

BETWEEN:

ONTARIO SHEET METAL CONTRACTORS ASSOCIATION
Hereinafter referred to as "the Company"

ONTARIO SHEET METAL WORKERS^{and} CONFERENCE
LOCALS # 30, 47, 235, 269, 297, 473, 504, 537, 539, 562
Hereinafter referred to as "the Union"

1. The parties herein agree to the terms of this memorandum as constituting full settlement of all matters in dispute.
2. The undersigned representatives of the parties do hereby agree to recommend complete acceptance of all the terms of this memorandum to their respective principals.
3. The parties herein agree that the term of the collective agreement shall be from MAY 1, 2013
to APRIL 30, 2016.
4. The parties herein agree that the said collective agreement shall include the terms of the previous collective agreement which expired on APRIL 30, 2013, and the following amendments are incorporated:
 1. All matters previously settled and agreed to by the parties prior to the date of this Memorandum of Settlement.
SEE ATTACHMENTS - APPENDIX "A" + "B" - BELOW

SIGNED THIS 18 DAY OF APRIL, 2013.

FOR THE COMPANY

FOR THE UNION

[Signature]
mg Dietrich
Robert K
Steve K
[Signature]
Greg McDonald
[Signature]
[Signature]
[Signature]

[Signature]
[Signature]
[Signature]
[Signature]
[Signature]
[Signature]

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ATTACHED AS APPENDIX "A" - 2 pages.
 ATTACHED AS APPENDIX "B" - 45 pages

MONETARY ITEMS

All wages and conditions retroactive to May 1, 2013.

WAGES - GENERAL

Increase wages by:

May 1, 2013 -	\$1.35 per hour
May 1, 2014 -	\$1.30 per hour
May 1, 2015 -	\$1.30 per hour

These are total package increases for all journeymen and Sheeters/Deckers. The appropriate percentage increase as provided for in the Collective Agreement is to be added to the total package of all apprentices, sheeter/decker assistants, material handlers and probationary employees.

The Union reserves the right to alter the various contributions, e.g. welfare and pension from the negotiated wage package.

FOREMAN PREMIUM

Increase each foreman and sub-foreman classification by:

May 1, 2013 -	\$0.25 per hour
May 1, 2014 -	\$0.25 per hour
May 1, 2015 -	\$0.25 per hour

TRAVEL ALLOWANCE

Increase travel allowance by:

May 1, 2013 -	\$0.01 per km
May 1, 2014 -	\$0.01 per km
May 1, 2015 -	\$0.01 per km

ZONE ALLOWANCE

Increase zone allowance by:

May 1, 2013 -	2% per zone
May 1, 2014 -	2% per zone
May 1, 2015 -	2% per zone

BOARD ALLOWANCE

Increase board allowance by:

May 1, 2013 -	\$2.50 per day
May 1, 2014 -	\$2.50 per day
May 1, 2015 -	\$2.50 per day

April 18, 2013
Time

Appendix "A"

SHEET METAL NEGOTIATIONS

2013 - 2016

THE UNION RESERVES THE RIGHT TO MODIFY THESE PROPOSED CHANGES AND TO SUBMIT ADDITIONAL CHANGES.

MISCELLANEOUS

Testing and Balancing - OSMWRC and OSMCA agree to form a committee comprised of equal numbers of labour and management representatives to review testing, adjusting and balancing and report back to the Provincial Associations.

April 18, 2013
Time:

MEMORANDUM OF AGREEMENT

BETWEEN:

**ONTARIO SHEET METAL WORKERS' CONFERENCE
("Union")**

- and -

**ONTARIO SHEET METAL CONTRACTORS ASSOCIATION
("Association")**

The parties agree to hold meaningful and prompt discussions to determine how best to protect and advance the trade jurisdiction of the Provincial ICI Collective Agreement. Such discussion will be conducted under the Provincial Joint Conference Board's purview.

The following items are part of an inexhaustible list of issues to be discussed relating to the issue:

- Format of Letters
- Scope Provisions
- Electronic Database/Templates
- Specific versus General Work

and will be completed under the following timetable:

- a) Will meet at the earliest opportunity and by no later than June 30, 2013;
- b) Will complete discussions by no later than September 30, 2013;
- c) Issue joint recommendation to their respective bodies by no later than January 31, 2014.

DATED at Toronto this 18th day of April, 2013.



Tim Fenton, OSMWRC



Wayne Peterson, OSMCA

MEMORANDUM OF AGREEMENT

BETWEEN:

ONTARIO SHEET METAL WORKERS' & ROOFERS' CONFERENCE

- and -

ONTARIO SHEET METAL CONTRACTORS ASSOCIATION


WHEREAS, the current Collective Agreement provides for a contribution by the employer of \$0.03 per hour to fund Bill 162 requirements;

AND WHEREAS, the current \$0.03 has not been adequate to cover the cost of benefits for members on W.S.I.B.;

BE IT RESOLVED, that the employers working under Appendix "E" Ottawa wages and conditions make an additional \$0.07 per hour contribution raising the total contribution to \$0.10 per hour; and

BE IT FURTHER RESOLVED, that the payment of this additional \$0.07 per hour be made from May 1, 2013 to April 30, 2016, and be reviewed April 30, 2016.

DATED at Toronto this 14th day of March, 2013.


Tim Fenton, OSMWRC


Wayne Peterson, OSMCA

MEMORANDUM OF AGREEMENT

BETWEEN:

**ONTARIO SHEET METAL WORKERS' CONFERENCE
("Union")**

- and -

**ONTARIO SHEET METAL CONTRACTORS ASSOCIATION
("Association")**

The parties agree to hold meaningful discussions on the implementation of a Provincial Sheet Metal Label. Such discussion will be conducted under the Provincial Joint Conference Board's purview.

The following items are part of an inexhaustible list of issues to be discussed relating to the issue:

- Intent
- Applicable products
- Market impact
- Label control
- Cost

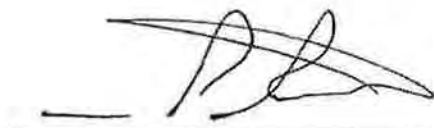
and will be completed under the following timetable:

- a) Will meet at the earliest opportunity and by no later than January 31, 2014;
- b) Will complete discussions by no later than April 30, 2014;
- c) Issue joint recommendation to their respective bodies by no later than June 30, 2014.

DATED at Toronto this 7 day of April, 2013.



Tim Fenton, OSMWRC



Wayne Peterson, OSMCA

MEMORANDUM OF AGREEMENT

BETWEEN:

ONTARIO SHEET METAL CONTRACTORS ASSOCIATION

and

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION
and ONTARIO SHEET METAL WORKERS' CONFERENCE

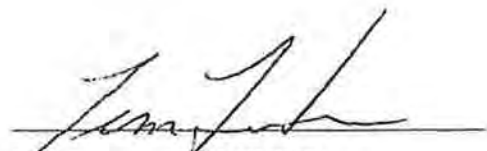
APPENDIX "A" - SHEETING AND DECKING


CLAUSE 7-HIRING PROCEDURE

New 7.4

7.4 As permitted under Section 8, s. 163.5(7) of the *Labour Relations Act*, S.O. 1995, c.1 as amended by Bill 69, the Ontario Sheet Metal Workers' and Roofers' Conference, Sheet Metal Workers' International Association and the Ontario Sheet Metal Contractors Association agree that an employer bound to the collective agreement may not make the election under s. 163.5(1) of the *Labour Relations Act*, S.O. 1995, c.1 as amended by Bill 69. Notwithstanding Articles 7.1 to 7.3 inclusive, a maximum of six (6) duly qualified members (from any local union bound to this collective agreement) sent by an employer to work on a project in the territorial jurisdiction of another local union shall be permitted to work without interference from any local union, for such period as the employer may require them to do so providing they comply with the terms and provisions of the local union to whose area they are reporting. The fourth member may only be sent after the hiring of four (4) local union members. The fifth member may only be sent after the hiring of four (4) more local union members. The sixth member may only be sent after the hiring of four (4) more local union members. No employer shall subcontract work within its contract so as to increase the number of qualified members working on a project in the territorial jurisdiction of another local union.

DATED at Toronto this day of April, 2013.


Tim Fenton, OSMWRC


Wayne Peterson, OSMCA

MEMORANDUM OF AGREEMENT

BETWEEN:

Brantford/Hamilton/Niagara Sheet Metal Contractors Association Inc.
("Local Association")

-and-

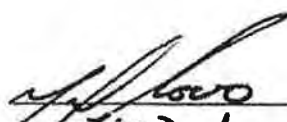
Sheet Metal Workers' International Association, Local 537
("Local Union")

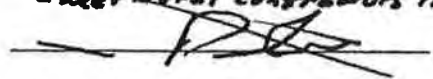
The parties agree to the following: Stabilization Fund is payable based on hours earned and remitted to the local stabilization fund.

DATED at Toronto this 18 of April, 2013

For the Association

For the Union



 Jim D. Noso
 Brantford Hamilton Niagara
 Sheet Metal Contractors Inc.






6.

MEMORANDUM OF AGREEMENT

BETWEEN:

**SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 537
("Local Union")**

- and -

**BRANTFORD HAMILTON NIAGARA SHEET METAL
CONTRACTORS ASSOCIATION INC.
("Local Association")**

The Local Union and the Local Association agree to amend the Collective Agreement, effective from May 1, 2013 - April 30, 2016, Appendix "B" - Hamilton, Brantford and Niagara Areas as follows:

CLAUSE 2 - APPRENTICESHIP COMMITTEE - LOCAL

Add the following sentence to the end of 2.1:

The Local Joint Apprenticeship Committee will regulate the apprenticeship program in accordance with the regulations of the Ontario College of Trades.

~~2.3 All parties in the Brantford area will endeavour to work with the Ministry of Training, Colleges and Universities for the improvement of apprentices in the sheet metal trade.~~

~~2.4 All parties in the Hamilton and Niagara Peninsula shall work with the Joint Apprenticeship Committee for the improvement of apprentices in the sheet metal trade.~~

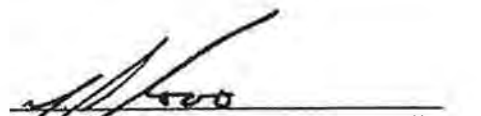
CLAUSE 3 - APPRENTICES

~~3.3 The employers in the Brantford area shall not start or indenture any new apprentice while there are any apprentices of the employer that are unemployed. Next consideration will be given to other Local 537 apprentices that are unemployed at that time.~~

~~3.4 The employers in the Hamilton and Niagara Peninsula areas shall not start or indenture any new apprentices without full approval from the relevant Joint Apprenticeship Committee.~~

DATED at Toronto this day of April, 2013.


Randy Cook, SMWIA Local 537


Jim DiNovo, Brantford, Hamilton,
Niagara Sheet Metal Contractors
Association Inc.


Tim Fenton, OSMWRC


Wayne Peterson, OSMCA

MEMORANDUM OF AGREEMENT

BETWEEN:

MCA Kingston Sheet Metal Section
("Local Association")

-and-

Sheet Metal Workers' International Association, Local 269
("Local Union")

The parties agree to the following: Stabilization Fund payable on hours earned.

DATED at Toronto this 17 of APRIL, 2013

For the Association





For the Union





MEMORANDUM OF AGREEMENT

8.

BETWEEN:

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 473
("Local Union")

- and -

LONDON SHEET METAL CONTRACTORS ASSOCIATION
("Local Association")

The Local Union and the Local Association agree to amend the Collective Agreement, effective from May 1, 2013 - April 30, 2016, Appendix "D" - London as follows:

Clause 17.1 – Travel and Zones

Amend "Zone 2" as follows:

Zone number two shall be that area between the 40 41 and 56 actual kilometres...

Amend "Zone 3" as follows:

Zone number three shall be that area between the 56 57 and 80 actual kilometres...

Amend "Zone 4" as follows:

Zone number four shall be that area between the 80 81 and 96 actual kilometres...

DATED at Toronto this day of April, 2013.



John Watson, SMWIA Local 473



George Gallant, London Sheet
Metal Contractors Assoc.



Tim Fenton, OSMWRC



Wayne Peterson, OSMCA

MEMORANDUM OF AGREEMENT

LONDON SHEET METAL CONTRACTORS ASSOCIATION

and

**SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 473
and ONTARIO SHEET METAL WORKERS' CONFERENCE**

APPENDIX "D" - LONDON AREA

CLAUSE 12 - SHIFT WORK

Shift Work Premium

The minimum hourly premium for shift work shall be as set out in the applicable Wage Schedules Appendix "D" Wage Schedules.

NEW

**Shift Work Premium Journeyman: \$ 3.41 per hour
 Apprentices: \$ at appropriate percentage**

ARTICLE 24 - HOURS OF WORK

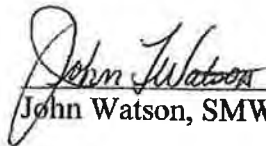
24.2 - IRREGULAR HOURS

Appendix "D" Wage Schedules.

NEW

**Irregular Hours Premium:
 Journeyman: \$ 3.15 per hour
 Apprentices: \$ at appropriate percentage**

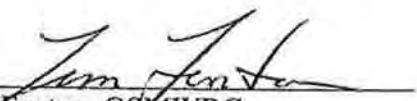
DATED at Toronto this 17 day of April, 2013.



John Watson, SMWIA Local 473



George Gallant, London Sheet Metal
Contractors Association



Tim Fenton, OSMWRC



Wayne Peterson, OSMCA

MEMORANDUM OF AGREEMENT

BETWEEN:

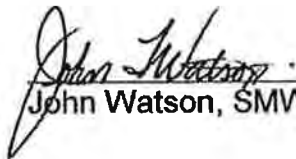
SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 473
("Local Union")

- and -

LONDON SHEET METAL CONTRACTORS ASSOCIATION
("Local Association")

The parties agree to the following: Stabilization Fund payable on hours earned.

DATED at Toronto, this 18 day of April, 2013.



John Watson, SMWIA Local 473



George Gallant, London Sheet Metal
Contractors Association



Tim Fenton, OSMWRC



Wayne Peterson, OSMCA

MEMORANDUM OF AGREEMENT

BETWEEN:

MCA Ottawa Sheet Metal Section
("Local Association")

-and-

Sheet Metal Workers' International Association, Local 47
("Local Union")

The parties agree to the following: Stabilization Fund payable on hours earned.

DATED at Toronto this 18 of April, 2013

For the Association



Two handwritten signatures for the Association, each written above a horizontal line.

For the Union



Two handwritten signatures for the Union, each written above a horizontal line.

MEMORANDUM OF AGREEMENT

BETWEEN:

**SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 539
("Local Union")**

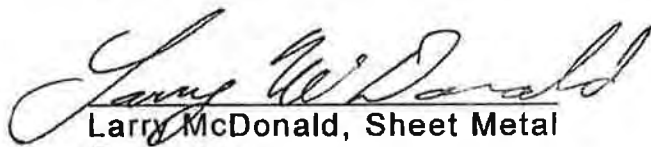
- and -

**SHEET METAL CONTRACTORS ASSOCIATION OF SARNIA
("Local Association")**

The parties agree to the following: Stabilization Fund payable on hours earned.

DATED at Toronto, this 18 day of April, 2013.


James Bradshaw, SMWIA Local 539


Larry McDonald, Sheet Metal
Contractors Association of Sarnia


Tim Fenton, OSMWRC


Wayne Peterson, OSMCA

MEMORANDUM OF AGREEMENT

BETWEEN:

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 539
("Local Union")

- and -

SHEET METAL CONTRACTORS ASSOCIATION OF SARNIA
("Local Association")

The Local Union and the Local Association agree to the following for Appendix "G" - Sarnia to the Collective Agreement, effective from May 1, 2013 - April 30, 2016:

CLAUSE 7 - HIRING PROCEDURE

- 7.1** The Local Union member shall first be hired through the Local Union list system and be referred to work by the Local Union. It is understood that much of the work performed by Local 539 members requires Industrial Education Cooperative Basic Safety Orientation, however not all work requires this training. *If When a member takes, on their own time, the eight (8) hour B.S.O. the employer agrees to add to the employee's first regular pay period four (4) hours pay or two (2) hours pay for B.S.O. Recertification.. If the work to be performed does not require B.S.O. Training for the first two (2) months employment, the employer is not required to pay this four (4) hours to the employee. The employer has the right to request that a member being dispatched to his employ has IEC, BSO Certification. The above arrangement applies to members referred to the employer from the Unions' out of work list. The certification of members that are in the employ of the employer shall remain the employer's responsibility.*

CLAUSE 18 - TRUST FUNDS

18.3 Local Training Fund

Each employer shall deduct from the pay of each employee covered by this Agreement per week or part week as a Training Fund *and match as an employer contribution*, the amounts set out in the applicable Wage Schedules and remit the said amount to the Administrator in the same manner outlined in Clause 18.2.

