of the Employer covered by this Agreement as mutually agreed by both parties.

ARTICLE 9 – PENSION

9.01 The Employer agrees to contribute the amount of pension as defined in Article 12 to the LiUNA Pension Fund of Central and Eastern Canada for each hour worked by the employees of the Employer covered by this Agreement.

ARTICLE 10 – WORKING DUES

10.01 The employees hereby agree that each Employer shall deduct from each employee the amount of working dues as defined in Article 12 per hour for each hour worked. Effective 2019, forty cents ($0.40) per hour of said amount is for Ontario Provincial District Council Working Dues to be remitted as provided for in Article 4.02 of the Master Portion. Such deductions shall be compiled monthly and remitted no later than the fifteenth (15th) day of each month following the month for which deductions were made and forwarded to Local 837.

10.02 **Administration Fund**

The Employer agrees to deduct from each employee, as working dues, the amount of three percent (3%) of gross wages, excluding vacation pay and remit same to the Union as per Article 4.02 of the Master Portion.

ARTICLE 11 – EMPLOYER'S ADMINISTRATION FUND

11.01 Each Employer bound by the terms of this Agreement shall contribute thirty cents ($0.30) per hour for each hour worked by each employee covered by this Agreement to the "Employers' Fund". Such contributions shall be mailed directly to the Trustees of the Welfare Fund, L.I.U.N.A. Local 837, 170 Jackson Street East, Hamilton, Ontario L8N 1L4, except as otherwise directed by the fifteenth (15th) day of the month following the month in which such contributions were made, together with a supporting statement

on one standard benefit reporting form showing all applicable deductions and/or contributions.

ARTICLE 12 – WAGES

12.01 Waterloo, Brant and Norfolk

ARTICLE 13 – STUDENTS/APPRENTICES

EFFECTIVE DATE	BASE RATE	VACATION PAY	WELFARE	LEGAL	SCHOL. FUND	PENSION	TRAINING	TRI-FUND	TOTAL PACKAGE	OPDC	CBTU	WORKING DUES	INDUSTRY FUND
Labourer,Form Worker,Confind Space Attendant,Grade-Person,Waterproofer													
05/06/24	$34.03	$3.40	$3.16	$0.20	$0.15	$9.00	$0.65	$0.05	$50.64	$0.40	$0.01	3%	$0.26
05/05/25	$35.23	$3.52	$3.35	$0.20	$0.15	$9.00	$0.65	$0.07	$52.17	$0.40	$0.01	3%	$0.30
05/04/26	$36.15	$3.61	$3.60	$0.20	$0.15	$9.00	$0.65	$0.07	$53.43	$0.40	$0.01	3%	$0.30
05/03/27	$37.06	$3.71	$3.85	$0.20	$0.15	$9.00	$0.65	$0.07	$54.69	$0.40	$0.01	3%	$0.30
Signal Person/Swamper/Concrete Vibrator Person/Forklift-Zoom Boom Operator, Confined Space Rescue,High Angle Rescue													
05/06/24	$35.53	$3.55	$3.16	$0.20	$0.15	$9.00	$0.65	$0.05	$52.29	$0.40	$0.01	3%	$0.26
05/05/25	$36.73	$3.67	$3.35	$0.20	$0.15	$9.00	$0.65	$0.07	$53.82	$0.40	$0.01	3%	$0.30
05/04/26	$37.65	$3.77	$3.60	$0.20	$0.15	$9.00	$0.65	$0.07	$55.09	$0.40	$0.01	3%	$0.30
05/03/27	$38.58	$3.86	$3.85	$0.20	$0.15	$9.00	$0.65	$0.07	$56.36	$0.40	$0.01	3%	$0.30
Foreperson													
05/06/24	$37.54	$3.75	$3.16	$0.20	$0.15	$9.00	$0.65	$0.05	$54.50	$0.40	$0.01	3%	$0.26
05/05/25	$38.75	$3.88	$3.35	$0.20	$0.15	$9.00	$0.65	$0.07	$56.05	$0.40	$0.01	3%	$0.30
05/04/26	$39.77	$3.98	$3.60	$0.20	$0.15	$9.00	$0.65	$0.07	$57.42	$0.40	$0.01	3%	$0.30
05/03/27	$40.79	$4.08	$3.85	$0.20	$0.15	$9.00	$0.65	$0.07	$58.79	$0.40	$0.01	3%	$0.30
Mason Tender I													
05/06/24	$35.23	$3.52	$3.16	$0.20	$0.15	$9.00	$0.65	$0.05	$51.96	$0.40	$0.01	3%	$0.26
05/05/25	$36.42	$3.64	$3.35	$0.20	$0.15	$9.00	$0.65	$0.07	$53.48	$0.40	$0.01	3%	$0..30
05/04/26	$37.35	$3.73	$3.60	$0.20	$0.15	$9.00	$0.65	$0.07	$54.75	$0.40	$0.01	3%	$0.30
05/03/27	$38.28	$3.82	$3.85	$0.20	$0.15	$9.00	$0.65	$0.07	$56.02	$0.40	$0.01	3%	$0.30
Mason Tender II/Mixer Operator/Lead Scaffold Erector/Brick Expeditor/Forklift Operator													
05/06/24	$35.73	$3.57	$3.16	$0.20	$0.15	$9.00	$0.65	$0.05	$52.51	$0.40	$0.01	3%	$0.26
05/05/25	$36.92	$3.69	$3.35	$0.20	$0.15	$9.00	$0.65	$0.07	$54.03	$0.40	$0.01	3%	$0.30
05/04/26	$37.85	$3.78	$3.60	$0.20	$0.15	$9.00	$0.65	$0.07	$55.30	$0.40	$0.01	3%	$0.30
05/03/27	$38.78	$3.87	$3.85	$0.20	$0.15	$9.00	$0.65	$0.07	$56.57	$0.40	$0.01	3%	$0.30
Cement Finisher													
05/06/24	$35.79	$ 3.57	$3.16	$0.20	$0.15	$9.00	$0.65	$0.05	$52.57	$0.40	$0.01	3%	$0.26
05/05/25	$36.98	$3.69	$3.35	$0.20	$0.15	$9.00	$0.65	$0.07	$54.09	$0.40	$0.01	3%	$0.30
05/04/26	$37.90	$3.79	$3.60	$0.20	$0.15	$9.00	$0.65	$0.07	$55.36	$0.40	$0.01	3%	$0.30
05/03/27	$38.83	$3.88	$3.85	$0.20	$0.15	$9.00	$0.65	$0.07	$56.63	$0.40	$0.01	3%	$0.30

13.01 The Employer shall have the right to one (1) apprentice for every ten (10) labourers. The parties agree to recognize Article 26.01 of the Master Portion of this Agreement in order to facilitate the hiring of apprentices through the Local Apprenticeship Committee (LAC) program.

ARTICLE 14 – RECALL

14.01 Under the provisions of Article 3.01 of the Master Portion, the Employer when adding to their work force shall have the prerogative of first requesting any unemployed member in good standing.

The member has to have been in their employ during the twelve (12) months of the date of rehire, and such employees shall retain a referral slip from the Union within two (2) working days of the date of rehire.

14.02 Members of other Local Unions, who have transferred into Local 837, will not be eligible for recall unless the member has transferred into Local 837 at least twelve (12) months prior to the date of recall. Members that transfer out of Local 837 with a company and back will have the right to be recalled within twelve (12) months of their return to membership in Local 837.

ARTICLE 15 – TRAINING

15.01 The Employer agrees to contribute the amount of sixty-five ($.65) per hour for each hour worked, as defined in the Monetary Wage Schedule, payable to L.I.U.N.A., Local 837 Training Trust Fund. Such deductions shall be compiled monthly and remitted no later than the fifteenth (15th) day of each month following the month for which the deductions were made and forwarded to Local 837.

15.02 **Specialty Non-Health and Safety Training**

The Employer will cover the cost of the training course and pay the employee(s) their straight time package for the time spent training.

ARTICLE 16 – FOREPERSON

16.01 A working labourer Foreperson shall be paid a premium equal to 10 percent 10% above the highest rate that they are supervising in the crew.

16.02 A labourer foreperson shall be appointed to direct members of the Union, where there are more than ten (10) members of the Union working on a shift for the same Employer.

ARTICLE 17 – UNION REPRESENTATIVE LEAVE OF ABSENCE

17.01 Officers of the Union or the Council shall be granted a leave of absence when required for Union or Council business, providing that one (1) week's notice is given to the Employer.

ARTICLE 18 – MAKE UP TIME

18.01 Where time is lost on a project due to weather conditions it may be made up at straight time for up to two (2) hours following the regular workday Monday to Friday and for the first four (4) hours on Saturday in the week in which the time was lost.

All such make up time shall be on a voluntary basis. Notice must be given the Union prior to work taken place

ARTICLE 19 – AMENDMENT OF CONTRIBUTION AMOUNTS

19.01 Local 837, with sixty (60) days' written notice to the Grand Valley Construction Association may amend the amount and/or distribution of contributions for pension, welfare, training and deductions for working dues, however, any such adjustment shall not alter the total wage benefit package.

ARTICLE 20 – ADMINISTRATION

20.01 The Employer shall have mobility of three (3) of its current employees and for any employees entitled to recall rights, as prescribed in Article 14 throughout the Counties of Waterloo, Wellington, Dufferin, Grey, Norfolk, and Brant, recognized as OLRB Areas 4, 6, 7, 27 and 28 for all employees under this Schedule (formerly Local 1081).

(a) The Employer agrees to notify the Local Union holding geographic jurisdiction over the work being performed with a list of its employees for purposes of mobility as described above prior to work commencing.

(b) In the interest of fostering good communication and labour relation, it is agreed between the union and Employers that a pre-job conference in any capacity (in-person, phone, video conference) shall be held upon the Employer receiving a notice of project or within no less than fourteen (14) days prior to commencement of work on a project.

20.02 When an Employer requires additional employees, it shall contact the responsible Local Union for any new hires under this Schedule.

20.03 The Union, including the parties to this Collective Agreement, recognize the GHGCA as the exclusive administrative party of this Collective Agreement and in specific, this Schedule.

20.04 The Employer agrees to send all remittances to Local 837 in accordance with this Schedule.

20.05 There shall be a single total wage package for all work performed in the Counties of Waterloo, Wellington, Dufferin, Grey, Norfolk, and Brant, recognized as OLRB Areas 4, 6, 7, 27and 28 (formerly Local 1081).

ARTICLE 21 – DRONES

21.01 The parties agree that employees will be notified a minimum of twenty-four (24) hours in advance in the event drones are to be utilized on site when workers are present. Employees will be also provided with the reason to why the drones are being used. No disciplinary action arising from the use of the drone footage shall be used against any employee

ARTICLE 22 – SAFETY, SANITATION AND SHELTER

22.01 The Employer endeavors to provide Cold drinking water daily in closed containers or portable coolers in addition to supplying the paper drinking cups

ARTICLE 23 – REFRACTORY WORKER

23.01 Refractory workers shall receive a premium of fifty cents ($0.55) per hour over the base hourly rate

LOCAL UNION SCHEDULE FOR LOCAL 1036
SAULT STE. MARIE

ARTICLE 1 – HOURS OF WORK

1.01 The regular hours of work for all employees shall be forty (40) hours per week, eight (8) hours per day, Monday to Friday inclusive, to be worked between the hours of 8:00 a.m. and 4:30 p.m.

1.02 The above-mentioned starting and quitting times may be varied by mutual consent of the Employer and the Union Business Manager.

ARTICLE 2 – OVERTIME

2.01 All time worked outside of the above-mentioned regular hours of work, as defined in Article 1.01, will be paid for at twice the employee's regular rate of pay.

2.02 In the event of overtime to be worked, then a work break of ten (10) minutes will be provided at the start of such overtime with no loss of pay to the employee for such a break, and every two (2) hours thereafter.

ARTICLE 3 – SHOW-UP TIME

3.01 Employees reporting for work and who are unable to start through no fault of their own, such as inclement weather, shortage of materials, etc., shall receive two (2) hours' pay plus travel allowance where applicable, unless they have otherwise been notified one (1) hour before starting time not to report to work, and provided they agree to remain at work for two (2) hours if requested to do so.

ARTICLE 4 – SHIFT WORK

4.01 When an employee is required to work on any shift other than the hours set out in Article 1.01, they shall be paid a shift premium of 1/7 regular hourly rate. However, at no time shall the second shift overlap the present-day shift by more than four (4) hours.

4.02 After eight (8) hours in any shift, or after the fifth shift in any week, the employee shall be paid double (2x) the straight time rate of pay. The provisions of this article shall not apply to refractory work.

4.03 When an employee covered by this Agreement is required to work more than ten (10) hours, a lunch or hot meal shall be provided for them by the Employer. It is also agreed that if such lunch is not provided, they shall be entitled to one (1) hour's pay at straight time.

ARTICLE 5 – VACATION AND STATUTORY HOLIDAY PAY

5.01 Vacation and statutory holiday pay for all employees covered by this Agreement shall be paid at the rate of ten percent (10%) of gross wages earned, as per government regulations.

5.02 Vacation and statutory holiday pay shall be paid weekly with wages.

ARTICLE 6 – RECALL

6.01 The Employer shall have the prerogative, when adding to their work force, to first rehire any employees who are unemployed and have been in their employ during the preceding twelve (12) months, provided that they are in good standing with the Union. Such employees shall obtain a referral slip prior to commencing employment.

6.02 The parties agree that after the fourth (4th) employee recalled under Article 6.01, the Union shall have the right to include one (1) employee of its choice who may be designated as Steward for the project.

ARTICLE 7 – SUPERVISION

7.01 Employees covered by this Agreement shall not be required to take directions or instructions in reference to the work they are doing or that is to be performed other than from their working foreperson or labour foreperson or general foreperson who shall be a member of the Labourers' International Union of North America, the Employer, or their designated representative.

7.02 It is further agreed that those employees covered by this Agreement,

who are assigned to assist or tender to other tradespersons, shall carry out those instructions from those tradespersons.

7.03 When a working foreperson or labour foreperson or a general foreperson is appointed by the Employer, they shall receive a minimum of two dollars ($2.00), two dollars and fifty cents ($2.50) and three dollars ($3.00) respectively, over the rate of the majority of the highest paid employees they are supervising.

7.04 When eight (8) labourers are employed on a project, the Employer shall appoint a working foreperson.

For the refractory work the Employer shall appoint a working foreperson when five (5) labourers are employed.

When the number of labourers employed on a project reaches fifteen (15), a labour foreperson shall be appointed by the Employer.

When the number of labourers employed on a project exceeds twenty (20), a general foreperson shall be appointed by the Employer.

ARTICLE 8 -TIME CLOCKS, CHECK-IN

8.01 If time clocks or check-in systems are required on a particular project, they will be established and maintained in good order by the Employer.

ARTICLE 9 – TRANSPORTATION, ROOM AND BOARD

9.01 There shall be a free zone extending to a radius of thirty-two (32) kilometres from the Sault Ste. Marie Service Canada Post Office, located at 451 Queen St. E., Sault Ste. Marie, Ontario.

9.02 On projects located outside of the free zones, the Employer may request the Union to refer any unemployed members in good standing registered on the out-of-list, who resides within a radius of thirty-two (32) kilometres of the project. Any member referred under this clause will not be entitled to receive travel allowance. Such a request shall not be unreasonably denied.

9.03 When an employee is required to travel beyond the free zone noted in Article 9.01, they shall receive a travelling allowance at the CRA Rate

per kilometre on through the duration of this Agreement, each way in lieu of travelling time. In the event that the Employer does not arrange suitable transportation and the employee is requested to take their own vehicle, the employee providing the vehicle will receive an additional CRA Rate per kilometre on through the duration of this Agreement. The number of kilometres in question will be based on the distance from the boundary of the free zone to the jobsite. The employee should be at the jobsite at starting time and work their scheduled shift.

9.04 (a) Accommodations on out-of-town projects shall be supplied by the Employer at the Employer's expense and shall be clean, adequate and acceptable to the Union. The Employer further agrees to pay board allowance of sixty seven dollars ($67.00) effective on ratification through the duration of this Agreement per day worked when supplying accommodation. When the Employer supplies such accommodation, employees shall be required to make use of them and shall not have the option of choosing room and board allowance.

(b) When accommodations are not supplied by the Employer room and board allowance of one hundred and forty five dollars ($145.00) effective on ratification through the duration of this Agreement, shall be paid to each employee working beyond an eighty (80) kilometre radius and within a one hundred and sixty (160) kilometre radius of the above-mentioned Sault Ste. Marie Service Canada Post Office. If work is performed on Saturday and/or Sunday, each employee shall be paid for these days.

9.05 When working beyond the one hundred and sixty (160) kilometre radius from the Sault Ste. Marie Service Canada Post Office, the employee shall receive the applicable board allowance on the basis of seven (7) days per week.

9.06 If the Employer chooses to pay room and board, they shall also pay the travel allowance as set out in Article 9.03 to enable the employee to reach the job site and shall also pay their way home at the aforesaid rate when the job has been completed. Where a member is continuously employed on a project lasting more than 2 months, the above allowance shall also be paid following each 60-day period of employment. If the employee quits without good reason, the travel allowance will not be paid.

9.07 The Employer agrees to provide where applicable a Canada Revenue

Agency Form T2200 "Declaration of Conditions of Employment" upon request of an employee.

ARTICLE 10 – CLASSIFICATIONS

10.01 **Group "A"**

Scaffold erector, signalperson, form stripper, carpenter helper, conveyor belt operator, truck driver, and all general labour not covered in Groups B, C or D, shall be paid the hourly rate as indicated below.

Group "B"

The regular wage for bricklayer and plasterer labourers shall be forty-five cents ($0.45) per hour above the minimum hourly rate indicated below. Forklift operator as per present practice in the jurisdictional area of Local 1036.

Group "C"

The regular rate of wages for routers, drillers, wagon drillers, jackhammer persons, gas or electric tool operators, mixer operators, small pump operators 4" discharge and under, small compressor operators, vibrator operator, mortar persons and chippers, as well as labourers required to work inside of any tank, vessels, towers, drums, exchangers, boilers, coolers, heaters and coke ovens, shall be forty-five cents($0.45) per hour above the minimum hourly rate as indicated below.

Group "D"

The regular wage for cement finishers, heater person, precast erectors and welders, powder persons and blasters and labourers performing work related to hazardous material clean up and restoration, shall be fifty-five cents ($0.55) per hour above the minimum hourly rate as indicated below.

Group "E"

Refractory brick expediters shall be paid a minimum of one dollar and fifty cents($1.50) above the minimum hourly rate listed below.

10.02 If an employee is performing work covered by the above classifications, they shall be paid the higher rate of pay for actual hours worked in that higher rate.

10.03 **Refractory Premium**

A premium of fifteen cents ($0.15) per hour over the regular wage for bricklayer labourers shall be paid for refractory work. Employees working where the temperature of the immediate working area is thirty-eight (38) degrees Celsius or greater, shall be paid a premium of fifty cents ($0.50) per hour above the established rate of pay. If any employee is entitled to this premium, they shall be paid the premium for the entire shift. It is agreed that no employee shall be required to work in an area where the temperature exceeds one hundred and fifty (150) degrees Fahrenheit or sixty-five (65) degrees Celsius.

ARTICLE 11 – RATES OF WAGES

11.01 Cement Finishing Trade Contractor Employers shall remit Employer Association Fund and the Cement Finisher Employer Training Fund as per Article 22 of the Cement Finishers Appendix.

EFFECTIVE DATE	BASERATE	VACATION PAY	H & W	DENOVA FUND	PENSION	TRAINING	TRI-FUND	TOTAL PACKAGE	WD DED.	DENOVA FUND	OPDC DUES	INDUSTRY FUND	INDUSTRY FUND
									Employee Deductions				
Group A													
05/06/24	$33.34	$3.33	$3.45	$0.02	$9.35	$0.65	$0.07	$50.21	$1.20	$0.02	$0.40	$0.40	$0.26
05/05/25	$34.55	$3.46	$3.45	$0.02	$9.35	$0.65	$0.07	$51.55	$1.40	$0.02	$0.40	$0.50	$0.30
05/04/26	$35.77	$3.58	$3.45	$0.02	$9.35	$0.65	$0.07	$52.89	$1.40	$0.02	$0.40	$0.50	$0.30
05/03/27	$36.73	$3.67	$3.45	$0.02	$9.45	$0.74	$0.07	$54.23	$1.50	$0.02	$0.40	$0.50	$0.30
Group B													
05/06/24	$33.56	$3.36	$3.45	$0.02	$9.35	$0.65	$0.07	$50.46	$1.20	$0.02	$0.40	$0.40	$0.26
05/05/25	$34.78	$3.48	$3.45	$0.02	$9.35	$0.65	$0.07	$51.80	$1.40	$0.02	$0.40	$0.50	$0.30
05/04/26	$36.00	$3.60	$3.45	$0.02	$9.35	$0.65	$0.07	$53.14	$1.40	$0.02	$0.40	$0.50	$0.30
05/03/27	$36.96	$3.69	$3.55	$0.02	$9.45	$0.74	$0.07	$54.48	$1.50	$0.02	$0.40	$0.50	$0.30
Group C													
05/06/24	$33.68	$3.37	$3.45	$0.02	$9.35	$0.65	$0.07	$50.59	$1.20	$0.02	$0.40	$0.40	$0.26
05/05/25	$34.68	$3.49	$3.45	$0.02	$9.35	$0.65	$0.07	$51.93	$1.40	$0.02	$0.40	$0.50	$0.30
05/04/26	$36.12	$3.61	$3.45	$0.02	$9.35	$0.65	$0.07	$53.27	$1.40	$0.02	$0.40	$0.50	$0.30
05/03/27	$37.07	$3.71	$3.55	$0.02	$9.45	$0.74	$0.07	$54.61	$1.50	$0.02	$0.40	$0.50	$0.30
Group D													
05/06/24	$33.78	$3.38	$3.45	$0.02	$9.35	$0.65	$0.07	$50.70	$1.20	$0.02	$0.40	$0.40	$0.26
05/05/25	$35.00	$3.50	$3.45	$0.02	$9.35	$0.65	$0.07	$52.04	$1.40	$0.02	$0.40	$0.50	$0..30
05/04/26	$36.22	$3.62	$3.45	$0.02	$9.35	$0.65	$0.07	$53.38	$1.40	$0.02	$0.40	$0.50	$0.30
05/03/27	$37.17	$3.72	$3.55	$0.02	$9.45	$0.74	$0.07	$54.72	$1.50	$0.02	$0.40	$0.50	$0.30

ARTICLE 12 – GENERAL CONTRACTORS EMPLOYING MASONS AND PLASTERERS

12.01 The following hours shall apply to masonry and plasterer tenders only: the regular workweek shall consist of forty-two and one-half (42 ½) hours made up of eight and one-half (8 ½) hours per day, Monday to Friday.

12.02 All employees covered by this Agreement shall be allowed ten (10) minutes wash up time prior to the end of the shift when working with refractory masons who enjoy such benefits.

ARTICLE 13 – WELFARE CONTRIBUTION AND DESCRIPTION OF REMITTANCE

13.01 The Employer agrees to contribute the amount outlined in Article 11.01 for every hour worked by each employee. Such contributions shall be paid and mailed to the Trustees of Labourers' Multi-Local Benefit Trust Fund, as provided in the Master Portion – Schedule "D", by the fifteenth (15th) day of the month following the month in which the hours were worked and shall be accompanied by a remittance report form for each employee on a form prescribed by the Trustees of the Fund. Each monthly report and contribution shall include all obligations arising from hours worked up to the close of the Employer's payroll ending nearest to the last day of the preceding calendar month.

13.02 The Employer agrees to contribute to the Labourers' Multi-Local Legal Trust. The parties acknowledge that these contributions are made to the Labourers' Multi-Local Benefit Trust which administers the contributions to the Labourers' Multi-Local Group Legal Trust and are included in the amount outlined in Article 11.01 as Health and Welfare.