The Administrator shall forward immediately the Training Fund payment to the Lambton County Sheet Metal Joint Apprenticeship Committee which will administer this Fund.

Reaffirm Letter of Understanding, re \$0.04 Employer contribution to Local 539 for Safety Training record keeping.

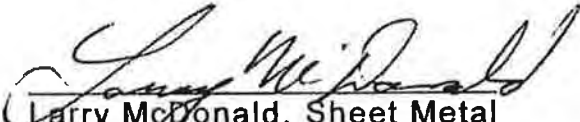
...Continued on page 2

Memorandum of Agreement - page 2
Clause 7 and Clause 18
SMWIA Local 539 and Sheet Metal Contractors Assoc. of Sarnia

The aforementioned changes are subject to membership approval. If not approved, the second paragraph of Appendix "G" - Clause 18.3 shall be deleted from the Collective Agreement.

DATED at Toronto, this 17 day of April, 2013.


James Bradshaw, SMWIA Local 539


Larry McDonald, Sheet Metal
Contractors Association of Sarnia


Tim Fenton, OSMWRC


Wayne Peterson, OSMCA

MEMORANDUM OF AGREEMENT

15.

BETWEEN:

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 539
("Local Union")

- and -

SHEET METAL CONTRACTORS ASSOCIATION OF SARNIA
("Local Association")

The Local Union and the Local Association agree to amend the Collective Agreement, effective from May 1, 2013 - April 30, 2016, Appendix "G" - Sarnia as follows:

Clause 10.1 – Hours of Work

Amend the first sentence to read:

The regular working day shall consist of eight hours labour in the shop or on the job between ~~8:00 am~~ 7:30 am and ~~4:30 pm~~ 4:00 pm Monday through Thursday and four hours on Friday...

Clause 11.1 - Work Breaks

Amend the second last sentence to read:

In every case where practical, an apprentice or labourer shall be delegated to collect and distribute these refreshments.

Clause 12.5 - Shift Work

Amend as follows:


For the purpose of this clause only, Saturday will begin at ~~8:00 am~~ 7:30 am Saturday morning and Sunday will end at ~~8:00 am~~ 7:30 am on Monday morning.

DATED at Toronto this day of April, 2013.


James Bradshaw, SMWIA Local 539


Larry McDonald, Sheet Metal
Contractors Assoc. of Sarnia


Tim Fenton, OSMWRC


Wayne Peterson, OSMCA

MEMORANDUM OF AGREEMENT

BETWEEN:

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 504
("Local Union")

- and -

MCA SUDBURY SHEET METAL SECTION
("Local Association")

The Local Union and the Local Association agree to the following changes for the Collective Agreement, effective from May 1, 2013 - April 30, 2016:

Appendix "H" and "I" - Sudbury and S.S. Marie

Increase Board Allowance as follows:

May 1, 2013 -	\$100.00
May 1, 2014 -	\$105.00
May 1, 2015 -	\$110.00

In the event that a greater amount is agreed to between OSMWRC and the OSMCA, the provincially negotiated increase shall apply.

In all events the increase in Board Allowance for Appendix "H" and "I" will not be less than the amounts set out above.

DATED at Toronto this 14 day of April, 2013.



Roger Michaud, SMWIA Local 504



Felix Lopes, MCA Sudbury



Tim Fenton, OSMWRC



Wayne Peterson, OSMCA

LETTER OF UNDERSTANDING

BETWEEN:

TORONTO SHEET METAL CONTRACTORS ASSOCIATION
("Local Association")

- and -

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 30
("Local Union")


The Local Association and the Local Union agree, with each other, as follows:

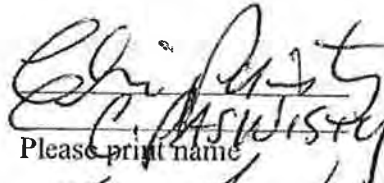
1. ~~In the event that negotiations at the Provincial level of bargaining result in a provision requiring employer contributions to local union benefit trust funds to be paid on hours earned, then transportation allowance shall also be paid on hours earned under the Collective Agreement.~~
2. The requirement that transportation allowance be considered part of the gross wage/total package rate for the purpose of determining higher gross wages or total package rates per Clause 15 of Appendices "A" and "K" shall not apply until December 1, 2013 to:
 - a) an employee sent into Local 30's area by an out-of-area employer pursuant to Article 21.5 of the Collective Agreement; or
 - b) an employee fabricating material outside of the Local Union's territorial jurisdiction that is to be erected or installed within the Local Union's territorial jurisdiction.

Dated at Toronto, this 18 day of April, 2013.

For the Local Association

For the Local Union

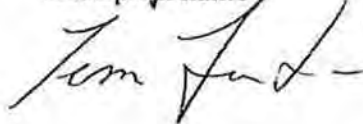
 J. WARNER


Chris Pasty

Please print name

Please print name




Tom Ford

MEMORANDUM OF AGREEMENT

BETWEEN:

TORONTO SHEET METAL CONTRACTORS ASSOCIATION
("Local Association")

- and -

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 30
("Local Union")

The Local Association and the Local Union agree to the following changes for the Collective Agreement effective from May 1, 2013, until April 30, 2016:

APPENDIX "K"

CLAUSE 15 – WAGES

Add the following sub-clause:

15. Transportation Allowance

Paid on hours worked to all classifications as set out in the applicable schedule of Monetary Conditions. Transportation allowance does not attract vacation pay.

For the purpose of determining higher gross wages or total package rates as it relates to Article 28 only, transportation allowance shall be considered part of the gross wage/total package rate.

APPENDIX "A"

CLAUSE 15 – WAGES

Add the following sub-clause:

15. **Toronto Area:**

Transportation Allowance

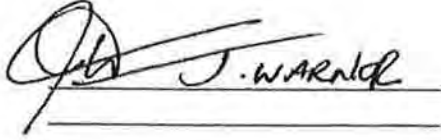
Paid on hours worked to all classifications as set out in the applicable schedule of Monetary Conditions. Transportation allowance does not attract vacation pay.

For the purpose of determining higher gross wages or total package rates as it relates to Article 28 only, transportation allowance shall be

considered part of the gross wage/total package rate.

Dated at TORONTO this 18 day of April, 2013.

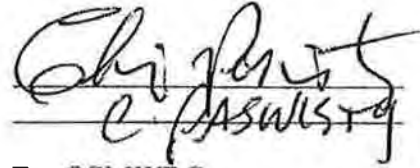
For the Local Association



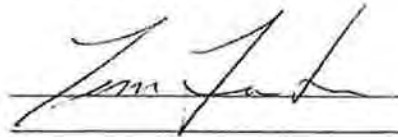
For OSMCA



For the Local Union



For OSMWRC



MEMORANDUM OF AGREEMENT

BETWEEN:

TORONTO SHEET METAL CONTRACTORS ASSOCIATION
("Local Association")

- and -

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 30
("Local Union")

The Local Association and the Local Union agree to the following changes for the Collective Agreement effective from May 1, 2013, until April 30, 2016:

APPENDIX "K"

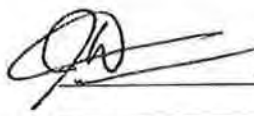
CLAUSE 3 - APPRENTICES

Add the following sub-clause:

- 3. An apprentice who is to attend school to fulfil apprenticeship requirements will not be laid off or dismissed but rather issued an ROE indicating that the apprentice will be in training.

Dated at TORONTO this 16th day of April, 2013.

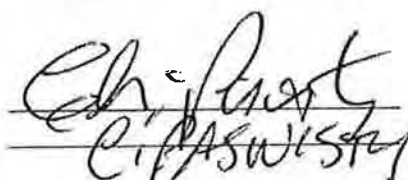
For the Local Association

 J. WARNER

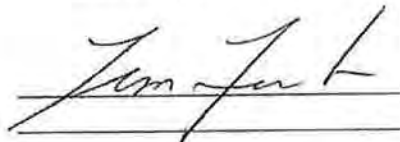
For OSMCA



For the Local Union


C. PASWISTKY

For OSMWRC



MEMORANDUM OF AGREEMENT

BETWEEN:

TORONTO SHEET METAL CONTRACTORS ASSOCIATION
("Local Association")

- and -

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 30
("Local Union")

The Local Association and the Local Union agree to the following changes for the Collective Agreement effective from May 1, 2013, until April 30, 2016:

APPENDIX "K"

Amend title and index pages of Appendix "K" to read as follows:

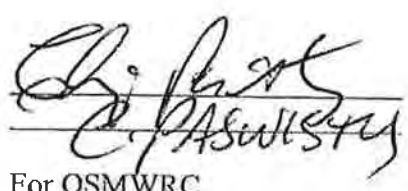
"APPENDIX "K" – TORONTO AREA
(including Barrie Area and Peterborough Area)

Dated at TORONTO this 16 day of April, 2013.


For the Local Association


J. WARNER

For the Local Union


C. PASULSTEY

For OSMCA



For OSMWRC



MEMORANDUM OF AGREEMENT

BETWEEN:

TORONTO SHEET METAL CONTRACTORS ASSOCIATION
("Local Association")

- and -

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 30
("Local Union")

The Local Association and the Local Union agree to the following changes for the Collective Agreement effective from May 1, 2013, until April 30, 2016:

APPENDIX "K"

CLAUSE 1 - GEOGRAPHIC SCOPE

Delete the entirety of clause 1 and replace with the following:

The geographic scope of this Appendix is:

Toronto Area:

Esquesing Township in Halton County and that portion of Trafalgar Township in Halton County lying east of Oakville Creek; Erin Township in Wellington County; Peel County; York County; Metropolitan Toronto; Ontario County; Cartwright and Darlington Townships in the County of Durham; Dufferin County, Simcoe County, District of Muskoka, Townships of Rama, Mara and Thorah in the County of Ontario and the Townships of Carling, Ferguson, McDougall, McKellar, Christie, Foley, Conger, Cowper and Humphrey in the District of Parry Sound, including all the Municipalities contained therein, all territory within the boundaries of Peterborough County, Victoria County, Northumberland County and Haliburton County in their entireties; the Townships of Cavan, Manvers and Hope, the Town of Newcastle, the Township of Manvers, to the shore of Lake Ontario, in the County of Durham, and all the Townships in the County of Hastings with the exception of the Townships of Sydney, Thurlow and Tyendinaga.

Barrie Area:

Simcoe County, District of Muskoka, Townships of Rama, Mara and Thorah in the County of Ontario and the Townships of Carling, Ferguson, McDougall, McKellar, Christie, Foley, Conger, Cowper and Humphrey in the District of Parry Sound, including all the Municipalities contained therein.

Peterborough Area:


All territory within the boundaries of Peterborough County, Victoria County, Northumberland County and Haliburton County in their entireties; the Townships of Cavan, Manvers and Hope, and that part of the Town of Newcastle east of the southerly continuation of the western border of the Township of Manvers, to the shore of Lake Ontario, in the County of Durham, and all the Townships in the County of Hastings with the exception of the Townships of Sydney, Thurlow and Tyendinaga.

Note: Interpretation of Appendix

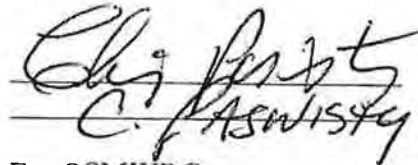
Nothing included in this Appendix shall be interpreted in a way that will conflict with the provisions of the Constitution and Ritual of the Sheet Metal Workers' International Association or with the obligations of its members in connection therewith.

Dated at TORONTO this 16 day of April, 2013.

For the Local Association

 J. WARNER

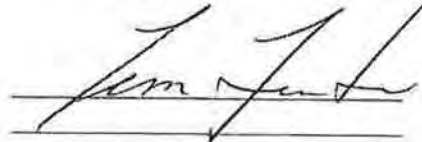
For the Local Union


C. PASWISTKY

For OSMCA



For OSMWRC



MEMORANDUM OF AGREEMENT

BETWEEN:

**TORONTO SHEET METAL CONTRACTORS ASSOCIATION
("Local Association")**

- and -

**SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 30
("Local Union")**

The Local Association and the Local Union agree to the following changes for the Collective Agreement effective from May 1, 2013, until April 30, 2016:

APPENDIX "K"

CLAUSE 17 – TRAVEL AND BOARD

Delete the references to "TORONTO AREA"

Delete the reference to "BARRIE AREA" and the Travel Allowance, Zone Allowance and Board Allowance references and the language that follows it.

Delete sub-clauses 17.10, 17.11, 17.12


Delete sub-clause 17.15 and replace with the following:

17.15 The local union and the local trade association shall cooperate to promptly update and distribute zone/board maps, and they shall share equally the cost of printing such maps.

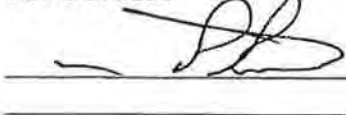
The local union and the local trade association shall also clarify the limits to the zone and board radii beyond geographical jurisdiction.

Dated at Toronto this 16 day of April, 2013.

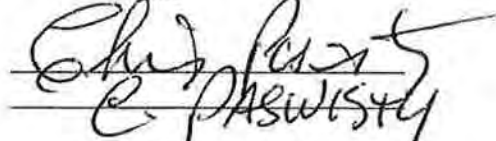
For the Local Association

 J. WARNER

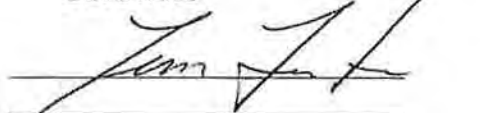
For OSMCA



For the Local Union

 E. PASWISTKY

For OSMWRC



MEMORANDUM OF AGREEMENT

BETWEEN:

TORONTO SHEET METAL CONTRACTORS ASSOCIATION
("Local Association")

- and -

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 30
("Local Union")

The Local Association and the Local Union agree to the following changes for the Collective Agreement effective from May 1, 2013, until April 30, 2016:

APPENDIX "K"

CLAUSE 17 - TRAVEL AND BOARD

Delete the following words from sub-clause 17.5:

For work performed in the geographic jurisdiction of the local union, except the Barrie section as described in this Appendix, ..

Dated at TORONTO this 16 day of April, 2013.

For the Local Association

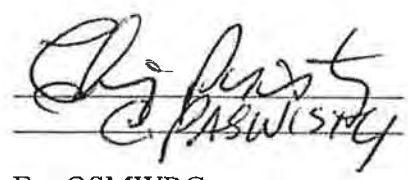


J. WARNICE

For OSMCA



For the Local Union



C. PASWICZ

For OSMWRC



MEMORANDUM OF AGREEMENT

BETWEEN:

**TORONTO SHEET METAL CONTRACTORS ASSOCIATION
("Local Association")**

- and -

**SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 30
("Local Union")**

The Local Association and the Local Union agree to the following changes for the Collective Agreement effective from May 1, 2013, until April 30, 2016:

APPENDIX "K"


CLAUSE 21 – POLICY STATEMENTS

Add the following sub-clause:


- 21. Upon request, the employer shall provide to the local union, in writing, all member-specific information related to the training that the employer has provided to employees pursuant to the Occupational Health & Safety Act and its regulations.

Dated at TORONTO this 16 day of April, 2013.

For the Local Association


J. WARNER

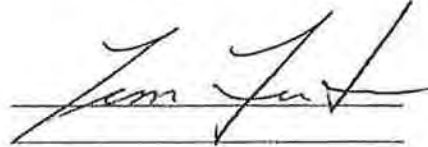
For OSMCA



For the Local Union


P. PASWISTKA

For OSMWRC



MEMORANDUM OF AGREEMENT

BETWEEN:

**TORONTO SHEET METAL CONTRACTORS ASSOCIATION
("Local Association")**

- and -

**SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 30
("Local Union")**

The Local Association and the Local Union agree to the following changes for the Collective Agreement effective from May 1, 2013, until April 30, 2016:

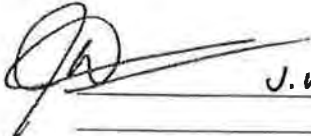
APPENDIX "F"

Delete all provisions of Appendix "F", including the Wage Schedules.

All of the above applies to Appendix "A".

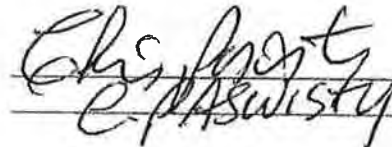
Dated at TORONTO this 16 day of April, 2013.