13.03 The Employer and the Union agree that effective May 1, 2013, an employer contribution of two cents($0.02) per hour worked by each employee, as well as an employee deduction of two cents ($0.02) per hour worked by each employee will be combined and forwarded as outlined in Article 13.01, and that such amounts will be forwarded by the Trustees to the DeNovo Treatment Centre.

ARTICLE 14 – PENSION

14.01 The Employer agrees to contribute to the LiUNA Pension Fund of Central and Eastern Canada, the amount outlined in Article 11.01 for each hour worked by the employees of the Employer covered by this Agreement. Such contributions shall be made on or before the fifteenth (15th) day of the month following the month such hours were worked and shall be accompanied by a remittance report form for each employee on a form prescribed by the Trustees of the Fund. Each monthly report and contribution shall include all obligations arising from hours worked up to the close of the Employer's payroll ending nearest to the last day of the preceding calendar month.

ARTICLE 15 – LABOURERS' UNION WORKING DUES

15.01 The employees hereby agree that each Employer shall deduct an amount of one dollar and sixty cents($1.60) per hour for each hour worked to be allocated one dollar and twenty cents($1.20) to the Labourers' International Union of North America, Local 1036 and forty cents ($0.40) to Ontario Provincial District Council Working Dues. Such deductions shall be compiled monthly and Local Union Working Dues shall be made payable to and mailed to the Labourers' International Union of North America, Local 1036, not later than the fifteenth (15th) day of the month following the month for which deductions were made, for deposit to "Labourers' Union Working Dues".

ARTICLE 16 – NOTICE OF LAYOFF

16.01 In the case of layoff, all employees shall receive one (1) hour's notice in advance with pay, and they will be permitted to leave the job immediately after the one hour's notice is given. However, under no circumstances shall any employee covered by this Agreement be laid off during the first half of any shift.

ARTICLE 17 – GEOGRAPHICAL JURISDICTION

17.01 The District of Algoma.

ARTICLE 18 – EMPLOYER'S ADMINISTRATION FUND

18.01 Each Employer bound by this Agreement shall contribute fifty cents ($0.50) per hour for each hour worked by each employee covered by this Agreement as required by Article 4.04 of the Master Portion. This amount shall be remitted with welfare contributions as per Article 13.

ARTICLE 19 – TRAINING FUND

19.01 The Training Fund shall be known as L.I.U.N.A. Participating Locals Training and Rehabilitation Fund.

The Employer shall pay an amount of sixty-five cents ($0.65) per hour for each hour worked by each employee covered by the Agreement into the Training Fund.

19.02 Seven cents ($0.07) of the afore-mentioned amount shall be forwarded to the Canadian Labourers' Tri-Fund.

19.03 These monies shall be remitted in accordance with this Agreement on the fifteenth (15th) day of the month such hours were worked and shall be forwarded with pension contributions.

19.04 (a) The Union agrees that, upon request from a contractor bound to the terms of this Agreement, that it shall dispatch from the hall, or otherwise provide to the contractor, only those members who are fully trained by the Local in those aspects of Health and Safety and those aspects of training as agreed to from time to time by the Local Union and employers' association.

(b) The Local Union agrees that, upon request, it shall provide in writing, evidence satisfactory to the contractor that the training has occurred and that all dispatched members have received such training as referred to in Article 19.04 (a) above.

ARTICLE 20 – LOCAL SCHEDULE AND/OR TRADE APPENDIX AMENDMENT

20.01 The parties agree that upon review and mutual agreement, a project attracting bidders not bound to this Collective Agreement and having

a value of ten million dollars ($10,000,000.00) or less, shall have a base wage rate of eighty-five percent (85%) of the current I.C.l. wage rate in effect. In addition, the maximum regular weekly hours of work on such projects shall be forty-five, with a daily maximum of nine (9) hours. Any work performed on Saturday shall be optional. All other terms and conditions of the Collective Agreement shall remain as currently held in the Agreement.

20.02 Article 20.01 shall apply to Individual Industrial Projects of any value upon written application by the Local Association and written agreement by the Local Union on a project-by-project basis.

ARTICLE 21 - TRAINING

21.01 (a) The Union agrees that, upon request from a contractor bound to the terms of this Agreement, it shall dispatch from the hall, or otherwise provide to the contractor, only those members who are fully trained by the local in those aspects of Health and Safety and those aspects of training as agreed to from time to time by the Local Union and employers association and the LAC where required.

(b) The Local Union agrees that, upon request, it will provide, in writing, evidence satisfactory to the Contractor that the training has occurred and that all dispatched members have received such training as referred to in (a) above.

(c) The Union agrees the Health and Safety Training programs to be delivered are WHMIS/GHS, Confined Spaces, Working at Heights, Worker Health and Safety Awareness, and such provincially mandated Health and Safety Training Programs within the Industrial Commercial and Institutional sector.

(d) Require all employees to have available at all times the Training Verification Card provided to all employees by the union, which verifies the employee is qualified to perform the work as requested.

ARTICLE 22 – BENCH SITTING

22.01 A Member of Local 1036 who has quit his/her employment shall be registered at the bottom of the Union's out of work list and will be not allowed to be name hired for a minimum of 14 calendar days or longer based on the discretion of the Local Business Manager.

ARTICLE 23 – HIRING

23.01 When hiring for projects with the geographic jurisdiction of Local 1036 (Board Area 21) the Employer may employ one (1) Labour Foreperson who is a member in good standing from any LiUNA local union. However, if the Employer wished to employ additional individuals who are not members of Local 1036, then it shall meet with the Local 1036 Business Manager prior to the commencement of the project to agree in writing on who shall be transferred to Local 1036's geographic jurisdiction. All individuals transferred to Local 1036's geographic jurisdiction shall require a referral slip prior to commencing work. For clarity, in the event of a conflict between this provision and the language set out in the Master Agreement, this provision shall prevail in all cases.

LETTER OF UNDERSTANDING

Between

Sault Ste. Marie Construction Association
("SSMCA")

- and –

Labourers' International Union of North America, Local 1036
("Union")

Re: Article 9 Transportation Room and Board

WHEREAS the SSMCA has advised the Union that its members are experiencing difficulty competitively bidding on short-term projects less than seven (7) days in duration as a result of Article 9.05 of the Local Union Appendix;

AND WHEREAS the parties wish to ensure that signatory employers remain competitive and increase work opportunities for the Union's members;

THEREFORE, the parties agree as follows:

1. The parties shall meet prior to December 31, 2022 to make good faith efforts to amend Article 9.05 or enter into a project specific Local Schedule Exemption or Amendment pursuant to Article 20 of the Master Portion of the Provincial ICI Agreement.

2. The following draft language shall serve as a basis for subsequent discussions, without prejudice to either parties' ability to amend or reject any amendment to Article 9.05 and maintain the status quo:

   9.05 When working beyond the one hundred and sixty (160) kilometre radius from the Sault Ste. Marie Service Canada Post

Office, the employee shall receive the applicable board allowance on the basis of seven (7) days per week for projects lasting six (6) or more days. For projects with a duration of five (5) days or less, members shall be paid the applicable board allowance for each day worked or each day on site.

Dated this 24th day of April, 2025 at Toronto, Ontario.

"Scott Booth"	" Wayne Scott"
For the SSMC	For the Union

NOTES

LOCAL UNION SCHEDULE FOR LOCAL1059 – LONDON

ARTICLE 1 – INCLEMENT WEATHER AND SHOW-UP TIME

1.01 Where an employee reports at the beginning of a shift but is unable to commence work because weather conditions are unsuitable, the employee shall be paid three (3) hours of pay in addition to any shift work premium or travel allowance (in accordance with articles 5 and 10). Notwithstanding the above, payment of the three (3) hour show up time is dependent on the employee remaining at work for the three (3) hour duration (after their designated start time), unless instructed by the Employer that they may leave.

1.02 When an employee is called into work outside of their normal hours of work, they shall receive a minimum of three (3) hours' work paid at the appropriate premium rate in addition to any shift work premium or travel allowance (in accordance with articles 5 and 10).

1.03 Four (4) hours' pay shall be allowed by the Employer when an employee covered by this Agreement reports for work at the Employer's yard or jobsite and no work is available due to reasons other than the inclement weather, provided however, the employee remains on the job during the four (4) hours if requested to do so by their foreperson. In the event of the job being rained out or stoppage by inclement weather or other causes, the employees will be paid to the next one-half (1/2) hour.

1.04 By mutual consent of the Local Union and the affected Employer, should inclement weather cause employees on a project to lose eight (8) hours or more during a Monday to Friday regular work week, then Saturday may be worked as make-up time, at straight time rates. Employees working on Saturday shall not work in excess of the regular work week hours on a Monday to Saturday basis. If the employee works over the number of hours of a regular work week the overtime rates shall apply to the excess hours. It is understood and agreed that make-up time is on a voluntary basis only. Employees not wishing to work the make-up time shall not be subject to disciplinary action or layoff.

ARTICLE 2 – WELFARE, PENSION & TRAINING

2.01 **Welfare and Group Legal**

The Employer agrees to contribute the sum as outlined in Article 3.01 per hour for welfare to the joint and equally trusteed LIUNA Local 1059 Benefit Trust Fund for each hour worked by the employees of the Employer or designated alternative by the Local Union with thirty (30) days written notice.

2.02 **Pension**

The Employer agrees to contribute the sum as outlined in Article 3.01 per hour worked to the LiUNA Pension Fund of Central and Eastern Canada.

2.03 **Training**

The Employer agrees to pay the sum as outlined in Article 3.01 per hour worked to the Labourers' International Union of North America, Local 1059 Training Trust Fund for each hour worked by employees of the Employer.

2.04 **RRSP**

Two dollars ($2.00) per hour worked shall be deducted and remitted to Local 1059 for Group RRSP. Such amounts shall not be taxed on a weekly basis and shall be deducted from the gross pay for the computation of taxes. These monies shall be remitted to Local 1059 by the fifteenth (15th) day of the month following the month for which deductions were made.

2.05 Local 1059, with thirty (30) days written notice to the London & District Labour Relations Inc., may amend the amount of contributions for pension, welfare or training and deduction for Union dues or GRSP, but any such adjustment shall not affect the total wage package.

ARTICLE 3 – WAGE RATES, VACATION PAY AND HOLIDAY PAY

3.01 The minimum rates of wages in the Counties of Middlesex, Huron, Perth, Oxford, Elgin and Bruce shall be:

EFFECTIVE DATE	BASE RATE	VACATION PAY - 10%	WELFARE	PENSION	TRI-FUND	TRAINING	TOTAL PACKAGE	UNION ADMIN	OPDC ADMIN	GRSP	INDUSTRY FUND
								Employee Deductions			
MIDDLESEX, ELGIN, OXFORD - Labourer											
05/06/24	$37.91	$3.79	$3.50	$6.25	$0.05	$0.60	$52.10	$0.95	$0.40	$2.00	$0.25
05/05/25	$38.84	$3.88	$3.60	$6.45	$0.07	$0.65	$53.49	$1.02	$0.40	$2.00	$0.25
05/04/26	$39.74	$3.97	$3.70	$6.75	$0.07	$0.65	$54.88	$1.04	$0.40	$2.00	$0.25
05/03/27	$40.64	$4.06	$3.80	$7.00	$0.07	$0.70	$56.27	$1.06	$0.40	$2.00	$0.25
MIDDLESEX, ELGIN, OXFORD - Skilled Labourer: Forklift/Zoom Boom Operator, Rubup, Parging, Grouting, Grinding											
05/05/25	$40.34	$4.03	$3.60	$6.45	$0.07	$0.65	$55.14	$1.02	$0.40	$2.00	$0.25
05/04/26	$41.24	$4.12	$3.70	$6.75	$0.07	$0.65	$56.53	$1.04	$0.40	$2.00	$0.25
05/03/27	$42.14	$4.21	$3.80	$7.00	$0.07	$0.70	$57.92	$1.06	$0.40	$2.00	$0.25
HURON, BRUCE, PERTH - Labourer											
05/06/24	$37.91	$3.79	$3.50	$6.25	$0.05	$0.60	$52.64	$0.95	$0.40	$2.00	$0.25
05/05/25	$39.34	$3.93	$3.60	$6.45	$0.07	$0.65	$54.04	$1.02	$0.40	$2.00	$0.25
05/04/26	$40.25	$4.02	$3.70	$6.75	$0.07	$0.65	$55.44	$1.04	$0.40	$2.00	$0.25
05/03/27	$41.15	$4.12	$3.80	$7.00	$0.07	$0.70	$56.84	$1.06	$0.40	$2.00	$0.25
HURON, BRUCE, PERTH - Skilled Labourer: Forklift/Zoom Boom Operator, Rubup, Parging, Grouting, Grinding,											
05/05/25	$40.84	$4.08	$3.60	$6.45	$0.07	$0.65	$55.69	$1.02	$0.40	$2.00	$0.25
05/04/26	$41.75	$4.18	$3.70	$6.75	$0.07	$0.65	$57.10	$1.04	$0.40	$2.00	$0.25
05/03/27	$42.65	$4.27	$3.80	$7.00	$0.07	$0.70	$58.49	$1.06	$0.40	$2.00	$0.25

- Skilled Labourers are to receive a minimum of $1.50 more per hour than the General Labourer rate

3.01 (a) The above rates in the Skilled Labour Schedule will apply to hours actually worked in the classification.