For the Local Association



J. WARNER

For the Local Union



E. PASWISTKA

For OSMCA



For OSMWRC



MEMORANDUM OF AGREEMENT

BETWEEN:

**TORONTO SHEET METAL CONTRACTORS ASSOCIATION
("Local Association")**

- and -

**SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 30
("Local Union")**

The Local Association and the Local Union agree to the following changes for the Collective Agreement effective from May 1, 2013, until April 30, 2016:

APPENDIX "A"

Add new clause:

CLAUSE 23 – POLICY STATEMENTS

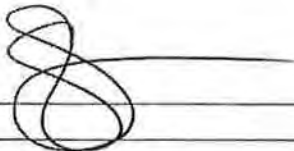
Local 30 Area only:

Each employer shall ensure that all company trucks that are driven by Local 30 members bear the name of the company in a conspicuous manner.

Employees shall be paid by employers at regular straight time rates for all safety training required by government legislation (Sundays and statutory holidays at appropriate overtime rate)

Dated at Toronto this 16 day of April, 2013.

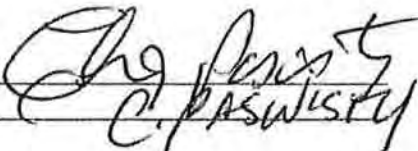
For the Local Association



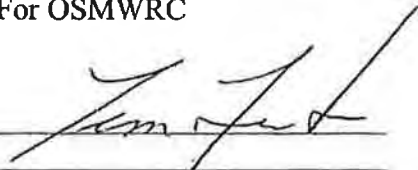
For OSMCA



For the Local Union


C. PASWISTKA

For OSMWRC



LETTER OF UNDERSTANDING

BETWEEN:

TORONTO SHEET METAL CONTRACTORS ASSOCIATION
("Local Association")

- and -

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 30
("Local Union")

WHEREAS, the Local Association and the Local Union have agreed in bargaining to certain Barrie Area provisions of Appendix "K" from the Collective Agreement;

AND WHEREAS, the removal of some of these provisions may pose a hardship on certain employers with head offices in this area;

NOW THEREFORE, the Local Association and the Local Union agree, with each other, as follows:

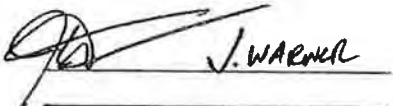
1. Notwithstanding anything to the contrary in the Collective Agreement, the following provisions of Appendix "K" of the Collective Agreement as they read on April 30, 2013, plus any negotiated wage increases, shall continue to apply to an employer listed in the attached Schedule "A", but only in respect of projects bid on or before April 30, 2013:

Clause 17
Transportation Allowance

2. Paragraph 1 above shall only apply if an employer provides proof of the bid date relating to such work to the local union, in writing, within ninety (90) calendar days of ratification.

Dated at Toronto, this 16 day of April, 2013.

For the Local Association


J. WARNER

Please print name



For the Local Union


J. PASWINSKI

Please print name

SCHEDULE "A"

D.S.M. Air Ltd.
911230 Ontario Inc. c.o.b. as GVS Sheet Metal
Sexton's Mechanical Limited

LETTER OF UNDERSTANDING

BETWEEN:

TORONTO SHEET METAL CONTRACTORS ASSOCIATION
("Local Association")

- and -

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 30
("Local Union")

WHEREAS, the Local Association and the Local Union have agreed in bargaining to delete all provisions of Clause 17 as they relate to the Barrie Area;

AND WHEREAS, the deletion of these provisions may pose a hardship on certain employers with head offices in this area;

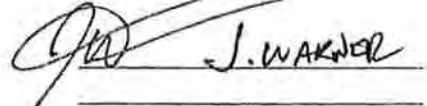
NOW THEREFORE, the Local Association and the Local Union agree, with each other, as follows:

1. Notwithstanding anything to the contrary in Clause 17 and the transportation allowance provisions of Appendix "K", the following shall apply to an employer listed in the attached Schedule "A" until such time as that employer ceases to have its head office in the Barrie Area:

The Barrie Area transportation allowance of \$0.25 per hour shall apply (plus any negotiated wage increases), and no zone or board allowance shall be paid, for work performed within a 24 kilometre radius from the Barrie City Hall.

Dated at Toronto, this 16 day of April, 2013.

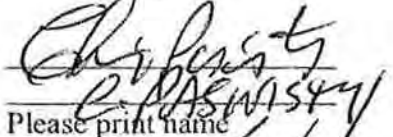
For the Local Association


J. WARNER

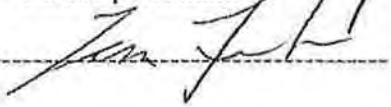
Please print name



For the Local Union


E. PASMUSKY

Please print name



SCHEDULE "A"

D.S.M. Air Ltd.
911230 Ontario Inc. c.o.b. as GVS Sheet Metal
Sexton's Mechanical Limit

LETTER OF UNDERSTANDING

BETWEEN:

**TORONTO SHEET METAL CONTRACTORS ASSOCIATION
("Local Association")**

- and -

**SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 30
("Local Union")**

WHEREAS, the Local Association and the Local Union have agreed in bargaining to delete Appendix "F" from the Collective Agreement;

AND WHEREAS, the removal of some of these provisions may pose a hardship on certain employers with head offices in the Peterborough area;

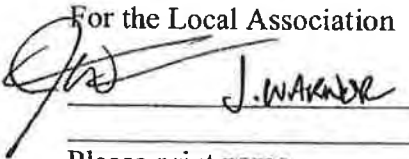
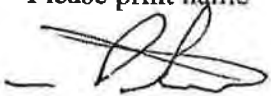
NOW THEREFORE, the Local Association and the Local Union agree, with each other, as follows:

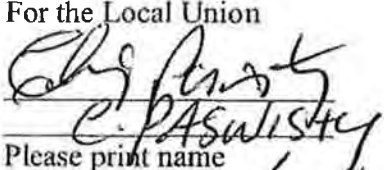

1. Notwithstanding anything to the contrary in the Collective Agreement, the following provisions of Appendix "F" of the Collective Agreement as they read on April 30, 2013, plus any negotiated wage increases, shall continue to apply to an employer listed in the attached Schedule "A", but only in respect of projects bid on or before April 30, 2013:

Clause 17
 Transportation Allowance
 Foreman Rate

2. Paragraph 1 above shall only apply if an employer provides proof of the bid date relating to such work to the local union, in writing, within ninety (90) calendar days of ratification.

Dated at Toronto, this 16 day of April, 2013.

For the Local Association

 J. WARNER
 Please print name


For the Local Union

 C. PASULISTY
 Please print name


SCHEDULE "A"

Adamson & Dobbin Limited
Ansell Mechanical Limited
Boulder Mechanical Construction Inc.
Goodfellow & Dougherty Ltd.
821120 Ontario Inc. c.o.b. as Heritage M & E
946766 Ontario Inc. c.o.b. as Summit Mechanical

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LETTER OF UNDERSTANDING

BETWEEN:

**TORONTO SHEET METAL CONTRACTORS ASSOCIATION
("Local Association")**

- and -

**SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 30
("Local Union")**

WHEREAS, the Local Association and the Local Union have agreed in bargaining to delete Appendix "F";

AND WHEREAS, the deletion of these provisions may pose a hardship on certain employers with head offices in the Peterborough area;

NOW THEREFORE, the Local Association and the Local Union agree, with each other, as follows:

1. Notwithstanding anything to the contrary in Clause 17 and the transportation allowance provisions of Appendix "K", the following shall apply to an employer listed in the attached Schedule "A" until such time as that employer ceases to have its head office in the Peterborough Area:

The Peterborough Area transportation allowance of \$0.25 per hour shall apply (plus any negotiated wage increases), and no zone or board allowance shall be paid, for work performed within a 46 kilometre radius from the Peterborough City Hall, and within an area bordered by the southern arc of the 46 kilometre radius and a vertical line extending south from where the eastern arc of this radius intersects with Highway #7, down through the intersection of the Wooler Road exit and Highway #401, to Lake Ontario.

2. Notwithstanding anything to the contrary in Clause 12 of Appendix "K", the following shall apply in the Peterborough Area to an employer listed in the attached Schedule "A" until such time as that employer ceases to have its head office in the Peterborough Area:

- a) A shift work premium of \$3.10 per hour (apprentices at appropriate percentage), plus any negotiated wage increases.
- b) When it is necessary to work two or three shifts daily on a particular job, the following procedure shall apply:

- i) A second shift of seven hours may be worked between the hours of 4:30 p.m. Monday and 1:00 a.m. Tuesday, 4:30 p.m. Tuesday and 1:00 a.m. Wednesday, 4:30 p.m. Wednesday and 1:00 a.m. Thursday, and between 4:30 p.m. Thursday and 1:00 a.m. Friday.
- ii) A third shift may be worked between 1:00 a.m. and 9:30 a.m. Monday through Thursday.
- c) All shift work other than the regular day shift between 8:00 a.m. and 4:30 p.m. Monday through Thursday and Friday from 8:00 a.m. to 12:00 noon, shall be paid the shift work premium in addition to the hourly rate.
- d) No work performed outside the regular working hours shall be considered shift work unless two or more shifts are worked on the same job between 8:00 a.m. on any given day and 8:00 a.m. on the following day.

Note: Flexible starting and quitting times subject to mutual consent of the local union and the employer.

3. Notwithstanding anything to the contrary in Clauses 9 and 10 of Appendix "K", the following shall apply in the Peterborough Area to an employer listed in the attached Schedule "A" until such time as that employer ceases to have its head office in the Peterborough Area:


- a) In-plant work, for the purposes of this Agreement means the maintenance, repair, renewal or addition to existing facilities, such as air-conditioning systems, vent systems (supply or exhaust), dust collection systems etc. in existing plants.
- b) In-plant work does not include any work performed on new factories, new additional buildings to factories or work within or immediately related to such factories, or to the extension of facilities from an existing building to a new building - such as duct extensions from old sections to new sections.
- c) The work week for in-plant work shall consist of forty hours. The work day shall consist of eight hours between 8:00 a.m. and 4:30 p.m. Monday through Friday. It is specified that the 40 hours per week applies only to installation work on the job site. No assembly that was being performed in the shop can be moved to the job site to be completed at straight time.
- d) All overtime on in-plant work shall be paid for at the rate of time and one half of the regular hourly rate with the exception of overtime

PA

worked on holidays as set out in this Agreement, which must be paid for at double the regular hourly rate.

Dated at Toronto, this 16 day of April, 2013.

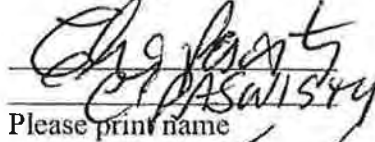
For the Local Association

 J. WARNER

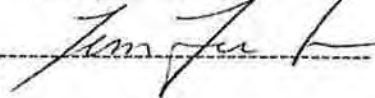
Please print name



For the Local Union

 J. P. SALSBERY

Please print name



SCHEDULE "A"

- Adamson & Dobbin Limited
- Ansell Mechanical Limited
- Boulder Mechanical Construction Inc.
- Goodfellow & Dougherty Ltd.
- 821120 Ontario Inc. c.o.b. as Heritage M & E
- 946766 Ontario Inc. c.o.b. as Summit Mechanical

LETTER OF UNDERSTANDING

BETWEEN:

TORONTO SHEET METAL CONTRACTORS ASSOCIATION
("Local Association")

- and -

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 30
("Local Union")

WHEREAS, the Local Association and the Local Union have agreed in bargaining to amend Clause 3 of Appendix "K" to include a provision that will ensure that an apprentice who is to attend school to fulfil apprenticeship requirements will not be laid off or dismissed but rather issued an ROE indicating that the apprentice will be in training;

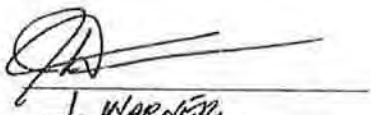
AND WHEREAS, this amendment might otherwise affect ratios when apprentice members are dispatched to employers to replace apprentices who are attending school;

NOW THEREFORE, the Local Association and the Local Union agree, with each other, as follows:

1. An apprentice dispatched by the local union to replace an apprentice that is attending school to fulfil apprenticeship requirements will not be counted for the purpose of determining ratios of apprentices to journeymen for the duration of the absent apprentice's time away from work to attend school.

Dated at Toronto, this 18 day of April, 2013.

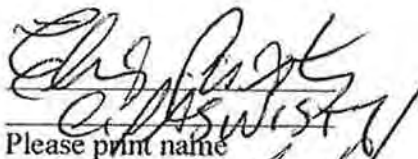
For the Local Association



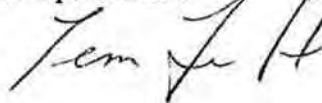
 J. WARNER
 Please print name



For the Local Union



 Please print name



MEMORANDUM OF AGREEMENT

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 562

-AND-

WATERLOO-WELLINGTON SHEET METAL CONTRACTORS ASSOCIATION

The Local Union and the Local Association agree to the following changes for Appendix "L" - Waterloo - Wellington Area to the Collective Agreement, effective from May 1, 2013 - April 30, 2016:

CLAUSE 2 - APPRENTICESHIP COMMITTEE - LOCAL

NEW:

- 2.1** The financing of the Local Joint Apprenticeship and Training Committee shall be shared equally by the local trade association and the members of Local Union 562 in the amounts set out in the applicable Wage Schedules.

Appendix "L" Schedule of Monetary Conditions May 1, 2013-April 30, 2016

Union LJATC .02

Assoc. LJATC .02

DATED at Toronto this 17 day of April, 2013.



 Gary Gagner, SMWIA Local 562



 Mike Dietrich, Waterloo-Wellington
 Sheet Metal Contractors Association



 Tim Fenton, OSMWRC



 Wayne Peterson, OSMCA

MEMORANDUM OF AGREEMENT

BETWEEN:

Waterloo Wellington Sheet Metal Contractors Association
("Local Association")

-and-

Sheet Metal Workers' International Association, Local 235
("Local Union")

562 P

The parties agree to the following: Stabilization Fund payable on hours earned.

DATED at Toronto this _____ of _____, 2013

For the Association

For the Union

LETTER OF UNDERSTANDING

JOINT SAFETY TRAINING COMMITTEE

It is agreed that Local 562 and the Waterloo Wellington Sheet Metal Contractors Association shall form a joint committee called the Waterloo Wellington Sheet Metal Joint Safety Committee to promote, train and ensure the safety of the workforce in the industry in it's geographical region.

The employer shall contribute \$0.12 per hour and is no way part of the employees wage package as this rate may be changed upon the approval of the Waterloo Wellington Sheet Metal Joint Safety Committee.

Employees are required to attend the mandatory training that is set by the committee on their own time with no cost to the contributing employer. The committee shall make sufficient provision to give the employee the opportunity to attend the set safety training.

It is agreed that these funds be deposited into a specific training fund account administered by the Waterloo Wellington Sheet Metal Joint Safety Committee and the training programs jointly administered with accurate record keeping to allow both parties to ascertain if the financial commitment meets the program's needs. Training provided will be on the individuals own time.

Termination:

This committee may be terminated by an instrument in writing duly executed by the trustees. Written notice shall be served to Local 562 and the Waterloo Wellington Sheet Metal Contractors Association.

This committee shall be considered terminated if the committee no longer functions in such a manner that is no longer meeting the objectives that have been set forth for three consecutive meetings and all attempts to resolve the functionality of the committee has been attempted.

In the event of termination of this committee, the trustees shall arrange for the liquidation of all obligations. All non-liquid assets shall transfer into the possession of Local 562, all liquid assets shall be transferred to the Waterloo Wellington Sheet Metal Contractors Association.

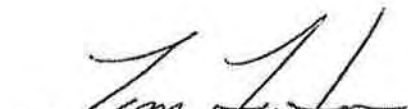
DATED this 16 day of April, 2013.



Gary Gagnier, SMWIA Local 562



Mike Dietrich, Waterloo Wellington Sheet Metal Contractors Assoc.



Tim Fenton, OSMWRC



Wayne Peterson, OSMCA

MEMORANDUM OF AGREEMENT

BETWEEN:

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 562
("Local Union")

- and -

WATERLOO WELLINGTON SHEET METAL CONTRACTORS ASSOCIATION
("Local Association")

The Local Union and the Local Association agree to amend the Collective Agreement, effective from May 1, 2013 - April 30, 2016, Appendix "L" - Waterloo-Wellington Area as follows:

Clause 17 – Travel and Board

NEW 17.12 Parking

Where members are working on jobs in Local 562's area and parking is an expense to the member, the respective contractor will reimburse the member for the parking expense upon remittance of a receipt.

DATED at Toronto this 16 day of April, 2013.



Gary Gagnier, SMWIA Local 562



Mike Dietrich, Waterloo Wellington
Sheet Metal Contractors Assoc.



Tim Fenton, OSMWRC



Wayne Peterson, OSMCA

MEMORANDUM OF AGREEMENT

BETWEEN:

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 562
("Local Union")

- and -

WATERLOO WELLINGTON SHEET METAL CONTRACTORS ASSOCIATION
("Local Association")

The Local Union and the Local Association agree to amend the Collective Agreement, effective from May 1, 2013 - April 30, 2016, Appendix "L" - Waterloo-Wellington Area as follows:

Clause 15 – Wages

15.2 Foremen and Sub-Foremen

Where there are four or more men on a job the ~~person~~ *bargaining unit employee* directly responsible for the job shall be paid the hourly foreman premium above the hourly rate as set out in the applicable Wage Schedules.