3.02 Vacation and holiday pay for all employees covered by this Agreement shall be paid at the rate of ten percent (10%) of the hourly wage rate and shall be paid weekly.

3.04 Employees agree to request time off by providing their employer with at least five (5) days advance notice with the exception of special circumstances/emergencies. Such requests for time off by employees shall not be unreasonably denied.

ARTICLE 4 – LIUNA CANADIAN TRI-FUND

4.01 Labourers' International Union of North America, Local 1059 and the E.B.A. may only by mutual consent, allocate any part of the total wage package to the following funds:

- Labourers' A.G.C. Education and Training Fund;
- Labourers' Health and Safety Trust Fund of North America;
- Labourers' Employers Co-Operation and Education Trust Fund;
- Tri-Fund to be remitted to the Local Union Office.

ARTICLE 5 – SHIFT WORK

5.01 Shift work shall be worked when requested by the Employer. It is agreed and understood that shift work shall comprise at least two (2) separate working shifts in any one twenty-four (24) hour period.

5.02 All regular shift work shall take place from Monday to Friday of a calendar week. In order to adopt this system, the shift periods will commence at 12:01 a.m. Monday morning and the final shift period of the week be complete not later than 11:59 p.m. Friday evening. Each shift will be on the job for an eight (8) hour period and all shifts will be paid for their lunch break of thirty (30) minutes.

5.03 Regular rates of pay will be paid for the shift commencing at 8:00 a.m. and finishing at 4:00 p.m. The other two (2) shifts will be paid at the rate of one and one-eighth times (1-1/8x) the regular rate of pay.

5.04 All shift work between the hours of 12:01 a.m. Saturday morning and 11:59 p.m. Sunday evening shall be paid for at double (2x) the regular rate of pay.

5.05 No employee shall be permitted to work more than one (1) shift in any twenty-four (24) hour period unless the overtime rate of double (2x) the regular rate of pay is paid. The termination of any shift schedule shall always be no later than 11:59 p.m.

5.06 No employee transferred to shift work shall lose any actual working hours because of the transfer.

ARTICLE 6 – IRREGULAR WORKING HOURS

6.01 Upon written consent between the Union and the Employer, the normal starting and quitting times and/or the regular hours of work per day and/or hours per week may be varied on a project if it is determined to be beneficial to do so, and/or because of work required to be done is in an occupied premise.

ARTICLE 7 – LABOURERS' UNION ADMINISTRATIVE FUND, DEDUCTIONS

7.01 The employees hereby agree that each Employer shall deduct the amounts as set out in Article 3.01 per hour, for each hour earned as provided in Article 4.02 of the Master Portion.

ARTICLE 8 – HOURS OF WORK AND OVERTME

8.01 The regular work week shall consist of forty (40) hours, eight (8) hours per day, Monday to Friday inclusive, between the hours of 7:00 a.m. to 4:30 p.m. with one-half (1/2) hour for lunch. All work exceeding the regular eight (8) hours per day shall be considered overtime at the applicable rate. This does not apply to employees who are normally employed with the tending of bricklayers' and plasterers' helpers. Their working hours will consist of eight and one-half (8 ½) hours per day, 7:00 a.m. to 4:30 p.m. All work before and after their regular hours shall be considered overtime at the applicable rate.

The above-mentioned starting and quitting times may be varied by mutual written consent of the Employer and the Union Business Manager.

8.02 All work performed before 7:00 a.m. or after 4:30 p.m. shall be deemed overtime and shall be paid at double (2x) the regular day shift hourly rate of pay, save and except the provisions of this Schedule relating to shift work.

8.03 All work performed on Saturday and Sunday shall be deemed overtime work and shall be paid at double (2x) the regular day shift hourly rates of pay.

8.04 When employees are required to work overtime on Saturdays, Sundays or holidays, permission must be obtained from the Union. Any overtime worked shall be on a voluntary basis and no employee shall be penalized for exercising this right.

8.05 It shall be the responsibility and duty of the Employer to see that all members of Local Union 1059 receive an equal share of work.

8.06 In the event overtime is to be worked, which will be approximately two (2) hours' duration or more, then a work break of ten (10) minutes will be provided before the start of such overtime with no loss of pay to the employee for such breaks.

8.07 In the event overtime is to be worked which will be in excess of three (3) hours' duration, then a paid lunch break of one-half (1/2) hour will be provided by the Employer at the overtime rate of double (2x) the regular day shift and where practicable, food will be made available.

ARTICLE 9 – GENERAL WORKING CONDITIONS

9.01 It is the intent of this Schedule that no Union member shall be discriminated against in respect of hiring or being continued in their employment because of age only.

9.02 Consideration for hiring of Union designated older members to be done on an equitable basis. The Union agrees that any member hired in this category shall be competent and capable of performing the required work.

9.03 Employees who have obtained tools from the Employer's tool crib shall be allowed sufficient time to return such tools during working hours. Employees receiving such tools shall be responsible for the return of such tools.

9.04 A list of names of labour employees covered by this Schedule working on a project will be provided to the Business Representative if they request the job superintendent for it.

9.05 Should a job run out of materials or equipment break down before the end of the working day, the members shall receive the full day's pay providing they remain on the job at the request of the Employer.

9.06 The parties agree that a premium of one-seventh (1/7th) above the base rate shall be paid when the employees are working on swing stages, bosun's chairs or suspended scaffold only.

ARTICLE 10 – TRAVEL EXPENSE

10.01 For projects located within forty (40) kilometres from London City Hall ("London Free Travel Zone") employees shall provide transportation for themselves at no cost to the Employer.

If an employee is required to travel between projects during work hours using their own transportation, they shall be paid at the rate of sixty-five cents ($0.65) per kilometre as well as their hourly rate and all other contribution benefits for time spent travelling. Time spent travelling between projects will count towards overtime.

All employees directed to travel to a project beyond the forty (40) kilometre London Free Travel Zone as specified in Article 10.01 above, shall receive sixty-five cents ($0.65) per kilometre from the edge of the London Free Travel Zone to the Project and return to the London Free Travel Zone. In all cases where mileage is paid, the most direct and practical route shall be used in calculating expenses notwithstanding a minimum of twenty dollars ($20.00) per day shall be paid.

10.02 **Project Free Travel Zone**

Projects beyond the London Free Travel Zone shall have a forty (40) kilometre "Project Free Travel Zone" placed around them. Employees who reside with the Project Free Travel Zone shall provide for themselves, at no cost to the Employer, all necessary transportation to the project. Employees residing outside the Project Free Travel Zone, shall receive sixty-five cents ($0.65) per kilometre to the edge of the Project Free Travel Zone from their residence and return. The most direct and practical route shall be used in calculating expenses notwithstanding a minimum of twenty dollars ($20.00) per day shall be paid.

10.03 Employees including general labourers employed by any Employer performing work covered by the Trade Appendix for Mason Tenders and directed to work on a project beyond twenty-five (25) kilometres from London City Hall, shall be paid mileage in the manner and amounts contained in the Brick and Allied Craft Union of Canada ICI Collective Agreement.

10.04 The Employer shall endeavour to supply or arrange parking for the employee(s) at no cost to the employee(s). The Employer will consult with the Union to examine options to address any parking issues. Effective September 1, 2025, where the Employer cannot supply or arrange parking and there are no reasonable alternate parking options available, the Employer will pay up to a maximum of twenty dollars ($20.00) per day to employees who provide parking receipts within fifteen (15) calendar days. Upon production of receipts by the employee, payment shall be made within two (2) pay periods. Parking payments will be included on the employee's pay cheque and identified on paystubs.

ARTICLE 11 – LODGING ALLOWANCE

11.01 On projects one hundred and fifty (150) kilometres or more from London City Hall, the employee shall choose between suitable lodging by the Employer or effective May 1, 2025 be paid the rate of two hundred dollars ($200.00) per day unless the employee is provided with suitable single room occupancy lodging and a meal allowance of $60.00/day.

11.02 Travelling expenses to and from the project at the rate of sixty-five cents ($0.65) cents ($0.65) per kilometre effective May 1, 2025, shall be paid weekly to the employees when working on a project one hundred and fifty (150) kilometres or more from home, in addition to the board allowance as provided in Article 11.01 above.

ARTICLE 12 – UNION REPRESENTATIVE

12.01 Officers of the Union or the Council shall be granted leave of absence when required for Union or Council business, providing that reasonable notice is given to the Employer.

ARTICLE 13 – JOINT COMMITTEE

13.01 In recognition of the importance of addressing industry issues in a timely manner; the Parties agree to meet at least on a bi-annual basis to review the current schedule and/or discuss other industry related matters.

ARTICLE 14 – LAY-OFF

14.01 In case of lay-off, all persons will receive two (2) hours of notice in advance with pay.

ARTICLE 15 – CLASSIFICATION

15.01 In the event there is a dispute regarding an employee's classification found in article 3.01, the Parties agree to meet to discuss and resolve the matter in a timely manner.

ARTICLE 16 – FOREPERSON'S RATE AND CONDITIONS

16.01 Working foreperson shall be paid no less than four dollars and fifty cents ($4.50) per hour above the classification of the highest paid person of which they are supervising. There shall be a minimum of one (1) working foreperson when more than five (5) labourers are employed on a crew.

When a non-working foreperson is employed, they shall be paid a minimum of five dollars ($5.00) per hour above the highest paid labourer they are supervising.

ARTICLE 17 – EMPLOYER'S ADMINISTRATION FUND

17.01 Each Employer bound by this Agreement shall contribute twenty-five cents ($0.25) per hour, for each hour worked by each employee covered by this Agreement as required by Article 4.04 of the Master Portion.

Such monies to be directed with Local Union Working Dues to the Local Union and the Local Union shall forward said monies to the London & District Labour Relations Inc. upon receipt.

ARTICLE 18 – INTERPRETATION OF AGREEMENT

18.01 Where there is a conflict between this Schedule and any other provision of the Provincial Agreement, then the provisions of this Schedule shall apply.

ARTICLE 19 – ADMINISTRATION OF AGREEMENT

19.01 The Employer, including the parties to this Collective Agreement, recognizes Local 1059 as the exclusive administrative party of this Collective Agreement and in specific this Schedule.

ARTICLE 20 – TRAINING PROGRAMS

20.01 Regular employees shall be required to obtain the following certificates prior to commencing employment:

- Propane Certificate
- Confined Spaces
- Traffic Control
- Standard First Aid & CPR
- Construction Legislation/Worker Health and Safety, Awareness in 4 Steps
- Working at Heights (WAH)
- Hoisting and Rigging

This requirement is contingent on the availability of the classes being provided by the Labourers' International Union of North America, Local 1059 Training Trust Fund.

ARTICLE 21 – HIRING OF EMPLOYEES

21.01 The Employer and the Union agree that this hiring clause supersedes and replaces Master Portion Article 3.01 (b) and 3.02 (a) for all projects south of a line drawn between and including Goderich and Palmerston.

(a) The Employer shall have the right to name hire from Local 1059, conditional on such person begin registered of the Local

union's out of work list and being a member of Local 1059 for a period of at least 3 months prior to the request for such person by the Employer

(b) A person cleared by Local 1059, transferred from another Labourers' Local shall be considered a name hire under (a) above.