~~Sub-foremen may be appointed at the discretion of the employer and shall be paid the minimum hourly premium above the hourly rate as set out in the applicable Wage Schedules.~~

Where there are at least two Journeymen and less than four on the job the bargaining unit employee directly responsible for the job shall be paid the hourly premium of sub-foreman, above the hourly rate as set out in the applicable Wage Schedules (not applicable to Appendix "A" - Waterloo-Wellington).


Where there is a foreman on a job, a sub-foreman may be appointed at the discretion of the employer and shall be paid the sub-foreman hourly premium above the hourly rate as set out in the applicable Wage Schedules (not applicable to Appendix "A" - Waterloo-Wellington).

In order to qualify for this premium pay the period for which the premium pay is indicated must be more than one working day.

DATED at Toronto this 12th day of April, 2013.



Gary Gagnier, SMWIA Local 562



Mike Dietrich, Waterloo Wellington
Sheet Metal Contractors Assoc.



Tim Fenton, OSMWRC



Wayne Peterson, OSMCA

MEMORANDUM OF AGREEMENT

BETWEEN:

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 235
("Local Union")

- and -

WINDSOR MECHANICAL CONTRACTORS ASSOCIATION
- SHEET METAL DIVISION
("Local Association")

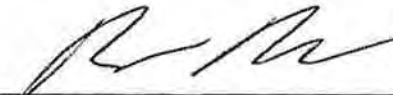
The Local Union and the Local Association agree to the following housekeeping items for Appendix "M" - Windsor-Chatham Area to the Collective Agreement, effective from May 1, 2013 - April 30, 2016:

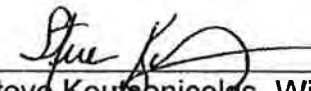
1. Replace "Windsor Sheet Metal Contractors Association" with "Windsor Mechanical Contractors Association - Sheet Metal Division"
 - Title page
 - "Local Trade Association"
 - Clause 3 - Apprentices - 3.3 ~~and 18.3~~ *see p 1*
 - Clause 18 - Trust Funds - 18.2 and 18.4

2. Replace "The County of Kent" with "The Municipality of Chatham-Kent"
 - Clause 1 - Geographic Scope *see p 1*
 - Clause 17 - Travel and Board - ~~17.3 and 17.4~~ *17.3 and 17.9*

3. Replace "Essex and Kent Sheet Metal Apprenticeship Committee" with "Essex and the Municipality of Chatham-Kent Sheet Metal Apprenticeship Committee"
 - Clause 3 - Apprentices - 3.2 and 3.3
 - Clause 18 - Trust Funds - 18.3 Apprenticeship Fund

DATED at Toronto, this 17 day of April, 2013.


Michael Mahon, SMWIA Local 235


Steve Koutsoukoulas, Windsor Mechanical Contractors Assoc - Sheet Metal Division


Tim Fenton, OSMWRC


Wayne Peterson, OSMCA

**MECHANICAL CONTRACTORS OF WINDSOR – SHEET METAL SECTION
SHEET METAL WORKERS INTERNATIONAL ASSOCIATION LOCAL 235**

LOCAL NEGOTIATIONS 2013

April 15, 2013

MCAW – Sheet Metal Section / Local 235 – All or Nothing

- 1. \$0.15 increase in the hourly Apprenticeship Fund Contribution from \$0.25 per hour worked by apprentices to \$0.40 per hour worked by apprentices.
- 2. Establish a Safety Training Fund jointly administered by an equal number of members of Local 235 and representatives of MCAW – Sheet Metal Section - funded by an employer contribution of \$0.12 per hour worked, paid below the "Total Package" line of the Wage Schedule .


A Letter of understanding re: Joint Safety Training Committee between MCAW-Sheet Metal Section and SMWIA Local 235 shall be completed and specific training to be completed in each of the three years of the current collective agreement, and consecutive collective agreements, shall be established prior to commencement of payment of contributions. If the specific training schedule is not achieved in any year, payment of the contributions shall cease until the schedule is achieved.

- 3. The employer shall contribute \$0.02 per hour worked, paid below the "Total Package" line of the Wage Schedule to a Local 235 Members' Bereavement Fund.

Dated at *TORONTO* this *18* day of *APRIL* , 2013

**SHEET METAL WORKERS INTERNATIONAL
ASSOCIATION LOCAL 235**

**MECHANICAL CONTRACTORS
ASSOCIATION OF WINDSOR –
SHEET METAL SECTION**



Mike Mahon, Local 235 Business Manager



Steve Koutsoukoulas, President



Tim FENTON





Letter of Understanding

Re: Joint Safety Training Committee

It is agreed that SMWIA Local 235 (Union) and the Mechanical Contractors Association of Windsor – Sheet Metal Section (MCAW) shall form a joint committee called the Essex – Chatham-Kent Sheet Metal Joint Safety Training Committee to promote and ensure the safety of the workforce in the industry in its geographical region.

The Union and MCAW shall enter into a written agreement for the establishment, operation and administration of the Essex – Chatham-Kent Sheet Metal Joint Safety Training Committee, including the duties and responsibilities of the committee which shall consist of two (2) members of the Union and two (2) representatives of MCAW. Votes shall be equalized in the case of an absent representative.

The committee shall establish a schedule of training that each union member is required to complete as required by the Occupational Health and Safety Act or governing bodies such as CSA, TSSA, WSIB. Every three years each member shall have been trained on Basics of Supervision, Fork Truck Operator, Elevated Platform, WHIMS, Working at Heights - Fundamentals of Fall Protection, Confined Space Hazard Awareness, Hoisting and Rigging, Propane in Construction and Personal Protective Equipment. If these programs are replaced, or new ones added, by Occupational Health and Safety Act or governing bodies such as CSA, TSSA, WSIB then, the replacement and new programs will be mandatory to the union members under the same conditions. Any additional specific training that the committee deems necessary to be completed by the union membership shall be established by the committee by April 30th of each year. Note, this partial list is a minimum and the committee shall finalize the annual training list prior to ~~April 30, 2013.~~ *in SA* **AUGUST**

The employer shall contribute a rate as determined by the committee and in no way is the contribution to be considered part of the employees' wage package. The rate may be increased or decreased as the committee deems necessary. Each employer bound by the Collective Agreement shall contribute the amount set out in the applicable wage schedules for every hour worked by each employee.


Employees shall attend the mandatory training that is set by the committee, on their own time, with no cost to the Contributing Employer or the Essex – Chatham-Kent Joint Safety Training Committee.

As of a certain date set in the above mentioned agreement, it shall be the Union's responsibility to dispatch Employees to the Employer with documented proof of mandated training.

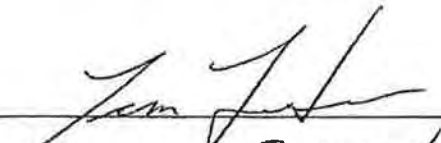
Dated at ^{TORONTO} Windsor, Ontario this 18th day of APRIL 2013

**SHEET METAL WORKERS INTERNATIONAL
ASSOCIATION, LOCAL 235**

**MECHANICAL CONTRACTORS
ASSOCIATION OF WINDSOR –
SHEET METAL SECTION**


Mike Mahon, Local 235 Business Manager


Steve Koutsonicolas, President


Tim Fenton


[unintelligible]

MEMORANDUM OF AGREEMENT

BETWEEN:

**TORONTO SHEET METAL CONTRACTORS ASSOCIATION
("Local Association")**

- and -

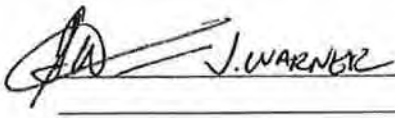
**SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 30
("Local Union")**

The Local Association and the Local Union agree to the following changes for the Collective Agreement effective from May 1, 2013, until April 30, 2016:

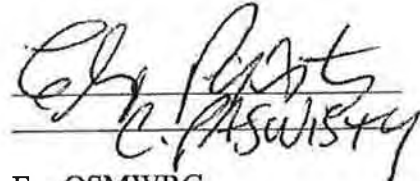
All changes agreed to where applicable apply to Appendix "A"

Dated at Toronto this 13 day of April, 2013.

For the Local Association



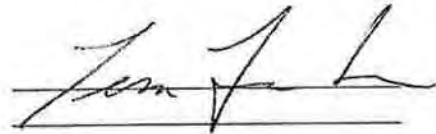
For the Local Union



For OSMCA



For OSMWRC



**PROVINCIAL SHEET METAL
COLLECTIVE AGREEMENT
2013 - 2016**

**WAGE SCHEDULES
MAY 1, 2013
APPENDICES "B" TO "M" & "A"**

PROVINCIAL COLLECTIVE AGREEMENT
SCHEDULE OF MONETARY CONDITIONS

APPENDIX "B"

HAMILTON AREA
LOCAL UNION 537

WAGE RATES

MAY 1, 2013

	JOURNEYMAN	- Apprentices -				
		1st yr	2nd yr	3rd yr	4th yr	5th yr
HOURLY RATE	36.17	13.62	18.26	22.76	26.90	31.38
VACATION PAY	3.62	1.36	1.83	2.28	2.69	3.14
H & W	3.47	3.47	3.47	3.47	3.47	3.47
PENSION	6.22	1.37	1.50	1.56	1.63	1.71
PROV. TRAINING TRUST FUNI	0.12	0.12	0.12	0.12	0.12	0.12
U.D.P.F	0.90	0.35	0.35	0.35	0.75	0.75
BEREAVEMENT FUND	0.02	0.02	0.02	0.02	0.02	0.02
STABIL. FUND	2.00	0.73	0.81	1.07	1.35	1.61
TOTAL PACKAGE	52.52	21.04	26.36	31.63	36.93	42.20
INDUSTRY FUND	0.32	0.32	0.32	0.32	0.32	0.32
PROV. TRAINING TRUST FUNI	0.12	0.12	0.12	0.12	0.12	0.12
TOTAL	52.96	21.48	26.80	32.07	37.37	42.64

Note: Stabilization Fund payable on hours earned

APPENDIX "B" Hamilton Area (cont'd)

Foreman Premium:	May 1/13	May 1/14	May 1/15	
3 - 15 men	\$3.35	\$3.60	\$3.85	per hour
16 - 25 men	\$4.35	\$4.60	\$4.85	per hour
Over 25 men	\$5.10	\$5.35	\$5.60	per hour

Shift Work Premium: Journeyman: \$3.04 per hour
 Apprentices: at appropriate percentage

Irregular Hours Premium: Journeyman: \$3.00 per hour
 Apprentices: at appropriate percentage

Travel Allowance: \$0.52 per km - May 1, 2013
 \$0.53 per km - May 1, 2014
 \$0.54 per km - May 1, 2015

Zone Allowance per day:	Zone	Kms	May 1/13	May 1/14	May 1/15
	1	0-32	free zone	free zone	free zone
	2	32-48	\$15.35	\$15.66	\$15.97
	3	48-80	\$26.13	\$26.65	\$27.18

Board Allowance per day worked: \$84.90 - May 1, 2013
 \$87.40 - May 1, 2014
 \$89.90 - May 1, 2015

Parking: Employer to secure and/or pay for adequate project parking on all projects within the geographic scope of Local 537 - Hamilton, Niagara and Brantford Areas.

Overtime Pay: X2
 X1 1/2 Maintenance Work

Work Week: 36 hours
Show-up Time: 3 hours
Lay-off: 2 hours notice
Union Dues Deduction: Yes

Notes:

1. **Union Dues Promotion Fund** is taxable. For details refer to Local Association.
2. **Conference Dues Promotion Trust Fund** of \$0.22 is included in the hourly rate. It is to be deducted from employees wages after taxes and remitted together with employer's contributions.
3. *Includes \$0.03 to be used to comply with the requirements of WCB, Bill 162.
4. **Provincial Training Trust Fund** of \$0.12 is non-taxable and therefore, is not included as earnings for the employee.
5. **Bereavement Fund** - employer funded by \$0.02 for each hour worked. To be remitted together with employer's contributions.

PROVINCIAL COLLECTIVE AGREEMENT
SCHEDULE OF MONETARY CONDITIONS

APPENDIX "B"

BRANTFORD AREA
LOCAL UNION 537

WAGE RATES

MAY 1, 2013

- Apprentices -

	JOURNEYMAN	1st yr	2nd yr	3rd yr	4th yr	5th yr
HOURLY RATE	35.75	13.45	18.05	22.51	26.61	31.05
VACATION PAY	3.58	1.35	1.81	2.25	2.66	3.11
H & W	3.47	3.47	3.47	3.47	3.47	3.47
PENSION	6.22	1.37	1.50	1.56	1.63	1.71
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12	0.12	0.12
U.D.P.F	0.90	0.35	0.35	0.35	0.75	0.75
BEREAVEMENT FUND	0.02	0.02	0.02	0.02	0.02	0.02
STABIL. FUND	2.00	0.73	0.81	1.07	1.35	1.61
TOTAL PACKAGE	52.06	20.86	26.13	31.35	36.61	41.84
INDUSTRY FUND	0.32	0.32	0.32	0.32	0.32	0.32
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12	0.12	0.12
TOTAL	52.50	21.30	26.57	31.79	37.05	42.28

Note: Stabilization Fund payable on hours earned

APPENDIX "B" Brantford Area (cont'd)

Foreman Premium:	May 1/13	May 1/14	May 1/15	
3 - 15 men	\$3.35	\$3.60	\$3.85	per hour
16 - 25 men	\$4.35	\$4.60	\$4.85	per hour
Over 25 men	\$5.10	\$5.35	\$5.60	per hour

Shift Work Premium: Journeyman: \$2.99 per hour
 Apprentices: at appropriate percentage

Irregular Hours Premium: Journeyman: \$3.00 per hour
 Apprentices: at appropriate percentage

Travel Allowance: \$0.52 per km - May 1, 2013
 \$0.53 per km - May 1, 2014
 \$0.54 per km - May 1, 2015

Zone Allowance per day:	Zone	Kms	May 1/13	May 1/14	May 1/15
	1	0-32	free zone	free zone	free zone
	2	32-48	\$15.35	\$15.66	\$15.97
	3	48-80	\$26.13	\$26.65	\$27.18

Board Allowance per day worked: \$84.90 - May 1, 2013
 \$87.40 - May 1, 2014
 \$89.90 - May 1, 2015

Parking: Employer to secure and/or pay for adequate project parking on all projects within the geographic scope of Local 537 - Hamilton, Niagara and Brantford Areas.

Overtime Pay: X2
 X1 1/2 Maintenance Work

Work Week: 36 hours

Show-up Time: 3 hours

Lay-off: 2 hours notice

Union Dues Deduction: Yes

Notes:

1. **Union Dues Promotion Fund** is taxable. For details refer to Local Association.
2. **Conference Dues Promotion Trust Fund** of \$0.22 is included in the hourly rate. It is to be deducted from employees wages after taxes and remitted together with employer's contributions.
3. *Includes \$0.03 to be used to comply with the requirements of WCB, Bill 162.
4. **Provincial Training Trust Fund** of \$0.12 is non-taxable and therefore, is not included as earnings for the employee.
5. **Bereavement Fund** - employer funded by \$0.02 for each hour worked. To be remitted together with employer's contributions.

**PROVINCIAL COLLECTIVE AGREEMENT
SCHEDULE OF MONETARY CONDITIONS**

APPENDIX "B"

ST. CATHARINES-NIAGARA AREA
LOCAL UNION 537

WAGE RATES

MAY 1, 2013

	JOURNEYMAN	- Apprentices -				
		1st yr	2nd yr	3rd yr	4th yr	5th yr
HOURLY RATE	36.35	13.69	18.35	22.87	27.04	31.53
VACATION PAY	3.64	1.37	1.84	2.29	2.70	3.15
H & W	3.47	3.47	3.47	3.47	3.47	3.47
PENSION	6.22	1.37	1.50	1.56	1.63	1.71
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12	0.12	0.12
U.D.P.F	0.90	0.35	0.35	0.35	0.75	0.75
BEREAVEMENT FUND	0.02	0.02	0.02	0.02	0.02	0.02
STABIL. FUND	2.00	0.73	0.81	1.07	1.35	1.61
TOTAL PACKAGE	52.72	21.12	26.46	31.75	37.08	42.36
INDUSTRY FUND	0.32	0.32	0.32	0.32	0.32	0.32
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12	0.12	0.12
TOTAL	53.16	21.56	26.90	32.19	37.52	42.80

Note: Stabilization Fund payable on hours earned

APPENDIX "B" St. Catharines-Niagara Area (cont'd)

Foreman Premium:	May 1/13	May 1/14	May 1/15	
3 - 15 men	\$3.35	\$3.60	\$3.85	per hour
16 - 25 men	\$4.35	\$4.60	\$4.85	per hour
Over 25 men	\$5.10	\$5.35	\$5.60	per hour

Shift Work Premium: Journeyman: \$3.07 per hour
 Apprentices: at appropriate percentage

Irregular Hours Premium: Journeyman: \$3.00 per hour
 Apprentices: at appropriate percentage

Travel Allowance: \$0.52 per km - May 1, 2013
 \$0.53 per km - May 1, 2014
 \$0.54 per km - May 1, 2015

Zone Allowance per day:	Zone	Kms	May 1/13	May 1/14	May 1/15
	1	0-32	free zone	free zone	free zone
	2	32-48	\$15.35	\$15.66	\$15.97
	3	48-80	\$26.13	\$26.65	\$27.18

Board Allowance per day worked: \$84.90 - May 1, 2013
 \$87.40 - May 1, 2014
 \$89.90 - May 1, 2015

Parking: Employer to secure and/or pay for adequate project parking on all projects within the geographic scope of Local 537 - Hamilton, Niagara and Brantford Areas.

Overtime Pay: X2
 X1 1/2 Maintenance Work

Work Week: 36 hours
Show-up Time: 3 hours
Lay-off: 2 hours notice
Union Dues Deduction: Yes

Notes:

1. **Union Dues Promotion Fund** is taxable. For details refer to Local Association.
2. **Conference Dues Promotion Trust Fund** of \$0.22 is included in the hourly rate. It is to be deducted from employees wages after taxes and remitted together with employer's contributions.
3. *Includes \$0.03 to be used to comply with the requirements of WCB, Bill 162.
4. **Provincial Training Trust Fund** of \$0.12 is non-taxable and therefore, is not included as earnings for the employee.
5. **Bereavement Fund** - employer funded by \$0.02 for each hour worked. To be remitted together with employer's contributions.

**PROVINCIAL COLLECTIVE AGREEMENT
SCHEDULE OF MONETARY CONDITIONS**

APPENDIX "C"

KINGSTON AREA
LOCAL UNION 269

WAGE RATES

May 1, 2013

- Apprentices -

	JOURNEYMAN	1st yr	2nd yr	3rd yr	4th yr	5th yr
HOURLY RATE	36.08	15.55	19.11	22.32	25.26	28.53
VACATION PAY	3.61	1.55	1.91	2.23	2.53	2.85
H & W	2.00	2.00	2.00	2.00	2.00	2.00
PENSION	8.00	3.25	3.90	4.90	6.25	7.20
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12	0.12	0.12
STABIL. FUND	2.00	2.00	2.00	2.00	2.00	2.00
TOTAL PACKAGE	51.81	24.47	29.04	33.57	38.16	42.70
INDUSTRY FUND	0.36	0.36	0.36	0.36	0.36	0.36
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12	0.12	0.12
TOTAL	52.29	24.95	29.52	34.05	38.64	43.18

Note: Stabilization Fund payable on hours earned

APPENDIX "C" Kingston Area (cont'd)

Foreman Premium: \$3.35 per hour - May 1, 2013
\$3.60 per hour - May 1, 2014
\$3.85 per hour - May 1, 2015

Sub-Foreman Premium: \$2.00 per hour - May 1, 2013
\$2.25 per hour - May 1, 2014
\$2.50 per hour - May 1, 2015

Shift Work Premium: Journeyman: \$2.94 per hour
Apprentices: at appropriate percentage

Irregular Hours Premium: Journeyman: \$3.00 per hour
Apprentices: at appropriate percentage

Travel Allowance: \$0.52 per km - May 1, 2013
\$0.53 per km - May 1, 2014
\$0.54 per km - May 1, 2015

To a maximum set out as Board Allowance

Zone Allowance per day: Free Zone: 25 kilometres from City Hall
in Kingston, Belleville and
Brockville

Board Allowance per calendar day: \$83.86 - May 1, 2013
\$86.36 - May 1, 2014
\$88.86 - May 1, 2015

Overtime Pay: X2

Emergency Work Hours: Friday afternoon 12:00 - 4:30 at regular rate

Work Week: 36 hours
Show-up Time: 3 hours
Lay-off: 2 hours notice
Union Dues Deduction: Yes

Notes:

1. Local Training Fund. Employer's payment of \$0.05 is included in Industry Fund.
2. Conference Dues Promotion Trust Fund of \$0.22 and Local Training Fund of \$0.05 are included in the hourly rate. They are to be deducted from employees wages after taxes and remitted together with employer's contributions.
3. *Includes \$0.03 to be used to comply with the requirements of WCB, Bill 162.
4. Provincial Training Trust Fund of \$0.12 is non-taxable and therefore, is not included as earnings for the employee.

**PROVINCIAL COLLECTIVE AGREEMENT
SCHEDULE OF MONETARY CONDITIONS**

APPENDIX "D"

LONDON AREA
LOCAL UNION 473

WAGE RATES

May 1, 2013

	- Apprentices -					
	JOURNEYMAN	1st yr	2nd yr	3rd yr	4th yr	5th yr
HOURLY RATE	37.69	13.05	17.50	19.96	24.44	28.83
VACATION PAY	3.77	1.30	1.75	2.00	2.44	2.88
H & W	2.46	2.46	2.46	2.46	2.46	2.46
PENSION	4.27	2.14	2.14	4.27	4.27	4.27
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12	0.12	0.12
STABIL. FUND	3.02	1.21	1.51	1.81	2.11	2.42
TOTAL PACKAGE	51.33	20.28	25.48	30.62	35.84	40.98
INDUSTRY FUND	0.20	0.20	0.20	0.20	0.20	0.20
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12	0.12	0.12
TOTAL	51.65	20.60	25.80	30.94	36.16	41.30

Note: Stabilization Fund payable on hours earned

APPENDIX "D" London Area (cont'd)

		May 1/13	May 1/14	May 1/15	
Foreman Premium:	Premium "A"	\$3.35	\$3.60	\$3.85	per hour
	Premium "B"	\$4.10	\$4.35	\$4.60	per hour
	Premium "C"	\$4.85	\$5.10	\$5.35	per hour

See Clause 5 in Appendix "D"

Shift Work Premium: Journeyman: \$3.41 per hour
 Apprentices: at appropriate percentage

Irregular Hours Premium: Journeyman: \$3.15 per hour
 Apprentices: at appropriate percentage

Travel Allowance: \$0.52 per km - May 1, 2013
 \$0.53 per km - May 1, 2014
 \$0.54 per km - May 1, 2015

Zone Allowance per day:

	Zone Km	May 1/13	May 1/14	May 1/15
▲1	0-40	free zone	free zone	free zone
2	41-56	\$14.08	\$14.36	\$14.65
3	57-80	\$21.66	\$22.09	\$22.53
4	81-96	\$28.14	\$28.70	\$29.27

▲After initial trip Travel Allowance per km shall be paid.

Board Allowance per day worked: \$90.50 per day worked - May 1, 2013
 \$93.00 per day worked - May 1, 2014
 \$95.50 per day worked - May 1, 2015

Overtime Pay: x1 1/2 General
 X2 on Holidays
 X2 Vehicle Assembly Plants

Work Week: 36 hours
 4 days @ 9 hours: Monday to Thursday or
 Tuesday to Friday

Show-up Time: 3 hours

Lay-off: 2 hours notice

Union Dues Deduction: Yes

Notes:

1. **Conference Dues Promotion Trust Fund** of \$0.22, **Travel Fund** of \$0.05 and **Union Dues Promotion Fund** of \$0.81 are included in the hourly rate. They are to be deducted from employees wages after taxes and remitted together with employer's contributions.
2. *Includes \$0.03 to be used to comply with the requirements of WCB, Bill 162.
3. **Provincial Training Trust Fund** of \$0.12 is non-taxable and therefore, is not included as earnings for the employee.

PROVINCIAL COLLECTIVE AGREEMENT
SCHEDULE OF MONETARY CONDITIONS

APPENDIX "E"

OTTAWA AREA
LOCAL UNION 47

WAGE RATES

MAY 1, 2013

	JOURNEYMAN	1st yr	2nd yr	-Apprentices-		
				3rd yr	4th yr	5th yr
HOURLY RATE	35.29	13.31	16.95	20.69	24.50	28.10
VACATION PAY	3.53	1.33	1.70	2.07	2.45	2.81
H & W	3.88	3.79	3.84	3.88	3.88	3.88
PENSION	7.19	3.55	4.16	4.66	5.12	5.80
LOCAL TRAINING	0.18	0.18	0.18	0.18	0.18	0.18
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12	0.12	0.12
U.D.P.F.	1.20	1.20	1.20	1.20	1.20	1.20
STABIL. FUND	1.20	1.20	1.20	1.20	1.20	1.20
TOTAL PACKAGE	52.59	24.68	29.35	34.00	38.65	43.29
INDUSTRY FUND	0.44	0.44	0.44	0.44	0.44	0.44
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12	0.12	0.12
TOTAL	53.15	25.24	29.91	34.56	39.21	43.85

Note: Stabilization Fund payable on hours earned

APPENDIX "E" Ottawa Area (cont'd)

Foreman Premium:	May 1/13	May 1/14	May 1/15
up to & including five employees	\$3.25/hr	\$3.50/hr	\$3.75/hr
six or more employees	\$3.95/hr	\$4.20/hr	\$4.45/hr

Shift Work Premium: Journeyman: \$2.66 per hour
 Apprentices: at appropriate percentage

Irregular Hours Premium: Journeyman: \$3.00 per hour
 Apprentices: at appropriate percentage

Travel Allowance: \$0.52 per km - May 1, 2013
 \$0.53 per km - May 1, 2014
 \$0.54 per km - May 1, 2015

Zone Allowance per day: Free Zone: 24 kilometres Ottawa
 24 kilometres Cornwall
 24 kilometres Pembroke

Board Allowance each day worked or reported for: \$100.00 - May 1, 2013
 \$102.50 - May 1, 2014
 \$105.00 - May 1, 2015

Parking: \$12.00 area bounded by Rideau River to the east, Queensway to the south and Bronson to the west

Overtime Pay: X2
Work Week: 36 hours
Show-up Time: 3 hours
Lay-off: 8 hours minimum notice to union office, no lay-off in first 4 hours, 2 hours severance
Union Dues Deduction: Yes

Notes:

1. Union Dues Promotion Fund is taxable. For details refer to Local Association.
2. Conference Dues Promotion Trust Fund of \$0.22 is included in the hourly rate. It is to be deducted from employees wages after taxes and remitted together with employer's contributions.
3. *Includes \$0.03 to be used to comply with the requirements of WCB, Bill 162 (increase to \$0.10 effective May 1, 2013 - to be reviewed April 30, 2016).
4. Provincial Training Trust Fund of \$0.12 is non-taxable and therefore, is not included as earnings for the employee.

**PROVINCIAL COLLECTIVE AGREEMENT
SCHEDULE OF MONETARY CONDITIONS**

APPENDIX "G" SARNIA AREA
LOCAL UNION 539

WAGE RATES

MAY 1, 2013

	JOURNEYMAN	1st Yr.	2nd Yr.	-Apprentices -		
				3rd Yr.	4th Yr.	5th Yr.
HOURLY RATE	39.31	15.79	19.75	23.63	27.58	31.46
VACATION PAY	3.93	1.58	1.98	2.36	2.76	3.15
H & W	2.59	2.59	2.59	2.59	2.59	2.59
PENSION	5.90	2.37	2.96	3.55	4.14	4.72
PROV. TRAINING TRUST FUNE	0.12	0.12	0.12	0.12	0.12	0.12
STABIL. FUND	1.50	0.60	0.75	0.90	1.05	1.20
TOTAL PACKAGE	53.35	23.05	28.15	33.15	38.24	43.24
INDUSTRY FUND	0.49	0.49	0.49	0.49	0.49	0.49
PROV. TRAINING TRUST FUNE	0.12	0.12	0.12	0.12	0.12	0.12
H & S TRAINING	0.04	0.04	0.04	0.04	0.04	0.04
TOTAL	54.00	23.70	28.80	33.80	38.89	43.89

Note: Stabilization Fund payable on hours earned

APPENDIX "G" Sarnia Area (cont'd)

Foreman Premium: \$3.35 per hour - May 1, 2013
 \$3.60 per hour - May 1, 2014
 \$3.85 per hour - May 1, 2015

Sub-Foreman Premium: \$2.00 per hour - May 1, 2013
 \$2.25 per hour - May 1, 2014
 \$2.50 per hour - May 1, 2015

Shift Work Premium: Journeyman: \$3.00 per hour
 Apprentices: at appropriate percentage

Irregular Hours Premium: Journeyman: \$3.00 per hour
 Apprentices: at appropriate percentage

Travel Allowance: \$0.52 per km - May 1, 2013
 \$0.53 per km - May 1, 2014
 \$0.54 per km - May 1, 2015

Zone Allowance per day:	Zone	May 1/13	May 1/14	May 1/15
	1	tree zone	tree zone	tree zone
	2	\$16.24	\$16.56	\$16.89

Board Allowance per day worked: \$81.90 per day worked - May 1, 2013
 \$84.40 per day worked - May 1, 2014
 \$86.90 per day worked - May 1, 2015

Overtime Pay: X2
 Work Week: 36 hours
 Show-up Time: 3 hours
 Lay-off: 2 hours notice
 Union Dues Deduction: Yes

Notes:

- Conference Dues Promotion Trust Fund** of \$0.22 and **Training Fund** of \$2.00 per week are included in the hourly rate. They are to be deducted from employees wages after taxes and remitted together with employer's contributions. In addition to the employee \$2.00 deduction, the employer will contribute \$2.00 for a total weekly contribution of \$4.00.
- *Includes \$0.03 to be used to comply with the requirements of WCB, Bill 162.
- Provincial Training Trust Fund** of \$0.12 is non-taxable and therefore, is not included as earnings for the employee.

**PROVINCIAL COLLECTIVE AGREEMENT
SCHEDULE OF MONETARY CONDITIONS**

APPENDIX "H"

SAULT STE. MARIE AREA
LOCAL UNION 504

WAGE RATES

MAY 1, 2013

-Apprentices-

	JOURNEYMAN	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	5th Yr.
HOURLY RATE	37.03	15.20	19.20	24.80	30.11	33.64
VACATION PAY	3.70	1.52	1.92	2.48	3.01	3.36
H & W	3.13	3.13	3.13	3.13	3.13	3.13
PENSION	7.08	3.50	3.73	4.45	5.50	6.23
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12	0.12	0.12
TRAVEL FUND	0.05	0.05	0.05	0.05	0.05	0.05
TOTAL PACKAGE	51.11	23.52	28.15	35.03	41.92	46.53
INDUSTRY FUND	0.37	0.37	0.37	0.37	0.37	0.37
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12	0.12	0.12
TOTAL	51.60	24.01	28.64	35.52	42.41	47.02

APPENDIX "H" Sault Ste. Marie Area (cont'd)

Foreman Premium: \$3.35 per hour - May 1, 2013
 \$3.60 per hour - May 1, 2014
 \$3.85 per hour - May 1, 2015

Sub-Foreman Premium: \$2.00 per hour - May 1, 2013
 \$2.25 per hour - May 1, 2014
 \$2.50 per hour - May 1, 2015

Shift Work Premium: Journeyman: 2nd shift \$2.77 per hour
 3rd shift \$3.93 per hour
 Apprentices: at appropriate percentage

Irregular Hours Premium: Journeyman: \$3.00 per hour
 Apprentices: at appropriate percentage

Travel Allowance: \$0.52 per km - May 1, 2013
 \$0.53 per km - May 1, 2014
 \$0.54 per km - May 1, 2015

Zone Allowance per day:

Zone	Kms	May 1/13	May 1/14	May 1/15
1	0-24	free zone	free zone	free zone
2	25-56	\$24.29	\$24.78	\$25.28
3	over 56▲	\$37.92	\$38.68	\$39.45

▲when in travel status

Board Allowance per day worked: \$100.00 per day worked - May 1, 2013
 \$105.00 per day worked - May 1, 2014
 \$110.00 per day worked - May 1, 2015

Overtime Pay: X2
 X1 1/2 Maintenance Work
Work Week: 40 hours
Show-up Time: 3 hours
Lay-off: 2 hours notice
Union Dues Deduction: Yes

Notes:

1. **Conference Dues Promotion Trust Fund** of \$0.22 and **Union Dues Promotion Fund** of \$0.93 are included in the hourly rate. They are to be deducted from employees wages after taxes and remitted together with employer's contributions.
2. *Includes \$0.03 to be used to comply with the requirements of WCB, Bill 162.
3. **Provincial Training Trust Fund** of \$0.12 is non-taxable and therefore, is not included as earnings for the employee.
4. **Travel Fund** - employee funded by \$0.05 for each hour worked. To be remitted together with employer's contributions.
5. The employer shall provide coveralls on mining sites, metatarsal work boots to all workers coming into the area on travel cards and scheduled to work on industrial sites requiring this type of foot wear.