ARTICLE 22 – APPRENTICESHIP PROGRAMS

22.01 The Apprenticeship Program including any plan and amendments thereto agreed to by the Construction Craft Worker (C.C.W.) I.C.I./ Masonry Apprenticeship Committee shall be incorporated in their entirety into and form part of this Agreement as if an original party thereto.

22.02 An apprentice that has had their contract of Apprenticeship cancelled by the LAC and upon written notice of same by the Union to the Employer shall immediately cause the discharge from employment of that employee.

ARTICLE 23 – SUBCONTRACTING

23.01 The Union agrees that contractors and/or sub-contractors engaged to perform work covered by the Collective Agreement between the Formwork Council of Ontario and the Ontario Formwork Association complies with Master Portion, Article 2.05.

ARTICLE 24 – FINAL CONSTRUCTION CLEAN-UP

24.01 Final construction clean-up is work, when forming part of an ICI general contract, is limited to the final dusting, floor polishing and waxing, hand wiping and cleaning of any surfaces including walls, furniture, windows, fixtures and millwork, and vacuuming of all floors after all construction debris has been removed.

The Union and the Employer agree that this work is covered by Master Portion Article 2.05 (a) when it forms part of the Employers' contract.

The Union and the Employer agree that this work when subcontracted to a specialty cleaning company that has a collective agreement with Local 1059 for ICI final construction clean-up, is not a violation of Article 2.05 (a).

The parties to the ICI Collective Agreement recognize that such agreement may have different terms and conditions of employment than this Agreement.

The Union undertakes to provide a list of such specialty employers to signatory general contractors.

ARTICLE 25 – SAFE VEHICLES

25.01 An employee required to drive an Employer's vehicle primarily to transport other employees from the Employer's designated assembly point or yard to and from jobsites more than forty (40) kilometres from London City Hall shall be paid two times (2x) the applicable mileage referred to in Article 25.02 below.

25.02 In all cases when the Employer supplies transportation it will be deemed suitable for passengers by the Ministry of Transportation and all tools and equipment shall be secured and kept separate from employees. And notwithstanding Article 10.03 of this schedule, transportation being provided for such employees will result in mileage being capped for drivers at fifty-five dollars ($55.00) per day for jobsites between forty (40) and one hundred and twenty (120) kilometres from London City Hall and one hundred and ten ($110.00) per day for job sites more than one hundred and twenty (120) kilometres from London City Hall. Passengers shall receive twenty-five dollars ($25.00) and forty-five dollars ($45.00) for the same kilometre zones noted above.

ARTICLE 26 – OVERPAYMENT

26.01 For any overpayment that amounts to three hundred dollars ($300.00) or less, the Employer will deduct the full amount of the overpayment from the next regular pay. Notification of the overpayment will be sent to the employee and the Union. The

Employer shall advise the Union and obtain the employee's consent prior to recovery of the funds for any overpayment over three hundred dollars ($300.00). Should the employee withhold consent, the Employer reserves its right to seek recovery through the grievance procedure or other legal proceedings.

NOTES

LOCAL UNION SCHEDULE FOR LOCAL 1059
BOARD AREA 28 – COUNTY OF GREY

ARTICLE 1 – HOURS OF WORK

1.01 The regular working hours for employees covered by this Agreement shall be eight and one-half (8 ½) hours per day and forty-two and one-half (42 ½) hours per week, to be worked between the hours of 7:00 a.m. and 5:00 p.m., Monday, Tuesday, Wednesday, Thursday and Friday. Employees will be allowed a lunch period of one-half hour (1/2) to one (1) hour, depending on the individual project practice.

1.02 **Refractory Hours of Work**

The regular work week shall consist of forty (40) hours as follows: eight (8) hours per day, between the hours of 8:00am and 4:30pm, Monday through Friday with Saturday, Sunday and Holidays at double time (2x) the hourly rate.

ARTICLE 2 – OVERTIME

2.01 The rate of pay for time worked in excess of the regular working hours shall be at time and one-half (1 1/2x) for the first two (2) hours of overtime and at the rate of double time (2x) over and above the two (2) hours worked. Saturdays, Sundays and holidays shall be at double time (2x) rates.

2.02 For industrial maintenance construction work carried out on Saturdays, the first eight (8) hours shall be at time and one-half (1 1/2x). Any additional hours shall be at double time (2x). For purposes of this clause, maintenance construction shall consist of repair work, alterations and changes within existing industrial facilities.

2.03 The Employer shall provide, free of charge to each employee, a hot meal on all shifts lasting more than twelve (12) hours or pay fifteen dollars ($15.00) to each employee in lieu of a hot meal.

ARTICLE 3 – SHIFT WORK

3.01 The regular shift work shall take place from Monday to Friday of a calendar week. In order to adopt this system, the shift periods will

commence at 12:01 a.m. Monday morning and the final shift period of the week must be complete no later than 11:59 p.m. Friday evening. Each shift will be on the job for an eight (8) hour period.

3.02 Regular rates of pay will be paid for the shift commencing at 8:00 a.m. and finishing at 4:00 p.m. The other two shifts will be paid at the rate of one and one-eighth times (1 1/8x) the regular hourly rate of pay.

3.03 All shift work between the hours of 12:01 a.m. Saturday morning and 11:59 p.m. Sunday evening shall be paid for at double (2x) the regular hourly rate of pay.

3.04 No employee shall be permitted to work more than one shift in any twenty-four (24) hour period unless the overtime rate of pay is paid. The termination of any shift schedule shall always be no later than 11:59 p.m.

ARTICLE 4 – VACATION PAY

*Vacation pay will be in accordance with the Master Portion and adopted herein.

4.01 Vacation pay and recognized holiday allowance will be paid at the rate of ten percent (10%) of gross earnings. It being understood that six percent(6%) shall be designated as vacation pay and four percent (4%) in lieu of recognized holiday pay.

4.02 Vacation pay and Statutory Holiday pay to be paid weekly.

(a) All work performed on Saturday, Sundays and the following recognized holidays shall be paid at double (2x) the regular rate of wages: New Year's Day, Boxing Day, Christmas Day, Labour Day, Dominion Day (Canada Day), Good Friday Thanksgiving Day, Victoria Day, Civic Holiday, Family Day and any other statutory holiday legally declared and/or proclaimed by the Federal Government. The Parties jointly recognize the importance of Remembrance Day and National Day of Truth and Reconciliation and agree that no employee shall experience discrimination of any kind for electing to take the day off work unpaid, provided a minimum of forty-eight (48) hours written notice is given to the Employer.

(b) If any of the above holidays fall on a Saturday or Sunday, such holidays shall be observed on the day or days immediately following the weekend. Vacation pay shall include an amount in lieu of payment of holidays.

(c) When any of the above-named holidays fall on a Tuesday, Wednesday or Thursday, the Employer and Local Union Business Manager may, by mutual agreement, reschedule the holiday to a Monday or a Friday

4.03 On every April 28th (Day of Mourning), the parties agree to recognize and participate in actions (1) and (2) of Article 9.01 of the Master Portion of this Agreement.

ARTICLE 5 – TRAVEL AND TRANSFER DURING WORKING HOURS

5.01 Where the Employer transfers an employee from one job to another during working hours, the transportation and time in transit shall be paid by the Employer.

5.02 Any employee covered by this Agreement who drives a company vehicle, shall be paid transportation time both ways.

5.03 It is understood that if the Employer requires an employee to be out of town overnight, the Employer shall provide a suitable room at a maintained lodging establishment for the employee and a meal allowance of sixty dollars ($60.00) for each day the employee is required to be out of town. The Employer will make every effort to provide single-occupancy accommodations. However, when this is not possible or practical, room occupancy shall be limited to a maximum of two employees per room.

5.04 Unless single room occupancy and a meal allowance is provided as described in Article 5.03 above, an employee may choose between the overnight room and board provided for in Article 5.03 or be paid an amount of one hundred forty dollars ($140.00) for room and sixty dollars ($60.00) for meal per day they are required to be out of town in lieu of 5.03.

5.05 Travelling expenses shall be paid to all employees who are required to report for work outside of the free zones described below at the rate of fifty-five cents ($0.55) per kilometre effective May 1, 2025 from the

edge of the free zone to that job site and return.

- Zone One, a forty-kilometre radius from City Hall in Cambridge
- Zone Two, a forty-kilometre radius from the Town Hall in Flesherton
- Refer to map to be attached which shall replace the zone chart

5.06 When an employee is transferred at the request of the Employer during working hours and provided their own transportation, they shall be paid their regular rates of pay while travelling from job to job, plus transportation costs of fifty-five cents ($0.55) per kilometre.. The travel allowance will also apply when reporting allowance under Articles7.01 and 7.02 applies.

5.07 The Employer shall endeavor to supply or arrange parking for the employee(s) at no cost to the employee(s). The Employer will consult with the Union to examine options to address any parking issues. Effective May 1, 2025, where the Employer cannot supply or arrange free parking and there are no reasonable alternate parking options available, the Employer will pay up to a maximum of ten dollars ($10.00) per day to employees who provide parking receipts within 15 calendar days. Upon production of receipts by the employee, payment shall be made within two pay periods. Parking payments will be included on the employee's pay cheque and identified on paystubs.

Upon layoff or termination, employees will immediately receive any outstanding and accrued parking together with their separation documents upon presentation of receipts.

ARTICLE 6 – IRREGULAR WORKING HOURS

6.01 The normal project starting and quitting times may be varied, if in the opinion of both parties, it would be beneficial to the project to do so and/or because the work required to be done is in occupied premises. When these conditions apply, eight (8) continuous working hours per day shall be worked.

6.02 Any work performed under these conditions, outside of the regular working hours of 7:00 a.m. to 5:00 p.m., shall be paid for at one and one-eighth times (1 1/8x) the regular rate of pay, save and except when overtime rates apply.

ARTICLE 7 – EMPLOYMENT AND REPORTING ALLOWANCE

7.01 Any member of the Union being sent to a job by the Business Representative at the request of any Employer or their representative and within a specified time limit, shall be guaranteed a minimum of two (2) hours' pay provided that the Employer or their representative has been given a list of names of the employees of the Business Representative proposed to send.

7.02 Any employee reporting for work at 8:00 a.m. or any other time when so instructed and who cannot or is not permitted to work by reason of shortage of materials, shall be guaranteed three (3) hours pay, whether they start work at a later hour being of no consequence, providing they remain on the job for three (3) hours' duration. The requirements of this provision shall not apply to any employee who was instructed the previous day not to report to work.

7.03 Any employee reporting for work at 8:00 a.m. or any other time, and who cannot work due to inclement weather, shall be guaranteed two (2) hours' pay, whether they start work at a later hour being of no consequence, provided they remain on the job for two (2) hours duration. The requirements of this provision shall not apply to any employee who was instructed the previous day not to report for work.

7.04 In case of lay-off, all persons will receive two (2) hours' notice in advance or pay in lieu of notice.

ARTICLE 8 – WELFARE

8.01 The Employer agrees to contribute the amount of welfare as defined in Article 12 to the joint and equally trusteed Labourers' Local 1059 Welfare Trust Fund, for each hour worked by the employees of the Employer covered by this Agreement as mutually agreed by both parties.

ARTICLE 9 – PENSION

9.01 The Employer agrees to contribute the amount of pension as defined in Article 12 to the LiUNA Pension Fund of Central and Eastern Canada for each hour worked by the employees of the Employer covered by this Agreement.

ARTICLE 10 – UNION DUES

10.01 The employees hereby agree that each Employer shall deduct from each employee the amount of working dues as defined in Article 12 per hour for each hour worked. Effective 2019, forty cents ($0.40) of said amount is for Ontario Provincial District Council Working Dues to be remitted as provided in Article 4.02 of the Master Portion. Such deductions shall be compiled monthly and remitted no later than the fifteenth (15th) day of each month following the month for which deductions were made and forwarded to Local 1059.

ARTICLE 11 – ASSOCIATION CONTRIBUTIONS

11.01 Each Employer bound by this Agreement shall contribute thirty cents ($0.30) per hour, for each hour worked by each employee covered by this Agreement as required by Article 4.04 of the Master Portion.