PROVINCIAL COLLECTIVE AGREEMENT
 SCHEDULE OF MONETARY CONDITIONS

APPENDIX "j"

SUDBURY AREA
 LOCAL UNION 504

MAY 1, 2013

	JOURNEYMAN	- Apprentices -				
		1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	5th Yr.
HOURLY RATE	37.02	14.94	19.01	23.02	26.20	33.61
VACATION PAY	3.70	1.49	1.90	2.30	2.62	3.36
H & W	3.13	3.13	3.13	3.13	3.13	3.13
PENSION	7.08	4.67	4.67	4.67	5.64	6.40
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12	0.12	0.12
TRAVEL FUND	0.05	0.05	0.05	0.05	0.05	0.05
STABIL. FUND	1.00	0.10	0.25	0.42	0.56	0.85
TOTAL PACKAGE	52.10	24.50	29.13	33.71	38.32	47.52
INDUSTRY FUND	0.37	0.37	0.37	0.37	0.37	0.37
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12	0.12	0.12
TOTAL	52.59	24.99	29.62	34.20	38.81	48.01

APPENDIX "I" Sudbury Area (cont'd)

Foreman Premium: \$3.35 per hour - May 1, 2013
\$3.60 per hour - May 1, 2014
\$3.85 per hour - May 1, 2015

Shift Work Premium: Journeyman: 2nd shift \$3.04 per hour
3rd shift \$4.79 per hour
Apprentices: at appropriate percentage

Irregular Hours Premium: Journeyman: \$3.00 per hour
Apprentices: at appropriate percentage

Travel Allowance: \$0.52 per km - May 1, 2013
\$0.53 per km - May 1, 2014
\$0.54 per km - May 1, 2015

Zone Allowance per day:

Zone	Kms	
1	0-32	free zone
2	32-80	Travel allowance from mile one

Board Allowance per day worked:

\$100.00 per day worked - May 1, 2013
\$105.00 per day worked - May 1, 2014
\$110.00 per day worked - May 1, 2015

Overtime Pay: X2
Work Week: 36 hours
Show-up Time: 3 hours
Lay-off: 2 hours notice
Union Dues Deduction: Yes

Notes:

1. **Conference Dues Promotion Trust Fund** of \$0.22 and **Union Dues Promotion Fund** of \$0.93 May 1, 2012 are included in the hourly rate. They are to be deducted from employees wages after taxes and remitted together with employer's contributions.
2. *Includes \$0.03 to be used to comply with the requirements of WCB, Bill 162.
3. **Provincial Training Trust Fund** of \$0.12 is non-taxable and therefore, is not included as earnings for the employee.
4. **Travel Fund** - employee funded by \$0.05 for each hour worked. To be remitted together with employer's contributions.
5. The employer shall provide coveralls on mining sites, metatarsal work boots to all workers coming into the area on travel cards and scheduled to work on industrial sites requiring this type of foot wear.

PROVINCIAL COLLECTIVE AGREEMENT
SCHEDULE OF MONETARY CONDITIONS

APPENDIX "J"

THUNDER BAY AREA
LOCAL UNION 397

MAY 1, 2013

-Apprentices-

JOURNEYMAN

	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	5th Yr.
HOURLY RATE	13.43	17.75	22.01	26.31	30.57
VACATION PAY	1.34	1.77	2.20	2.63	3.06
H & W	2.53	2.53	2.53	2.53	2.53
PENSION	6.25	6.25	6.25	6.25	6.25
PROV. TRAINING TRUST FUNE	0.12	0.12	0.12	0.12	0.12
TOTAL PACKAGE	23.67	28.42	33.11	37.84	42.53
INDUSTRY FUND	0.23	0.23	0.23	0.23	0.23
PROV. TRAINING TRUST FUNE	0.12	0.12	0.12	0.12	0.12
SAFETY TRAINING	0.12	0.12	0.12	0.12	0.12
TOTAL	24.14	28.89	33.58	38.31	43.00

APPENDIX "J" Thunder Bay Area (cont'd)

Foreman Premium: \$3.35 per hour - May 1, 2013
\$3.60 per hour - May 1, 2014
\$3.85 per hour - May 1, 2015

Sub-Foreman Premium: \$2.00 per hour - May 1, 2013
\$2.25 per hour - May 1, 2014
\$2.50 per hour - May 1, 2015

Shift Work Premium: Field: Journeyman: \$3.01 per hour
Apprentices: at appropriate percentage

Shop: All classifications:
2nd shift: \$1.20 per hour
3rd shift: \$1.30 per hour

Irregular Hours Premium: Journeyman: \$3.00 per hour
Apprentices: at appropriate percentage

Travel Allowance: \$0.52 per km - May 1, 2013
\$0.53 per km - May 1, 2014
\$0.54 per km - May 1, 2015

Zone Allowance per day: Free Zone: City Limits

Board Allowance per day: Board allowance of \$102.50 effective May 1, 2013,
\$105.00 effective May 1, 2014 and \$107.50
effective May 1, 2015 per day worked or reported
for or suitable hotel accommodations and \$65.00
per day.

Overtime Pay: X2
Work Week: 40 hours
Show-up Time: 3 hours
Lay-off: 1 hour notice
Union Dues Deduction: Yes

Notes:

1. Conference Dues Promotion Trust Fund of \$0.22 and Union Dues Promotion Fund of \$0.89 are included in the hourly rate. They are to be deducted from employees wages after taxes and remitted together with employer's contributions.
2. *Includes \$0.03 to be used to comply with the requirements of WCB, Bill 162.
3. Provincial Training Trust Fund of \$0.12 is non-taxable and therefore, is not included as earnings for the employee.

**PROVINCIAL COLLECTIVE AGREEMENT
SCHEDULE OF MONETARY CONDITIONS**

APPENDIX "K"

TORONTO/BARRIE/PETERBOROUGH AREAS
LOCAL UNION 30

May 1, 2013

	JOURNEYMAN	1st Yr.	2nd Yr.	-Apprentices-			5th Yr.
				3rd Yr.	4th Yr.		
HOURLY RATE	35.88	14.98	19.70	20.45	24.50	28.52	
VACATION PAY	3.59	1.50	1.97	2.05	2.45	2.85	
H & W	4.11	4.11	4.11	4.11	4.11	4.11	
PENSION	8.09	--	--	4.34	5.09	5.83	
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12	0.12	0.12	
STABIL. FUND	1.00	0.40	0.50	0.60	0.70	0.80	
DE NOVO	0.02	0.02	0.02	0.02	0.02	0.02	
BEREAVEMENT	0.02	0.02	0.02	0.02	0.02	0.02	
TOTAL PACKAGE	52.83	21.15	26.44	31.71	37.01	42.27	
INDUSTRY FUND	0.26	0.26	0.26	0.26	0.26	0.26	
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12	0.12	0.12	
H & S TRAINING	0.04	0.04	0.04	0.04	0.04	0.04	
TOTAL	53.25	21.57	26.86	32.13	37.43	42.69	

TOTAL

Transportation Allowance \$2.00 per hour worked

Note: Stabilization Fund payable on hours worked & return to the hourly rate for the overtime hour earned

- See Appendix "K", Clause 13.5

APPENDIX "K" Toronto Area (including Barrie and Peterborough Areas) (cont'd)

Foreman Premium:		\$3.35 per hour - May 1, 2013			
		\$3.60 per hour - May 1, 2014			
		\$3.85 per hour - May 1, 2015			
Sub-Foreman Premium:		\$2.00 per hour - May 1, 2013			
		\$2.25 per hour - May 1, 2014			
		\$2.50 per hour - May 1, 2015			
Shift Work Premium:	Journeyman:	2nd shift: \$3.50 per hour			
		3rd shift: \$3.50 per hour			
	Apprentices:	at appropriate percentage			
Irregular Hours Premium:	Journeyman:	\$3.50 per hour			
	Apprentices:	at appropriate percentage			
Travel Allowance:		\$0.52 per km - May 1, 2013			
		\$0.53 per km - May 1, 2014			
		\$0.54 per km - May 1, 2015			
Transportation Allowance:		\$2.00 per hour			
Zone Allowance per day:					
	Zone	Kms	May 1/13	May 1/14	May 1/15
	▲1	0-46	\$11.36	\$11.59	\$11.82
	2	46-113	\$17.32	\$17.67	\$18.02
	▲Including Toronto Island jobs.				
Board Allowance per day worked:		\$87.50 per day - May 1, 2013			
		\$90.00 per day - May 1, 2014			
		\$92.50 per day - May 1, 2015			
Overtime Pay:	X2 General				
	X1 1/2 In-Plant Work(not including automotive assembly plants)				
Work Week:	36 hours				
Show-up Time:	3 hours				
Lay-off:	Prior day or, if same day, 1 hour notice with pay plus 1 hour severance pay.				
Union Dues Deduction:	Yes				

Notes:

1. **Conference Dues Promotion Trust Fund** of \$0.22 and **Union Dues Deduction** are included in the hourly rate and are to be deducted from employees wages after taxes and remitted together with employer's contributions.
2. *Includes \$0.03 to be used to comply with the requirements of WCB, Bill 162.
3. Wages to be paid in sealed envelope.
4. **De Novo Fund** - employer and employee funded by \$0.01 each for each hour worked. To be remitted together with employer's contributions.
5. **Bereavement Fund** - employer funded by \$0.02 for each hour worked. To be remitted together with employer's contributions.
6. **Provincial Training Trust Fund** of \$0.12 is non-taxable and therefore, is not included as earnings for the employee.
7. A training database will be maintained by the Union. The employers shall contribute \$0.04 per hour for its administration.

**PROVINCIAL COLLECTIVE AGREEMENT
SCHEDULE OF MONETARY CONDITIONS**

APPENDIX "L"

WAGE RATES

MAY 1, 2013

KITCHENER AREA
LOCAL UNION 562

	JOURNEYMAN	- Apprentices -				
		1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	5th Yr.
HOURLY RATE	38.10	14.40	18.39	22.30	26.28	30.19
VACATION PAY	3.81	1.44	1.84	2.23	2.63	3.02
H & W	2.30	2.30	2.30	2.30	2.30	2.30
PENSION	5.70	2.28	2.85	3.42	3.99	4.56
LOCAL TRAINING	0.02	0.02	0.02	0.02	0.02	0.02
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12	0.12	0.12
STABIL. FUND	1.50	0.60	0.75	0.90	1.05	1.20
TOTAL PACKAGE	51.55	21.16	26.27	31.29	36.39	41.41
INDUSTRY FUND	0.20	0.20	0.20	0.20	0.20	0.20
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12	0.12	0.12
SAFETY TRAINING	0.12	0.12	0.12	0.12	0.12	0.12
LOCAL TRAINING	0.02	0.02	0.02	0.02	0.02	0.02
TOTAL	52.01	21.62	26.73	31.75	36.85	41.87

Note: Stabilization Fund payable on hours earned

APPENDIX "L" Waterloo-Wellington Area (cont'd)

Foreman Premium: \$3.35 per hour - May 1, 2013
 \$3.60 per hour - May 1, 2014
 \$3.85 per hour - May 1, 2015

Sub-Foreman Premium: \$2.00 per hour - May 1, 2013
 \$2.25 per hour - May 1, 2014
 \$2.50 per hour - May 1, 2015

Shift Work Premium: Journeyman: 2nd shift: \$2.64 per hour
 3rd shift: \$4.82 per hour
 Apprentices: at appropriate percentage

Irregular Hours Premium: Journeyman: \$3.00 per hour
 Apprentices: at appropriate percentage

Travel Allowance: \$0.52 per km - May 1, 2013
 \$0.53 per km - May 1, 2014
 \$0.54 per km - May 1, 2015

Zone Allowance per day:	Zone	Kms	May 1/13	May 1/14	May 1/15
	1	0-24	free zone	free zone	free zone
	2	24-32	\$7.08	\$7.22	\$7.36
	3	32-40	\$10.91	\$11.13	\$11.35
	4	40-48	\$13.15	\$13.41	\$13.68
	5	48-56	\$16.19	\$16.51	\$16.84
	6	56-64	\$19.73	\$20.12	\$20.52
	7	64-72	\$22.76	\$23.22	\$23.68
	8	72-80	\$25.82	\$26.34	\$26.87
	9	80-89	\$28.82	\$29.40	\$29.99
	10	89-97	\$31.84	\$32.48	\$33.13
	11	97-161	\$37.92	\$38.68	\$39.45

Board Allowance per day worked: ▲Board \$84.90 - May 1, 2013 per day worked
 Board \$87.40 - May 1, 2014 pe
 Board \$89.90 - May 1, 2015 per day worked
 12 over 161 by mutual agreement

▲Paid only when employee required to stay overnight and provides receipts.

Parking: Where members are working on jobs in Local 562's area and parking is an expense to the member, the respective contractor will reimburse the member for the parking expense upon remittance of a receipt.

Overtime Pay: X1 1/2 until 12:00 midnight (Saturday incl.)
 X2 from 12:01 a.m. to 7:00 a.m.
 X2 on Sundays and Holidays

Work Week: Site: 40 hours (36 hours if specified)
 Shop: 38 hours

Show-up Time: 3 hours
Lay-off: 2 hours notice

Union Dues Deduction: Yes

Notes:

1. **Conference Dues Promotion Trust Fund** of \$0.22 and **Union Dues Promotion Fund** of \$0.78 are included in the hourly rate. They are to be deducted from employees wages after taxes and remitted together with employer's contributions.
2. *Includes \$0.03 to be used to comply with the requirements of WCB, Bill 162.
3. **Provincial Training Trust Fund** of \$0.12 is non-taxable and therefore, is not included as earnings for the employee.

APPENDIX "M"

WAGE RATES

WINDSOR/CHATHAM AREA
LOCAL UNION 235

MAY 1, 2013

-Apprentices -

	JOURNEYMAN	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	5th Yr.
HOURLY RATE	35.86	12.64	16.65	20.67	24.63	28.65
VACATION PAY	3.59	1.26	1.67	2.07	2.46	2.86
H & W	4.00	4.00	4.00	4.00	4.00	4.00
PENSION	7.00	2.51	3.13	3.70	4.36	4.93
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12	0.12	0.12
STABILIZATION FUND	2.00	0.50	0.75	1.00	1.26	1.50
TOTAL PACKAGE	52.57	21.03	26.32	31.56	36.83	42.06
INDUSTRY FUND	0.37	0.37	0.37	0.37	0.37	0.37
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12	0.12	0.12
APPRENTICESHIP FUND	0.00	0.40	0.40	0.40	0.40	0.40
SAFETY TRAINING	0.12	0.12	0.12	0.12	0.12	0.12
BEREAVEMENT FUND	0.02	0.02	0.02	0.02	0.02	0.02
TOTAL	53.20	22.06	27.35	32.59	37.86	43.09

Note: Stabilization Fund payable on hours earned

APPENDIX "M" Windsor/Chatham Area (cont'd)

Foreman Premium: \$3.35 per hour - May 1, 2013
 \$3.60 per hour - May 1, 2014
 \$3.85 per hour - May 1, 2015

Shift Work Premium: Journeyman: 2nd shift: \$4.525 per hour
 3rd shift: \$9.05 per hour
 Apprentices: at appropriate percentage

Irregular Hours Premium: Journeyman: \$3.00 per hour
 Apprentices: at appropriate percentage

Travel Allowance: \$0.52 per km - May 1, 2013
 \$0.53 per km - May 1, 2014
 \$0.54 per km - May 1, 2015

Zone Allowance per day: For details refer to Local Appendix

Windsor - Essex County Free Zone - 24 kilometres from Windsor City Limits. Starting from 24 kilometres beyond City Limits applicable allowance per km.

Kent County	May 1/13	May 1/14	May 1/15
per day worked	\$31.61	\$32.24	\$32.89

Chatham - Kent County Free Zone - Chatham City Limits
 Outside City Limits applicable allowance per km

Essex County	May 1/13	May 1/14	May 1/15
per day worked	\$31.61	\$32.24	\$32.89

Board Allowance per day: \$88.50 per day worked - May 1, 2013
 \$91.00 per day worked - May 1, 2014
 \$93.50 per day worked - May 1, 2015

Overtime Pay: Windsor - x2
 Chatham - x1 ½ first 4 hours beyond reg. shift
 x2 thereafter
 x1 ½ Saturdays first 8 hours
 x2 thereafter
 x2 Sundays and Holidays

Work Week: 40 hours
Show-up Time: 3 hours
Lay-off: 2 hours notice
Union Dues Deduction: Yes

Notes:

1. Conference Dues Promotion Trust Fund of \$0.22 and Union Dues Promotion Fund of \$0.99 are included in the hourly rate. They are to be deducted from employees wages after taxes and remitted together with employer's contributions.
2. *Includes \$0.03 to be used to comply with the requirements of WCB, Bill 162.
3. Provincial Training Trust Fund of \$0.12 is non-taxable and therefore, is not included as earnings for the employee.

**PROVINCIAL COLLECTIVE AGREEMENT
SCHEDULE OF MONETARY CONDITIONS**

APPENDIX "A"

HAMILTON/BRANTFORD/NIAGARA AREA
LOCAL UNION 537

WAGE RATES

MAY 1, 2013

	Sheeter/Decker	Sheeter/Decker Assistant	Material Handler	Probationary Employee
HOURLY RATE	36.17	33.36	29.19	17.14
VACATION PAY	3.62	3.34	2.92	1.71
H & W	3.47	3.47	3.47	3.47
PENSION	6.22	6.17	6.10	2.61
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12
U.D.P.F	0.90	0.80	0.80	0.80
BEREAVEMENT FUND	0.02	0.02	0.02	0.02
STABILIZATION FUND	2.00	1.93	1.66	0.75
TOTAL PACKAGE	52.52	49.21	44.28	26.62
INDUSTRY FUND	0.32	0.32	0.32	0.32
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12
TOTAL	52.96	49.65	44.72	27.06

Note: Stabilization Fund payable on hours earned

APPENDIX "A" Hamilton/Brantford/Niagara Area (cont'd)

Foreman Premium:	May 1/13	May 1/14	May 1/15
3 - 15 men	\$3.35	\$3.60	\$3.85 per hour
16 - 25 men	\$4.35	\$4.60	\$4.85 per hour
Over 25 men	\$5.10	\$5.35	\$5.60 per hour

Shift Work Premium: Journeyman: \$3.04 per hour
 Other
 classifications: at appropriate percentage

Irregular Hours Premium: Journeyman: \$3.00 per hour
 Other
 classifications: at appropriate percentage

Travel Allowance: \$0.52 per km - May 1, 2013
 \$0.53 per km - May 1, 2014
 \$0.54 per km - May 1, 2015

Zone Allowance per day:	Zone	Kms	May 1/13	May 1/14	May 1/15
	1	0-32	free zone	free zone	free zone
	2	32-48	\$15.35	\$15.66	\$15.97
	3	48-80	\$26.13	\$26.65	\$27.18

Board Allowance per day worked: \$84.90 per day worked - May 1, 2013
 \$87.40 per day worked - May 1, 2014
 \$89.90 per day worked - May 1, 2015

Parking: Employer to secure and/or pay for adequate project parking on all projects within the geographic scope of Local 537 - Hamilton, Niagara and Brantford Areas.

Overtime Pay: X2
 X1 1/2 Maintenance Work

Work Week: 40 hours

Show-up Time: 3 hours
 2 hours inclement weather

Lay-off: 2 hours notice

Union Dues Deduction: Yes

Notes:

1. **Union Dues Promotion Fund** is taxable. For details refer to Local Association.
2. **Conference Dues Promotion Trust Fund** of \$0.22 is included in the hourly rate. It is to be deducted from employees wages after taxes and remitted together with employer's contributions.
3. *Includes \$0.03 to be used to comply with the requirements of WCB, Bill 162.
4. **Provincial Training Trust Fund** of \$0.12 is non-taxable and therefore, is not included as earnings for the employee.
5. **Bereavement Fund** - employer funded by \$0.02 for each hour worked. To be remitted together with employer's contributions.

**PROVINCIAL COLLECTIVE AGREEMENT
SCHEDULE OF MONETARY CONDITIONS**

APPENDIX "A"

KINGSTON AREA
LOCAL UNION 269

WAGE RATES

MAY 1, 2013

	Sheeter/Decker	Sheeter/Decker Assistant	Material Handler	Probationary Employee
HOURLY RATE	36.08	27.62	22.83	17.45
VACATION PAY	3.61	2.76	2.28	1.75
H & W	2.00	2.00	2.00	2.00
PENSION	8.00	7.20	4.90	3.25
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12
STABIL. FUND	2.00	2.00	2.00	2.00
TOTAL PACKAGE	51.81	41.70	34.13	26.57
INDUSTRY FUND	0.36	0.36	0.36	0.36
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12
TOTAL	52.29	42.18	34.61	27.05

Note: Stabilization Fund payable on hours earned

APPENDIX "A" Kingston Area (cont'd)

Foreman Premium:		\$3.35 per hour - May 1, 2013
		\$3.60 per hour - May 1, 2014
		\$3.85 per hour - May 1, 2015
Sub-Foreman Premium:		\$2.00 per hour - May 1, 2013
		\$2.25 per hour - May 1, 2014
		\$2.50 per hour - May 1, 2015
Shift Work Premium:	Journeyman:	\$2.94 per hour
	Other classifications:	at appropriate percentage
Irregular Hours Premium:	Journeyman:	\$3.00 per hour
	Other classifications:	at appropriate percentage
Travel Allowance:		\$0.52 per km - May 1, 2013
		\$0.53 per km - May 1, 2014
		\$0.54 per km - May 1, 2015

To a maximum set out as Board Allowance.

Zone Allowance per day: Free Zone: 25 kilometres from City Hall in Kingston, Belleville and Brockville.

Board Allowance per calendar day:	\$83.86 - May 1, 2013
	\$86.36 - May 1, 2014
	\$88.86 - May 1, 2015

Overtime Pay: X2

Emergency Work Hours: Friday afternoon 12:00 - 4:30 at regular rate

Work Week: 36 hours

Show-up Time: 3 hours

2 hours inclement weather

Lay-off: 2 hours notice

Union Dues Deduction: Yes

Notes:

1. **Local Training Fund.** Employer's payment of \$0.05 is included in Industry Fund.
2. **Conference Dues Promotion Trust Fund** of \$0.22 and **Local Training Fund** of \$0.05 are included in the hourly rate. They are to be deducted from employees wages after taxes and remitted together with employer's contributions.
3. *Includes \$0.03 to be used to comply with the requirements of WCB, Bill 162.
4. **Provincial Training Trust Fund** of \$0.12 is non-taxable and therefore, is not included as earnings for the employee.

**PROVINCIAL COLLECTIVE AGREEMENT
SCHEDULE OF MONETARY CONDITIONS**

APPENDIX "A"	LONDON AREA LOCAL UNION 473				
WAGE RATES	Sheeter/Decker	Sheeter/Decker Assistant	Material Handler	Probationary Employee	
MAY 1, 2013					
HOURLY RATE	37.69	29.08	27.45	16.23	
VACATION PAY	3.77	2.91	2.75	1.62	
H & W	2.46	2.46	2.46	2.46	
PENSION	4.27	4.27	4.27	4.27	
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12	
STABIL. FUND	3.02	2.42	2.30	1.51	
TOTAL PACKAGE	51.33	41.26	39.35	26.21	
INDUSTRY FUND	0.20	0.20	0.20	0.20	
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12	
TOTAL	51.65	41.58	39.67	26.53	

Note: Stabilization Fund payable on hours earned

APPENDIX "A" London Area (cont'd)

		May 1/13	May 1/14	May 1/15	
Foreman Premium:	Premium "A"	\$3.35	\$3.60	\$3.85	per hour
	Premium "B"	\$4.10	\$4.35	\$4.60	per hour
	Premium "C"	\$4.85	\$5.10	\$5.35	per hour

See Clause 5 in Appendix "D"

Shift Work Premium: Journeyman: \$3.25 per hour
 Other classifications: at appropriate percentage

Irregular Hours Premium: Journeyman: \$3.00 per hour
 Other classifications: at appropriate percentage

Travel Allowance: \$0.52 per km - May 1, 2013
 \$0.53 per km - May 1, 2014
 \$0.54 per km - May 1, 2015

Zone Allowance per day:

Zone Km	May 1/13	May 1/14	May 1/15
▲1 0-40	free zone	free zone	free zone
2 41-56	\$14.08	\$14.36	\$14.65
3 57-80	\$21.66	\$22.09	\$22.53
4 81-96	\$28.14	\$28.70	\$29.27

▲After initial trip Travel Allowance per km shall be paid.

Board Allowance per day worked: \$90.50 per day worked - May 1, 2013
 \$93.00 per day worked - May 1, 2014
 \$95.50 per day worked - May 1, 2015

Overtime Pay: x1 1/2 General
 X2 on Holidays
 X2 Vehicle Assembly Plants

Work Week: 36 hours
 4 days @ 9 hours: Monday to Thursday or Tuesday to Friday

Show-up Time: 3 hours
 2 hours inclement weather

Lay-off: 2 hours notice

Union Dues Deduction: Yes

Notes:

1. **Conference Dues Promotion Trust Fund** of \$0.22, **Travel Fund** of \$0.05 and **Union Dues Promotion Fund** of \$0.81 are included in the hourly rate. They are to be deducted from employees wages after taxes and remitted together with employer's contributions.
2. *Includes \$0.03 to be used to comply with the requirements of WCB, Bill 162.
3. **Provincial Training Trust Fund** of \$0.12 is non-taxable and therefore, is not included as earnings for the employee.

**PROVINCIAL COLLECTIVE AGREEMENT
SCHEDULE OF MONETARY CONDITIONS**

APPENDIX "A"

OTTAWA AREA
LOCAL UNION 47

WAGE RATES

MAY 1, 2013

	Sheeter/Decker	Sheeter/Decker Assistant	Material Handler	Probationary Employee
HOURLY RATE	35.29	27.45	21.15	14.86
VACATION PAY	3.53	2.74	2.12	1.49
H & W	3.88	3.88	3.88	3.88
PENSION	7.19	5.60	4.90	4.19
TRAINING	0.18	0.18	0.18	0.18
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12
U.D.P.F.	1.20	1.20	1.20	1.20
STABIL. FUND	1.20	1.20	1.20	1.20
TOTAL PACKAGE	52.59	42.37	34.75	27.12
INDUSTRY FUND	0.44	0.44	0.44	0.44
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12
TOTAL	53.15	42.93	35.31	27.68

Note: Stabilization Fund payable on hours earned

APPENDIX "A" Ottawa Area (cont'd)

Foreman Premium:	May 1/13	May 1/14	May 1/15
up to & including five employees	\$3.25/hr	\$3.50/hr	\$3.75/hr
six or more employees	\$3.95/hr	\$4.20/hr	\$4.45/hr

Shift Work Premium: Journeyman: \$2.66 per hour
 Other
 classifications: at appropriate percentage

Irregular Hours Premium: Journeyman: \$3.00 per hour
 Other
 classifications: at appropriate percentage

Travel Allowance: \$0.52 per km - May 1, 2013
 \$0.53 per km - May 1, 2014
 \$0.54 per km - May 1, 2015

Zone Allowance per day: Free Zone: 24 kilometres Ottawa
 24 kilometres Cornwall
 24 kilometres Pembroke

**Board Allowance each day worked
 or reported for:** \$100.00 - May 1, 2013
 \$102.50 - May 1, 2014
 \$105.00 - May 1, 2015

Parking: \$12.00 area bounded by Rideau River to the east,
 Queensway to the south and Bronson to the west

Overtime Pay: X2
Work Week: 36 hours
Show-up Time: 3 hours
 2 hours inclement weather
Lay-off: 8 hours minimum notice to union office, no lay-
 off in first 4 hours, 2 hours severance pay
Union Dues Deduction: Yes

Notes:

1. **Union Dues Promotion Fund** is taxable. For details refer to Local Association.
2. **Conference Dues Promotion Trust Fund** of \$0.22 is included in the hourly rate. It is to be deducted from employees wages after taxes and remitted together with employer's contributions.
3. *Includes \$0.03 to be used to comply with the requirements of WCB, Bill 162 (increase to \$0.10 effective May 1, 2013 - to be reviewed April 30, 2016).
4. **Provincial Training Trust Fund** of \$0.12 is non-taxable and therefore, is not included as earnings for the employee.

PROVINCIAL COLLECTIVE AGREEMENT
SCHEDULE OF MONETARY CONDITIONS

APPENDIX "A"

SARNIA AREA
LOCAL UNION 539

WAGE RATES

MAY 1, 2013

	Sheeter/Decker	Sheeter/Decker Assistant	Material Handler	Probationary Employee
HOURLY RATE	39.31	31.21	25.17	19.13
VACATION PAY	3.93	3.12	2.52	1.91
H & W	2.59	2.59	2.59	2.59
PENSION	5.90	4.68	3.77	2.87
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12
STABILIZATION FUND	1.50	1.20	0.98	0.75
TOTAL PACKAGE	53.35	42.92	35.15	27.37
INDUSTRY FUND	0.49	0.49	0.49	0.49
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12
H & S TRAINING	0.04	0.04	0.04	0.04
TOTAL	54.00	43.57	35.80	28.02

Note: Stabilization Fund payable on hours earned

APPENDIX "A" Sarnia Area (cont'd)

Foreman Premium:		\$3.35 per hour - May 1, 2013		
		\$3.60 per hour - May 1, 2014		
		\$3.85 per hour - May 1, 2015		
Sub-Foreman Premium:		\$2.00 per hour - May 1, 2013		
		\$2.25 per hour - May 1, 2014		
		\$2.50 per hour - May 1, 2015		
Shift Work Premium:	Journeyman:	\$3.00 per hour		
	Other			
	classifications:	at appropriate percentage		
Irregular Hours Premium:	Journeyman:	\$3.00 per hour		
	Other			
	classifications:	at appropriate percentage		
Travel Allowance:		\$0.52 per km - May 1, 2013		
		\$0.53 per km - May 1, 2014		
		\$0.54 per km - May 1, 2015		
Zone Allowance per day:	Zone	May 1/13	May 1/14	May 1/15
	1	free zone	free zone	free zone
	2	\$16.24	\$16.56	\$16.89
Board Allowance per day worked:		\$81.90 per day worked - May 1, 2013		
		\$84.40 per day worked - May 1, 2014		
		\$86.90 per day worked - May 1, 2015		
Overtime Pay:	X2			
Work Week:	36 hours			
Show-up Time:	3 hours			
	2 hours inclement weather			
Lay-off:	2 hours notice			
Union Dues Deduction:	Yes			

Notes:

1. **Conference Dues Promotion Trust Fund** of \$0.22 and **Training Fund** of \$2.00 per week are included in the hourly rate. They are to be deducted from employees wages after taxes and remitted together with employer's contributions. In addition to the employee \$2.00 deduction, the employer will contribute \$2.00 for a total weekly contribution of \$4.00.
2. *Includes \$0.03 to be used to comply with the requirements of WCB, Bill 162.
3. **Provincial Training Trust Fund** of \$0.12 is non-taxable and therefore, is not included as earnings for the employee.

**PROVINCIAL COLLECTIVE AGREEMENT
SCHEDULE OF MONETARY CONDITIONS**

APPENDIX "A"

SAULT STE. MARIE AREA
LOCAL UNION 504

	WAGE RATES			
	Sheeter/Decker	Sheeter/Decker Assistant	Material Handler	Probationary Employee
MAY 1, 2013				
HOURLY RATE	37.10	32.64	27.20	17.81
VACATION PAY	3.71	3.26	2.72	1.78
H & W	3.13	3.13	3.13	3.13
PENSION	7.00	5.91	4.88	3.60
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12
TRAVEL FUND	0.05	0.05	0.05	0.05
TOTAL PACKAGE	51.11	45.11	38.10	26.49
INDUSTRY FUND	0.37	0.37	0.37	0.37
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12
TOTAL	51.60	45.60	38.59	26.98

APPENDIX "A" Sault Ste. Marie Area (cont'd)

Foreman Premium: \$3.35 per hour - May 1, 2013
 \$3.60 per hour - May 1, 2014
 \$3.85 per hour - May 1, 2015

Sub-Foreman Premium: \$2.00 per hour - May 1, 2013
 \$2.25 per hour - May 1, 2014
 \$2.50 per hour - May 1, 2015

Shift Work Premium: Journeyman: 2nd shift \$2.77 per hour
 3rd shift \$3.93 per hour
 Other classifications: at appropriate percentage

Irregular Hours Premium: Journeyman: \$3.00 per hour
 Other classifications: at appropriate percentage

Travel Allowance: \$0.52 per km - May 1, 2013
 \$0.53 per km - May 1, 2014
 \$0.54 per km - May 1, 2015

Zone Allowance per day:

Zone	Kms	May 1/13	May 1/14	May 1/15
1	0-24	free zone	free zone	free zone
2	25-56	\$24.29	\$24.78	\$25.28
3	over 56▲	\$37.92	\$38.68	\$39.45

▲when in travel status

Board Allowance per day worked: \$100.00 per day worked - May 1, 2013
 \$105.00 per day worked - May 1, 2014
 \$110.00 per day worked - May 1, 2015

Overtime Pay: X2
 X1 1/2 Maintenance Work
Work Week: 40 hours
Show-up Time: 3 hours
 2 hours inclement weather
Lay-off: 2 hours notice
Union Dues Deduction: Yes

Notes:

1. **Conference Dues Promotion Trust Fund** of \$0.22 and **Union Dues Promotion Fund** of \$0.93 are included in the hourly rate. They are to be deducted from employees wages after taxes and remitted together with employer's contributions.
2. *Includes \$0.03 to be used to comply with the requirements of WCB, Bill 162.
3. **Provincial Training Trust Fund** of \$0.12 is non-taxable and therefore, is not included as earnings for the employee.
4. The employer shall provide coveralls on mining sites, metatarsal work boots to all workers coming into the area on travel cards and scheduled to work on industrial sites requiring this type of foot wear.
5. The employer shall provide leather work gloves to all employees working in the siding and decking sector of the industry.