Such monies to be directed with Local Union Working Dues to the Local Union and the Local Union shall forward said monies to the Golden Horseshoe General Contractors Association.

ARTICLE 12 – WAGES

12.01

EFFECTIVE DATE	BASE RATE	VACATION PAY - 10%	WELFARE	PENSION	TRI-FUND	TRAINING	TOTAL PACKAGE	UNION ADMIN	OPDC ADMIN	GRSP	INDUSTRY FUND
								Employee Deductions			
Labourer, Form Worker, Confined Space Attendant, Grade-Person, Waterproofer											
05/06/24	$36.14	$3.61	$3.50	$6.75	$0.05	$0.60	$50.65	3%	$0.40	$2.00	$0.26
05/05/25	$37.36	$3.74	$3.60	$6.75	$0.07	$0.65	$52.17	3%	$0.40	$2.00	$0.30
05/04/26	$38.43	$3.84	$3.70	$6.75	$0.07	$0.65	$53.44	3%	$0.40	$2.00	$0.30
05/03/27	$39.22	$3.92	$3.80	$7.00	$0.07	$0.70	$54.71	3%	$0.40	$2.00	$0.30
Signal Person/Swamper, Concrete Vibrator Person, Forklift/Zoom Boom Operator, Confined Space Rescue, High Angle Rescue											
05/06/24	$37.64	$3.76	$3.50	$6.75	$0.05	$0.60	$52.30	3%	$0.40	$2.00	$0.26
05/05/25	$38.86	$3.89	$3.60	$6.75	$0.07	$0.65	$53.82	3%	$0.40	$2.00	$0.30
05/04/26	$39.93	$3.99	$3.70	$6.75	$0.07	$0.65	$55.09	3%	$0.40	$2.00	$0.30
05/03/27	$40.72	$4.07	$3.80	$7.00	$0.07	$0.70	$56.36	3%	$0.40	$2.00	$0.30

EFFECTIVE DATE	BASE RATE	VACATION PAY - 10%	WELFARE	PENSION	TRI-FUND	TRAINING	TOTAL PACKAGE	UNION ADMIN	OPDC ADMIN	GRSP	INDUSTRY FUND
								Employee Deductions			
MASON TENDER 1											
05/06/24	$37.55	$3.76	$3.50	$6.50	$0.05	$0.60	$52.37	3%	$0.40	$2.00	$0.26
05/05/25	$39.05	$3.90	$3.60	$6.50	$0.07	$0.65	$53.77	3%	$0.40	$2.00	$0.30
05/04/26	$40.00	$4.00	$3.70	$6.75	$0.07	$0.65	$55.17	3%	$0.40	$2.00	$0.30
05/03/27	$40.91	$4.09	$3.80	$7.00	$0.07	$0.70	$56.57	3%	$0.40	$2.00	$0.30
MASON TENDER 2 - Mixer Operator/Lead Scaffold Erector/Brick Expeditor/Forklift Operator											
05/06/24	$38.05	$3.81	$3.50	$6.50	$0.05	$0.60	$53.97	3%	$0.40	$2.00	$0.26
05/05/25	$40.54	$4.05	$3.60	$6.50	$0.07	$0.65	$55.41	3%	$0.40	$2.00	$0.30
05/04/26	$41.53	$4.15	$3.70	$6.75	$0.07	$0.65	$56.85	3%	$0.40	$2.00	$0.30
05/03/27	$42.47	$4.25	$3.80	$7.00	$0.07	$0.70	$58.29	3%	$0.40	$2.00	$0.30
CEMENT FINISHER											
05/06/24	$37.88	$3.79	$3.50	$6.75	$0.05	$0.60	$52.57	3%	$0.40	$2.00	$0.26
05/05/25	$39.11	$3.91	$3.60	$6.75	$0.07	$0.65	$54.09	3%	$0.40	$2.00	$0.30
05/04/26	$40.17	$4.02	$3.70	$6.75	$0.07	$0.65	$55.36	3%	$0.40	$2.00	$0.30
05/03/27	$40.96	$4.10	$3.80	$7.00	$0.07	$0.70	$56.63	3%	$0.40	$2.00	$0.30
FOREPERSON: In accordance with Article 16; working foreperson shall be paid 10% above the highest rate that they are supervising in the crew.											

Certified Health and Safety Representative shall receive a premium of fifty cents ($0.50) above their classification.

ARTICLE 13 – APPRENTICES

13.01 The Employer shall have the right to one (1) apprentice for every ten (10) labourers. The parties agree to recognize Article 26.01 of the Master Portion of this Agreement in order to facilitate the hiring of Apprentices through the Local Apprenticeship Committee (LAC) Program.

ARTICLE 14 – RECALL

14.01 Under the provisions of Article 3.01 of the Master Portion, the Employer when adding to its work force shall have the prerogative of first requesting any unemployed members in good standing.

The member has to have been in their employ during the twelve (12) months of the date of rehire, and such employees shall retain a referral slip from the Union within two (2) working days of the date of rehire.

14.02 Members of other Local Unions, who have transferred into Local 1059, will not be eligible for recall unless the member has transferred into Local 1059 at least twelve (12) months prior to the date of recall. Members that transfer out of Local 1059 with a company and back will have the right to be recalled within twelve (12) months of their return to membership in Local 1059.

ARTICLE 15 – TRAINING

15.01 The Employer agrees to contribute an amount as prescribed in Article 12 – Wages, payable to L.I.U.N.A., Local 1059 Training Trust Fund. Such deductions shall be compiled monthly and remitted no later than the fifteenth (15th) day of each month following the month for which the deductions were made and forwarded to Local 1059.

15.02 Specialty Non-Health and Safety Training – The Employer will cover the cost of the training course and pay the employee(s) their straight-time package for the time spent.

ARTICLE 16 – FOREPERSON

16.01 A working Labourer Foreperson shall be paid a premium equal to ten percent (10%) above the highest rate they are supervising in the crew.

16.02 A Labourer Foreperson shall be appointed to direct members of the Union, where there are more than ten (10) members on a shift for the same Employer.

ARTICLE 17 – UNION REPRESENTATION LEAVE OF ABSENCE

17.01 Officers of the Union or the Council shall be granted leave of absence when required for Union or Council business, providing that one (1) week's notice is given to the Employer.

ARTICLE 18 – MAKE-UP TIME

18.01 Where time is lost on a project due to weather conditions it may be made up at straight time for up to two (2) hours following the regular workday Monday to Friday and for the first four (4) hours on Saturday in the week in which the time was lost.

All such make-up time shall be on a voluntary basis and notice must be given to the Union prior to work taking place.

ARTICLE 19 – AMENDMENT OF CONTRIBUTION AMOUNTS

19.01 Local 1059, with sixty (60) days written notice to the Grand Valley Construction Association, may amend the amount of contributions for Pension, Welfare, Training, and/or deductions for Union dues, but such adjustments shall not affect the total wage package.

ARTICLE 20 – ADMINISTRATION

20.01 The Employer shall have mobility of three (3) of its current employees and for any employees entitled to recall rights, as prescribed in Article 14 throughout the Counties of Waterloo, Wellington, Dufferin, Grey, Norfolk and Brant, recognized as OLRB Areas 4, 6, 7, 27 and 28 for all employees under this Schedule (formerly Local 1081).

(a) The Employer agrees to notify the Local Union with geographic jurisdiction over the work being performed with a list of its' employees for the purpose of mobility as described above prior to work commencing.

(b) In the interest of fostering good communication and labour relations, it is agreed between the Union and Employers that a pre-job conference in any capacity (in-person, phone, video

conference) shall be held upon the Employer receiving a notice of project or within no less than fourteen (14) days prior to commencement of work on a project.

20.02 When an Employer requires additional employees, it shall contact the responsible Local Union for any new hires under this Schedule.

20.03 The Union, including the parties to this Collective Agreement, recognize the Golden Horseshoe General Contractors' Association ("GHGCA") as the exclusive administrative party of this Collective Agreement and in specific, this Schedule.

20.04 The Employer agrees to send all remittances to Local 1059, in accordance with this Schedule.

20.05 There shall be a single total wage package for all work performed in the Counties of Waterloo, Wellington, Dufferin, Grey, Norfolk and Brant, recognized as OLRB Areas 4, 6, 7, 27 and 28 (formerly Local 1081).

ARTICLE 21 – SAFETY, SANITATION AND SHELTER

21.01 The Employer endeavours to provide cold drinking water daily in closed containers or portable coolers in addition to supplying paper drinking cups

ARTICLE 22 - DRONES

21.02 The Parties agree that employees will be notified a minimum of twenty-four (24) hours in advance in the event drones are to be utilized on site when workers are present. Employees will also be provided with the reason as to why the drones are being used. No disciplinary action arising from the use of drone footage shall be used against any employee.

LOCAL UNION SCHEDULE FOR LOCAL 1089 – SARNIA

ARTICLE 1 – ADMINISTRATION OF AGREEMENT

1.01 The Employer, the Council and the Employer Bargaining Agency recognize L.I.U.N.A. Local 1089 and the Sarnia Construction Association (the "Association") as the sole and exclusive Administrators of the entire Agreement for all work performed under the terms of this Agreement in the County of Lambton, Province of Ontario.

ARTICLE 2 – HOURS OF WORK

2.01 The regular working week shall consist of forty (40) hours as follows: eight (8) hours per day, Monday to Friday inclusive, between the hours of 8:00 a.m. and 4:30 p.m. These hours shall be subject to negotiation if to the mutual benefit of both parties to this Agreement. It is further agreed that week ending shall coincide with the Unemployment Insurance Commission requirements being midnight Saturday night.

2.02 The work break provisions of Article 5.11 – Shift Work may be applied to regular Hours of Work – Article 2.01 provided any Employer establishing such breaks must notify the Business Manager of Local 1089 or in their absence, their duly recognized representatives, before establishing such breaks. When establishing such breaks on the regular hours of the work the conditions of Article 5.11 shall apply.

ARTICLE 3 – RECOGNIZED HOLIDAYS

3.01 Should the Federal Government declare an additional statutory holiday to those listed in Article 9.01 of the Master Portion of this Agreement before the expiration of this Agreement, such holiday shall be recognized in the area covered by this Appendix.

ARTICLE 4 – OVERTIME CONDITIONS

4.01 All overtime worked outside the regular hours outlined in Article 2 above, including Saturdays and Sundays, shall be paid at the rate of double time (2x) for the type of work being performed.

4.02 When any labourers are required to work overtime, there shall be a labour foreperson who remains on the job to supervise such labourers. It is necessary to have the Union Steward present for such overtime work.

4.03 It shall be the responsibility and duty of the labour general foreperson and the Employer to see that all members of Local 1089 receive an equal share of overtime work and lists of members who are working overtime, shall be given to the Union Steward of the job. The Union Steward will, in turn, keep an accurate record of these lists for the use of the Union office and members.

4.04 A hot meal will be supplied the second hour after the regular shift and every four (4) hours thereafter, at no expense for the meal and no pay deductions for the time used to consume such meal to the employee. In lieu of the hot meal, the Employer may supply a meal voucher with a minimum value of thirty-five dollars ($35.00).

4.05 Notwithstanding the provisions of Article 7.02 of the Master Portion of this Collective Agreement, it is understood and agreed that for all work performed in occupied premises, as in accordance with Article 7.02 on Saturday, Sunday and Statutory Holidays, payment shall be at the overtime rate as specified in this Schedule.

ARTICLE 5 – SHIFT WORK

5.01 In the event of it becoming necessary to work shift work in any job, to qualify as a "Shift Job", two (2) full shifts must be worked in any twenty-four (24) hour period and each of these shifts must continue for at least three (3) consecutive working days.

5.02 No shift shall be less than three (3) consecutive working days duration.

5.03 The first shift shall be from 8:00 a.m. to 4:00 p.m. with lunch break included within these hours, without any pay deductions to the employee.

5.04 The second shift shall be a shift commencing any time after 8:00 a.m. and before 8:00 p.m. The labourers on the second shift shall receive eight (8) hours pay for seven (7) hours of work.

5.05 The third shift shall be a shift commencing any time after 8:00 p.m. and before 2:00 a.m. The labourers working this shift shall receive eight (8) hours pay for six (6) hours of work.

5.06 The eighth hour on the second shift and the seventh and eighth hours on the third shift, or any other additional hours, shall be paid at the rate of double time (2x).

5.07 In all shifts, lunch period shall be included in the above-mentioned hours, without any pay deductions to the employee.

5.08 It is further agreed by both parties that any Employer establishing a shift must notify the Business Manager of Local 1089 or, in their absence, their duly recognized Representative, before establishing such a shift.

5.09 Labourers who are called to fill a shift, who do not complete three (3) full shifts, are to be paid regular overtime rates for all time worked. Labourers who quit of their own volition, or are discharged for just cause, shall be paid at the regular shift rate.

5.10 Work Breaks – On a ten (10) hour workday (shift) there shall be two (2) fifteen (15) minute refreshment breaks.

5.11 **Work Breaks**

When working eight (8) hour shifts the Employer may schedule two (2) thirty-minute (30) paid breaks in each shift in lieu of the regular scheduled coffee and lunch breaks (Master Portion – Article 16 – Refreshment and Lunch Break) on such shifts. When the Employer chooses to schedule two (2) thirty-minute (30) breaks (in lieu of regular scheduled coffee and lunch breaks), there will be a thirty (30) minute paid break in the first four (4) hours of the shift and a thirty (30) minute paid break in the second four (4) hours of the shift.

When working ten (10) hour shifts, the Employer may schedule two (2) thirty-minute (30) paid breaks in each shift in lieu of the regular scheduled coffee and lunch breaks (Master Portion – Article 16 – Refreshment and Lunch Break) on such shifts. When the Employer chooses to schedule two (2) thirty-minute (30) breaks (in lieu of the regular scheduled coffee and lunch breaks), there will be a thirty (30) minute paid break in the first five (5) hours of the shift and a thirty (30) minute paid break in the second five (5) hours of the shift.

When working scheduled twelve (12) hour shifts the Employer may schedule three (3) thirty-minute (30) paid breaks in each shift in lieu of the regular scheduled coffee and lunch breaks (Master Portion – Article 16 – Refreshment and Lunch Break) on such shifts. When the Employer chooses to schedule the thirty-minute (30) breaks (in lieu of the regular scheduled coffee and lunch breaks), there will be a thirty (30) minute paid break in the first four (4) hours of the shift, a thirty (30) minute paid break in the second four (4) hours of the shift and a thirty (30) minute paid break in the third four (4) hours of the shift.

Employer to provide a meal voucher.

ARTICLE 6 – MINIMUM WAGES

6.01 Employees performing the duties of a cement finisher as described in Article 16.01 of the Local 1089 Cement Finishers Appendix shall be paid in accordance with Article 12.03 of the Local 1089 Cement Finisher wage schedule.

									Employee Deductions		
EFFECTIVE DATE	BASE RATE	VACATION PAY	WELFARE	GRSP	PENSION	TRAINING	TRI-FUND	TOTAL PACKAGE	WORKING DUES	OPDC ADMIN	INDUSTRY FUND
			(E)	(E)	(E)	(E)	(W)		(E)	(W)	
Group A: Labourer											
05/06/24	$37.56	$3.76	$3.15	$1.75	$7.70	$0.75	$0.05	$54.72	$1.64	$0.40	$0.35
05/05/25	$39.26	$3.93	$3.25	$1.75	$7.90	$0.75	$0.07	$56.91	$1.64	$0.40	$0.35
05/04/26	$39.94	$3.99	$3.35	$1.75	$8.10	$0.80	$0.07	$58.00	$1.64	$0.40	$0.35
05/03/27	$40.65	$4.07	$3.45	$1.75	$8.30	$0.80	$0.07	$59.09	$1.64	$0.40	$0.35
1st Year Apprentice (60% of Total Package)											
05/06/24	$21.25	$2.13	$3.15	$0.75	$4.76	$0.75	$0.05	$32.84	$0.99	$0.40	$0.35
05/05/25	$22.15	$2.22	$3.25	$0.75	$4.96	$0.75	$0.07	$34.15	$0.99	$0.40	$0.35
05/04/26	$22.43	$2.24	$3.35	$0.75	$5.16	$0.80	$0.07	$34.80	$0.99	$0.40	$0.35
05/03/27	$22.75	$2.27	$3.45	$0.75	$5.36	$0.80	$0.07	$35.45	$0.99	$0.40	$0.35
2nd Year Apprentice (75% of Total Package)											
05/06/24	$28.07	$2.81	$3.15	$0.85	$5.36	$0.75	$0.05	$41.04	$1.23	$0.40	$0.35
05/05/25	$29.27	$2.93	$3.25	$0.85	$5.56	$0.75	$0.07	$42.68	$1.23	$0.40	$0.35
05/04/26	$29.70	$2.97	$3.35	$0.85	$5.76	$0.80	$0.07	$43.50	$1.23	$0.40	$0.35
05/03/27	$30.17	$3.02	$3.45	$0.85	$5.96	$0.80	$0.07	$44.32	$1.23	$0.40	$0.35

(i) Trade Improvement Fund (TIF) – Effective May 14, 2019 the Employer shall contribute the sum of five cents ($0.05) to a Trade Improvement Fund (TIF). Effective May 3, 2020 this sum shall be increased by an additional five cents($0.05) (total contribution ten cents ($0.10)). Effective May 2, 2021, a further additional five cents($0.05) contribution shall be made (total contribution fifteen cents($0.15).

(ii) Effective June 6, 2022, the Employer shall contribute the sum of three cents ($0.03) to the Local 1089 Scholarship Fund.

(iii) Effective June 6, 2022, the Employer shall contribute the sum of two cents ($0.02) to the Local 1089 Retiree Fund.

6.02 Employer contributions to welfare, dental, pension, G.R.S.P., TIF, training, scholarship and retiree funds for overtime hours worked shall be remitted at double (2x) the regular rate.

6.03 Vacation pay at the rate of six percent (6%) and statutory holiday pay at the rate of four percent (4%), shall be paid weekly on the employee's pay.

6.04 Employer contributions to welfare, dental, pension, G.R.S.P., TIF and training funds, shall be remitted to the Administrator designated by Local 1089 for each Fund in accordance with the provisions of Article 18.03 of the Master Portion of this Agreement.

6.05 Working dues for the Ontario Provincial District Council and Secretariat Fund are to be on one (1) cheque payable to the LiUNA Pension Fund of Central and Eastern Canada and shall be remitted directly to:

The LiUNA Pension Fund of Central and Eastern Canada,
P.O. Box 9002, Lakeshore West PO,
Oakville, Ontario L6K 0G1.

The Employer agrees to deduct the sum as outlined in Article 6 per hour for Local Union Working dues and Ontario Provincial District Council dues.

ARTICLE 7 – CLASSIFICATIONS AND PREMIUMS

7.01 **Group "A"**

General Labourer: Hourly rate as set out in Article 6.01.

Group "B"

Mortar mixers, air electric and gas tool operators and labourers working with fire brick or refractory material, thirty-five cents ($0.35) per hour above the Group "A" rate.

Group "C"

Mortar mixers working with acid and fire brick or any other refractory materials, one dollar ($1.00) per hour above the Group "A" rate.

Group "D"

Gun and nozzle operators, one dollar ($1.00) per hour above the Group "A" rate.

Group "E"

Forklift Operators, one dollar ($1.00) per hour above the Group "A" rate. Rate applies when there is continuous operation for more than half the shift.

Group "F"

Asbestos Abatement Worker, two dollars ($2.00) per hour above the Group "A" rate.

7.02 A tool crib operator shall receive one dollar ($1.00) per hour above the General Labourers rate of pay.

7.03 Union Stewards shall be paid fifty cents ($0.50) per hour above the General Labourers rate of pay. This premium will become effective whenever there are thirty (30) labourers on a project.

7.04 (a) A premium of one dollar ($1.00) per hour above the General Labourers rate of pay shall be paid to all labourers working on any type of suspended swinging scaffolding from fifty (50) feet and upwards.

(b) Labourers working on the construction of chimney, smokestacks and concrete storage or similar like structures, rate to be mutually agreed on its own merits by the Employer and the Union before job commences.

7.05 Dirty pay shall be paid in the amount of fifty cents ($0.50) per hour above the regular rate or classifications of work when a labourer is required to work inside of any tank, vessels, towers, drums, exchangers, boilers, coolers and heaters.

7.06 In the event that a labourer's work is such that they qualify for more than one (1) of the premium rates provided herein, they shall be paid the highest premium rate for the job they are entitled to.

7.07 In the event of other classifications becoming necessary, apart from those listed in this Agreement, then wage rates for those classifications shall be negotiated immediately as they arise.

ARTICLE 8 – WAGES FOR TUNNEL WORKERS

8.01 All underground tunnel work shall be paid seventy-five cents ($0.75) per hour above the basic labourers' rate for underground labourers.

8.02 Muckers will receive one dollar ($1.00) per hour above the basic labourers' rate.

8.03 Miners will receive one dollar and thirty cents ($1.30) per hour above the basic labourers' rate.

ARTICLE 9 – FOREPERSON'S RATE

Industrial Foreperson Rate

9.01 Working labour forepersons shall be paid not less than three dollars and fifty cents ($3.50) per hour above the Group "A" Labourer rate.

9.02 Non-working labour forepersons shall be paid not less than four dollars ($4.00) per hour above the Group "A" Labourer rate.

9.03 General forepersons shall be paid not less than five dollars ($5.00) per hour above the Group "A" Labourer rate.

9.04 The general area foreperson shall be paid not less than six dollars and fifty cents ($6.50) per hour above the Group "A" Labourer rate.

Commercial & Institutional Foreperson Rate

9.05 Working labour foreperson shall be paid not less than two dollars & eighty-five cents ($2.85) per hour above the Group A Labourer Rate.

9.06 Non-working labour foreperson shall be paid not less than three dollars & fifty cents ($3.50) per hour above the Group A Labourer Rate.

9.07 General foreperson shall be paid not less than four dollars & thirty-five dollars ($4.35) per hour above the Group A Labourer Rate.

9.08 The general area foreperson shall be paid not less than five dollars & eight-five cents ($5.85) per hour above the Group A Labourer Rate.

ARTICLE 10 – FOREPERSON'S DUTIES

10.01 The area general foreperson shall receive orders from the Employer or their supervisor and shall give orders to the general foreperson. The general foreperson shall in turn, give orders to the labourers under their supervision. In no case shall the labourers receive orders from any other source, except when instructed to do so by their labour foreperson.

10.02 Whenever there is more than one (1) labourer on a project, there shall be a working labour foreperson or a non-working labour foreperson on the same project. With twelve (12) labourers or more on a project, no labour foreperson shall be a working foreperson. No labour foreperson shall supervise more than twelve (12). With twenty (20) labourers on a project, a general foreperson shall be added. No general foreperson shall supervise more than five (5) forepersons. With fifty (50) labourers on a project, an area general foreperson shall be added. All supervision mentioned above will be included within the number specified.

ARTICLE 11 – GENERAL CONDITIONS

11.01 When labourers are working for an Employer that is involved in shutdowns, revamps, wrecking or turnaround work, the Employer will supply those labourers entitled to dirty pay and where warranted, with protective clothing or coveralls and proper gloves, at no cost to the employees.

11.02 No person shall be refused employment because of their sex, race, colour, creed, age or national origin. The Union and the Employer agree that it is the right of every employee to work in an environment free from sexual harassment.

11.03 In the matters of formal discipline including discharge for cause, the employee shall be entitled to the presence of a Union Steward or Representative during the disciplinary process. It is agreed that the absence of such Union Steward or Representative shall not be a bar to the application of discipline.

11.04 All employees shall receive their pay cheques in a sealed envelope.

ARTICLE 12 – REPORTING TIME

12.01 Two (2) hours shall be paid when an employee is instructed to report to a designated sign-on area by the Employer and is told that no work is available that day or is assigned to a different shift.

12.02 When termination during other than normal business hours is necessary, the Employer will pay a two (2) hour termination allowance if pay cheques are not available at termination. It is understood that the final pay cheques will be available after 2:00 p.m. of the next normal business day.

12.03 Four (4) hours shall be paid to labourers when work is suspended or cancelled due to other than inclement weather and no other work is available.

12.04 The Employer may not request the labourers to remain on the job once the labourers have been informed that the job is suspended.

12.05 In the case of inclement weather, the employee shall be paid two (2) hours and the Employer may request the labourers to work inside or under shelter or wait in the lunchroom during this two (2) hour waiting time. However, after the two (2) hour waiting period, the Union Steward and the General Superintendent of the project, or their representatives, will decide whether it is feasible to work, according to the weather conditions at that time.

12.06 When parking lot becomes an issue on a job because of location of

the said job site, the company and the Union Representatives will negotiate walking time. Each problem is to be handled on its own merit.

12.07 Labourers who do not receive ten (10) hours notice for a cancelled or suspended shift, shall receive three (3) hours of pay.

ARTICLE 13 – TRAVEL ZONE ALLOWANCE

13.01 "Free Zone" is defined as the County of Lambton.

13.02 When an employee who is employed by the Employer is required to work outside of Lambton County, the Employer shall choose between suitable lodging and single room occupancy by the Employer or be paid the rate of one hundred & fifty dollars ($150.00) per day.

ARTICLE 14 – DISCHARGE AND QUITTING

14.01 In the case of layoff, all employees shall receive two (2) hours' notice in advance with pay, and they will be permitted to leave the job immediately after the two (2) hours' notice is given.

14.02 When any labourers are laid off, the Employer shall issue such labourers with a termination slip to be presented to the Union office.

ARTICLE 15 – OBLIGATIONS OF MEMBERS

15.01 Any member convicted of violating any part of this Agreement, shall be dealt with as directed by Local 1089.

ARTICLE 16 – HIRING PROCEDURE

16.01 The Employer agrees that all labourers, area general forepersons, general forepersons and the labour forepersons in their employ, shall be members in good standing of Local 1089 and shall not be hired until a proper Referral Slip, duly signed from the Union Office of Local 1089, is placed in the Employer's possession and verified by the Union Steward.

16.02 (a) The Employer shall be permitted to recall former employees who are unemployed and registered at the Local Union Office, provided they do so within a twelve (12) month period from the date of lay-off and said employees are in good standing with the Union.

If the employee has been recalled outside the Union office hours, the Employer must notify the Union Office by 10:00 a.m. the next regular business day.

(b) The Employer shall be allowed to name hire one foreperson per project. Such employee shall be paid the applicable foreperson's rate for a minimum of six (6) weeks if retained by the Employer. If the employee is laid off within six (6) weeks and is recalled, they shall continue to be paid the applicable Foreperson's rate until this requirement is satisfied.

16.03 (a) On jobs requiring additional labourers to be hired, the Employer shall provide sufficient notice to the Union where practical.

(b) On jobs requiring additional labourers to be hired, the Employer shall be allowed to name hire one (1) in five (5) labourers per project.

ARTICLE 17 – APPRENTICES

17.01 1st year apprentice – up to 1200 hours earned

- Rate calculated at 60% of total package

2nd year apprentice – 1200 - 2400 hours earned

- Rate calculated at 75% of total package

The Union shall ensure that these apprentices complete a Safety and Basic Training Course at the Local Union's Training Centre.

As these apprentices become available, the Employer will be permitted to hire one (1) apprentice for every five (5) labourers hired. The reverse order will apply on lay-off. Recall provisions shall not apply to apprentices.

ARTICLE 18 – SUBCONTRACTING

18.01 The Employer agrees to engage only subcontractors who are in contractual relations with the Union and/or its affiliated bargaining agents for all work covered by this Agreement.

ARTICLE 19 – TRUST FUND

19.01 **Vacation Pay, Welfare, Pension, G.R.S.P., Trust Funds**

The parties understand and agree that the Trustees of all Local 1089 Trust Funds shall be appointed by Local 1089, in its absolute discretion and the parties hereby waive the requirements of joint trusteeship under Article 18.01 (a) of the Master Portion of this Agreement. It is understood that only Articles 18.02, 18.03, 18.04, 18.08, 18.10 and 18.11 of the Master Portion shall apply to contributions as set out herein, provided that a Board of Arbitration or O.L.R.B. under Article 14 of the Master Portion may issue a decision consistent with the provisions of Articles 18.05, 18.06 and 18.07 of the Master Portion. Local 1089 agrees to save and hold harmless the Employer and the Association of any and all liabilities as a result of making such payment as a result of this Article.

19.02 (a) **Training Fund**

The Employer agrees to contribute from the total wage package the sum as outlined in Article 6 per hour earned by the employee of the Employer covered by this Agreement to Local 1089 Training Fund.

Such monies shall be remitted together with the administration monies directly to Local 1089 by the fifteenth (15th) day of the month following the month for which contributions were made. The parties understand and agree that the Trustees of the aforesaid Local 1089 Training Fund shall be appointed by Local 1089 in its absolute discretion and the parties hereby waive the application of Article 18.02 of the Master Portion of this Agreement to the Local 1089 Training Fund.

(b) **Safety Training Fund**

(i) All labourers will report to work trained to all required IEC safety programs. In respect of this requirement, the Employer

agrees to contribute fifty-nine cents ($0.59) per hour earned to Labourers' Local 1089 to cover all costs associated with the training.

IEC training requirements other than Basic Safety Orientation (BSO) will be implemented when the IEC approves Labourers' Local 1089 Trainers. In consideration of this condition, the parties shall make every effort to get this approval done as soon as possible. BSO at the IEC shall begin effective May 1, 2010 or on the date of settlement and/or ratification.

IEC Fall Arrest Training, Confined Spaces, Safety Watch and 3M & North Fit Test (Respirator fit tests – two tests) shall be phased in by the parties by mutual agreement.

(ii) Subject to the other express conditions set forth in Article 19.02, where an employee of an Employer to which the Sarnia Schedule applies ("Employer") attends the training set out in paragraph 19.02 (b) (i) above, the Employer shall pay to or on behalf of said employee, their regular "straight-time" wages, including all vacation pay, benefits and contributions associated with attending such training.

(iii) The Union (out of its own money or the Safety Training Fund) shall, upon receipt of an invoice from or on behalf of an Employer, reimburse the Employer for all payments and costs paid to or on behalf of the member by the Employer in accordance with Article 19.02 (b) (ii) (Including, for example, Employer Health Tax, but excluding indirect costs such as overhead and administrative), provided that the Union shall not be required to reimburse an Employer for any such amount or costs not actually paid or remitted. For clarity, this obligation shall only apply to courses that are required IEC safety programs.

(iv) An employee for the purpose of subparagraphs (ii) and (iii) above means a member who has been cleared to work for an Employer in accordance with the Collective Agreement. It is agreed that such persons remain an employee until their employment has been terminated and/or they have been laid off from employment and issued a Record of Employment or

separation slip and that the training set out in Article 19.02 (b) (i) above shall, subject to the said training being available, be taken or received at a time when renewal is required, particularly in relation to members whose employment has been terminated or who have been laid-off.

(v) The invoice of the Employer shall be submitted at the same time as making the monthly contributions referred to in this Collective Agreement and shall set out the name and Social Insurance Number/Member Number of the employee, the hours paid, and the total costs, including wages and benefits, to be reimbursed. It is expressly understood that the above-noted contribution referred to in Article 19.02 (b) (i) is an additional remittance that is incorporated, in whole, into the Labourers' Local 1089 Training Fund remittance, on one (1)cheque made payable to Local 1089 Training Fund, in a manner specified by the Provincial Collective Agreement.

ARTICLE 20 – G.R.S.P. FUND

20.01 Local Union 1089 agrees to save and hold harmless the Employer and the Association of any and all liabilities as a result of establishment and payment into such fund. All administration costs and reporting to employees shall be the responsibility of Local 1089.

ARTICLE 21 – EMPLOYERS' ADMINISTRATION FUND

21.01 Each Employer bound by this Agreement shall contribute thirty-five cents ($0.35), for each hour worked by each employee covered by this Agreement, as required by Article 4.04 of the Master Portion, plus thirteen percent (13%) H.S.T.

ARTICLE 22 – L.I.U.N.A. CANADIAN TRI-FUND

22.01 The Employer shall pay the sum of seven cents ($0.07) for each hour worked as directed by Local 1089 on the fifteenth (15th) day of the calendar month following the month in which these hours were worked.

ARTICLE 23 – INTERPRETATION OF AGREEMENT

23.01 In the event of conflict between this Appendix and any other section of this Agreement, the Sarnia Appendix shall in all instances prevail in the County of Lambton, Province of Ontario.

LETTER OF UNDERSTANDING

BETWEEN:

PROVINCIAL EMPLOYERS' BARGAINING AGENCY – LABOURERS

("PEBAL")

– and –

THE ONTARIO MASONRY CONTRACTORS' ASSOCIATION

("the OMCA")

– and –

SARNIA CONSTRUCTION ASSOCIATION

("the SCA")

– and –

LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 1089

("Local 1089")

WHEREAS there are masonry contractors specializing in refractory masonry installation and repair bound to the Provincial ICI Collective Agreement between PEBAL and Labourers' International Union of North America, Ontario Provincial District Council, on behalf of its affiliated Local Unions 183, 247, 493, 506, 527, 607, 625, 837, 1036, 1059, 1081 and 1089, for work falling within the Industrial, Commercial and Institutional (ICI) sector of the construction industry in the Province of Ontario (the "PCA");

AND WHEREAS the OMCA is a constituent member of PEBAL and an employers' organization responsible for the negotiation and administration of the Trade Appendix For Masonry Tenders contained in the PCA ("the MTA), which requires that Employer funds be paid by employers employing a mason tender;

AND WHEREAS the SCA is a constituent member of the Construction Labour Relations Association of Ontario ("CLRAO"), a constituent member

of PEBAL and an employers' organization which the CLRAO designates responsible for the negotiation and administration of the Local Union Schedule for Local 1089 – Sarnia in the PCA;

AND WHEREAS the PCA, in Article 7.03 of the Master Portion, refers to an Agreement for in-plant construction work, repair and reconstruction between a Local Union and a Local Employers Group or Trade Association and the SCA and Local 1089 have entered into an Agreement For Construction Maintenance Work ("the CMW Agreement") which requires Employers Association Fund ("EAF") payments;

AND WHEREAS the SCA, the PEBAL, the OMCA and Local 1089 wish to finally resolve the issues regarding the CMW Agreement and its application to refractory masonry within Local 1089's territory;

ACCORDINGLY, the SCA, the PEBAL, the OMCA and Local 1089 hereby agree as follows:

1. Effective as of May 1, 2022 in relation to all hours to which the CMW Agreement is applied, masonry contractors shall pay to the OMCA the Employer Payments (E"P") required by Article 13 of the MTA (for all work falling within the Work Jurisdiction set forth in Article 2 of the MTA) and shall also pay the SCA the EP payments required pursuant to the CMW Agreement.

2. This Memorandum of Agreement is enforceable in accordance with subsection 96(7) of the Labour Relations Act, 1995.

Dated at Toronto this 24th day of April, 2025

"David Stubbs"	"Tony Valenti"
For OMCA	For Local 1089
"John Pilat"	Tony Fanelli
For SCA	For PEBAL

NOTES

LABOURERS' EQUITY AND DIVERSITY (LEAD!) CHARTER OF INCLUSION AND DIVERSITY

All human beings are born free and equal in rights and dignity. No person should be discriminated against because of their race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital or family status, or disability.

We condemn racism.

We condemn discrimination against women.

We condemn discrimination based upon sexual orientation or gender identity.

We condemn islamophobia, anti-Semitism, and other forms of religious discrimination.

Racism, hate, intolerance, and bigotry have no place in our industry.

Black lives matter.

Indigenous lives matter.

Racism and discrimination are real, and they exist throughout society. We will take steps to eradicate racism and discrimination from our industry. We will take steps to promote racial and gender diversity and inclusion in our industry. We will take steps to have workforces and leadership teams that are as wonderful and diverse as the communities in which we live. Working together we will build more truly inclusive workplaces.

It will take time and effort to implement these commitments. It will not be easy, but it must be done. We owe it to ourselves, and to each other, to do better.

We Condemn all forms of Racism and Discrimination

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