PROVINCIAL COLLECTIVE AGREEMENT
SCHEDULE OF MONETARY CONDITIONS

APPENDIX "A"

SUDBURY AREA
LOCAL UNION 504

WAGE RATES

MAY 1, 2013

	Sheeter/Decker	Sheeter/Decker Assistant	Material Handler	Probationary Employee
HOURLY RATE	37.09	32.64	27.20	16.97
VACATION PAY	3.71	3.26	2.72	1.70
H & W	3.13	3.13	3.13	3.13
PENSION	7.00	6.02	4.90	4.67
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12
TRAVEL FUND	0.05	0.05	0.05	0.05
STABILIZATION FUND	1.00	0.80	0.65	0.30
TOTAL PACKAGE	52.10	46.02	38.77	26.94
INDUSTRY FUND	0.37	0.37	0.37	0.37
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12
TOTAL	52.59	46.51	39.26	27.43

APPENDIX "A" Sudbury Area (cont'd)

Foreman Premium: \$3.35 per hour - May 1, 2013
\$3.60 per hour - May 1, 2014
\$3.85 per hour - May 1, 2015

Shift Work Premium: Journeyman: 2nd shift \$3.04 per hour
3rd shift \$4.79 per hour
Other
classifications: at appropriate percentage

Irregular Hours Premium: Journeyman: \$3.00 per hour
Other
classifications: at appropriate percentage

Travel Allowance: \$0.52 per km - May 1, 2013
\$0.53 per km - May 1, 2014
\$0.54 per km - May 1, 2015

Zone Allowance per day:

Zone	Kms	
1	0-32	free zone
2	32-80	Travel allowance from 1 st km

Board Allowance per day worked: \$100.00 per day worked - May 1, 2013
\$105.00 per day worked - May 1, 2014
\$110.00 per day worked - May 1, 2015

Overtime Pay: X2
Work Week: 36 hours
Show-up Time: 3 hours
2 hours inclement weather
Lay-off: 2 hours notice
Union Dues Deduction: Yes

Notes:

1. **Conference Dues Promotion Trust Fund** of \$0.22 and **Union Dues Promotion Fund** of \$0.93 are included in the hourly rate. They are to be deducted from employees wages after taxes and remitted together with employer's contributions.
2. *Includes \$0.03 to be used to comply with the requirements of WCB, Bill 162.
3. **Provincial Training Trust Fund** of \$0.12 is non-taxable and therefore, is not included as earnings for the employee.
4. The employer shall provide coveralls on mining sites, metatarsal work boots to all workers coming into the area on travel cards and scheduled to work on industrial sites requiring this type of foot wear.
5. The employer shall provide leather work gloves to all employees working in the siding and decking sector of the industry.

**PROVINCIAL COLLECTIVE AGREEMENT
SCHEDULE OF MONETARY CONDITIONS**

APPENDIX "A"

THUNDER BAY AREA
LOCAL UNION 397

WAGE RATES

MAY 1, 2013

	Sheeter/Decker	Sheeter/Decker Assistant	Material Handler	Probationary Employee
HOURLY RATE	38.00	34.12	26.29	14.82
VACATION PAY	3.80	3.41	2.63	1.48
H & W	2.53	2.53	2.53	2.53
PENSION	7.50	7.50	7.50	7.50
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12
TOTAL PACKAGE	51.95	47.68	39.07	26.45
INDUSTRY FUND	0.23	0.23	0.23	0.23
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12
SAFETY TRAINING	0.12	0.12	0.12	0.12
TOTAL	52.42	48.15	39.54	26.92

APPENDIX "A" Thunder Bay Area (cont'd)

Foreman Premium: \$3.35 per hour - May 1, 2013
\$3.60 per hour - May 1, 2014
\$3.85 per hour - May 1, 2015

Sub-Foreman Premium: \$2.00 per hour - May 1, 2013
\$2.25 per hour - May 1, 2014
\$2.50 per hour - May 1, 2015

Shift Work Premium: Field Journeyman: \$3.01 per hour
Other
classifications: at appropriate percentage

Shop All classifications:
2nd shift: \$1.20
3rd shift: \$1.30

Irregular Hours Premium: Journeyman: \$3.00 per hour
Other classifications: at appropriate percentage

Travel Allowance: \$0.52 per km - May 1, 2013
\$0.53 per km - May 1, 2014
\$0.54 per km - May 1, 2015

Zone Allowance per day: Free Zone: City Limits

Board Allowance per day: Board allowance of \$102.50 effective May 1, 2013, \$105.00 effective May 1, 2014 and \$107.50 effective May 1, 2015 per day worked or reported for or suitable hotel accommodations and \$65.00 per day.

Overtime Pay: X2
Work Week: 40 hours
Show-up Time: 3 hours
2 hours inclement weather
Lay-off: 1 hour notice
Union Dues Deduction: Yes

Notes:

1. **Conference Dues Promotion Trust Fund** of \$0.22 and **Union Dues Promotion Fund** of \$0.89 are included in the hourly rate. They are to be deducted from employees wages after taxes and remitted together with employer's contributions.
2. *Includes \$0.03 to be used to comply with the requirements of WCB, Bill 162.
3. **Provincial Training Trust Fund** of \$0.12 is non-taxable and therefore, is not included as earnings for the employee.

PROVINCIAL COLLECTIVE AGREEMENT
SCHEDULE OF MONETARY CONDITIONS

APPENDIX "A"

TORONTO/BARRIE/PETERBOROUGH AREA
LOCAL UNION 30

WAGE RATES

MAY 1, 2013

	Sheeter/Decker	Sheeter/Decker Assistant	Material Handler	Probationary Employee
HOURLY RATE	35.88	30.74	28.08	19.63
VACATION PAY	3.59	3.07	2.81	1.96
H & W	4.11	4.11	4.11	4.11
PENSION	8.09	7.01	5.65	--
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12
STABILIZATION FUND	1.00	0.89	0.80	0.50
DE NOVO	0.02	0.02	0.02	0.02
BEREAVEMENT	0.02	0.02	0.02	0.02
TOTAL PACKAGE	52.83	45.98	41.61	26.36
INDUSTRY FUND	0.26	0.26	0.26	0.26
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12
H & S TRAINING	0.04	0.04	0.04	0.04
TOTAL	53.25	46.40	42.03	26.78

Transportation Allowance of \$2.00 per hour worked.

Note: Stabilization Fund payable on hours worked & return to the hourly rate for the overtime hour earned - See Appendix "K" - Clause 13.5

APPENDIX "A" Toronto Area (including Barrie & Peterborough Areas) (cont'd)

Foreman Premium: \$3.35 per hour - May 1, 2013
 \$3.60 per hour - May 1, 2014
 \$3.85 per hour - May 1, 2015

Sub-Foreman Premium: \$2.00 per hour - May 1, 2013
 \$2.25 per hour - May 1, 2014
 \$2.50 per hour - May 1, 2015

Shift Work Premium: Journeyman: 2nd shift \$3.50 per hour
 3rd shift \$3.50 per hour
 Other classifications: at appropriate percentage

Irregular Hours Premium: Journeyman: \$3.50 per hour
 Other classifications: at appropriate percentage

Travel Allowance: \$0.52 per km - May 1, 2013
 \$0.53 per km - May 1, 2014
 \$0.54 per km - May 1, 2015

Transportation Allowance: \$2.00 per hour

Zone Allowance per day:

Zone	Kms	May 1/13	May 1/14	May 1/15
▲1	0-46	\$11.36	\$11.59	\$11.82
2	46-113	\$17.32	\$17.67	\$18.02

▲Including Toronto Island jobs.

Board Allowance per day worked: \$87.50 per day - May 1, 2013
 \$90.00 per day - May 1, 2014
 \$92.50 per day - May 1, 2015

Overtime Pay: X2 General
 X1 1/2 In-Plant Work (not including automotive assembly plants)

Work Week: 37.5 hours

Show-up Time: 3 hours

2 hours inclement weather

Lay-off: Prior day or, if same day, 1 hour notice with pay plus 1 hour severance pay.

Union Dues Deduction: Yes

Notes:

1. **Conference Dues Promotion Trust Fund** of \$0.22 and **Union Dues Deduction** are included in the hourly rate, and are to be deducted from employees wages after taxes and remitted together with employer's contributions.
2. *Includes \$0.03 to be used to comply with the requirements of WCB, Bill 162.
3. Wages to be paid in a sealed envelope.
4. **De Novo Fund** - employer and employee funded by \$0.01 each for each hour worked. To be remitted together with employer's contributions.
5. **Bereavement Fund** - employer funded by \$0.02 for each hour worked. To be remitted together with employer's contributions.
6. **Provincial Training Trust Fund** of \$0.12 is non-taxable and therefore, is not included as earnings for the employee.
7. A training database will be maintained by the Union. The employers shall contribute \$0.04 per hour for its administration.

**PROVINCIAL COLLECTIVE AGREEMENT
SCHEDULE OF MONETARY CONDITIONS**

APPENDIX "A"

WATERLOO-WELLINGTON AREA
LOCAL UNION 562

WAGE RATES

MAY 1, 2013

	Sheeter/Decker	Sheeter/Decker Assistant	Material Handler	Probationary Employee
HOURLY RATE	38.10	30.56	27.92	18.49
VACATION PAY	3.81	3.06	2.79	1.85
H & W	2.30	2.30	2.30	2.30
PENSION	5.70	4.61	4.34	2.85
LOCAL TRAINING	0.02	0.02	0.02	0.02
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12
STABIL. FUND	1.50	1.21	1.14	0.75
TOTAL PACKAGE	51.55	41.88	38.63	26.38
INDUSTRY FUND	0.20	0.20	0.20	0.20
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12
SAFETY TRAINING	0.12	0.12	0.12	0.12
LOCAL TRAINING	0.02	0.02	0.02	0.02
TOTAL	52.01	42.34	39.09	26.84

Note: Stabilization Fund payable on hours earned

APPENDIX "A" Waterloo-Wellington Area (cont'd)

Foreman Premium: \$3.35 per hour - May 1, 2013
 \$3.60 per hour - May 1, 2014
 \$3.85 per hour - May 1, 2015

Sub-Foreman Premium: \$2.00 per hour - May 1, 2013
 \$2.25 per hour - May 1, 2014
 \$2.50 per hour - May 1, 2015

Shift Work Premium: Journeyman: 2nd shift \$2.64 per hour
 3rd shift \$4.82 per hour
 Other classifications: at appropriate percentage

Irregular Hours Premium: Journeyman: \$3.00 per hour
 Other classifications: at appropriate percentage

Travel Allowance: \$0.52 per km - May 1, 2013
 \$0.53 per km - May 1, 2014
 \$0.54 per km - May 1, 2015

Zone Allowance per day:	Zone	Kms	May 1/13	May 1/14	May 1/15
	1	0-24	free zone	free zone	free zone
	2	24-32	\$7.08	\$7.22	\$7.36
	3	32-40	\$10.91	\$11.13	\$11.35
	4	40-48	\$13.15	\$13.41	\$13.68
	5	48-56	\$16.19	\$16.51	\$16.84
	6	56-64	\$19.73	\$20.12	\$20.52
	7	64-72	\$22.76	\$23.22	\$23.68
	8	72-80	\$25.82	\$26.34	\$26.87
	9	80-89	\$28.82	\$29.40	\$29.99
	10	89-97	\$31.84	\$32.48	\$33.13
	11	97-161	\$37.92	\$38.68	\$39.45

Board Allowance per day worked: ▲Board \$84.90 - May 1, 2013 per day worked
 \$87.40 - May 1, 2014 per day worked
 \$89.90 - May 1, 2015 per day worked
 12 over 161 by mutual agreement

▲Paid only when employee required to stay overnight and provides receipts.

Parking: Where members are working on jobs in Local 562's area and parking is an expense to the member, the respective contractor will reimburse the member for the parking expense upon remittance of a receipt.

Overtime Pay: X1 1/2 until 12:00 midnight (Saturday incl.)
 X2 from 12:01 a.m. to 7:00 a.m.
 X2 on Sundays and Holidays

Work Week: 40 hours

Show-up Time: 3 hours

2 hours inclement weather

Lay-off: 2 hours notice

Union Dues Deduction: Yes

Notes:

1. **Conference Dues Promotion Trust Fund** of \$0.22 and **Union Dues Promotion Fund** of \$0.78 are included in the hourly rate. They are to be deducted from employees wages after taxes and remitted together with employer's contributions.
 2. *Includes \$0.03 to be used to comply with the requirements of WCB, Bill 162.
 3. **Provincial Training Trust Fund** of \$0.12 is non-taxable and therefore, is not included as earnings for the employee.
-

PROVINCIAL COLLECTIVE AGREEMENT
SCHEDULE OF MONETARY CONDITIONS

APPENDIX "A"

WINDSOR AREA
LOCAL UNION 235

WAGE RATES

MAY 1, 2013

	Sheeter/Decker	Sheeter/Decker Assistant	Material Handler	Probationary Employee
HOURLY RATE	35.86	33.02	29.08	15.67
VACATION PAY	3.59	3.30	2.91	1.57
H & W	4.00	4.00	4.00	4.00
PENSION	7.00	6.64	6.18	3.85
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12
STABILIZATION FUND	2.00	1.85	1.67	1.00
TOTAL PACKAGE	52.57	48.93	43.96	26.21
INDUSTRY FUND	0.37	0.37	0.37	0.37
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12
SAFETY TRAINING	0.12	0.12	0.12	0.12
BEREAVEMENT FUND	0.02	0.02	0.02	0.02
TOTAL	53.20	49.56	44.59	26.84

Note: Stabilization Fund payable on hours earned

APPENDIX "A" Windsor Area (cont'd)

Foreman Premium: \$3.35 per hour - May 1, 2013
\$3.60 per hour - May 1, 2014
\$3.85 per hour - May 1, 2015

Shift Work Premium: Journeyman: 2nd shift \$4.525 per hour
3rd shift \$9.05 per hour
Other
classifications: at appropriate percentage

Irregular Hours Premium: Journeyman: \$3.00 per hour
Other
classifications: at appropriate percentage

Travel Allowance: \$0.52 per km - May 1, 2013
\$0.53 per km - May 1, 2014
\$0.54 per km - May 1, 2015

Zone Allowance per day: Essex County

Free Zone - 24 kilometres from Windsor City Limits. Starting from 24 kilometres beyond City Limits applicable allowance per km.

Kent County \$30.35 per day worked - May 1, 2013
\$30.96 per day worked - May 1, 2014
\$31.58 per day worked - May 1, 2015

For details refer to Local Appendix

Board Allowance per day: \$88.50 per day worked - May 1, 2013
\$91.00 per day worked - May 1, 2014
\$93.50 per day worked - May 1, 2015

Overtime Pay: X2
Work Week: 40 hours
Show-up Time: 3 hours
2 hours inclement weather
Lay-off: 2 hours notice
Union Dues Deduction: Yes

Notes:

1. **Conference Dues Promotion Trust Fund** of \$0.22 and **Union Dues Promotion Fund** of \$0.99 are included in the hourly rate. They are to be deducted from employees wages after taxes and remitted together with employer's contributions.
2. *Includes \$0.03 to be used to comply with the requirements of WCB, Bill 162.
3. **Provincial Training Trust Fund** of \$0.12 is non-taxable and therefore, is not included as earnings for the employee.

PROVINCIAL COLLECTIVE AGREEMENT
SCHEDULE OF MONETARY CONDITIONS

CHATHAM AREA
LOCAL UNION 235

APPENDIX "A"

WAGE RATES

MAY 1, 2013	Sheeter/Decker	Sheeter/Decker Assistant	Material Handler	Probationary Employee
HOURLY RATE	35.86	27.73	21.65	15.59
VACATION PAY	3.59	2.77	2.16	1.56
H & W	4.00	4.00	4.00	4.00
PENSION	7.00	6.12	5.45	3.94
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12
STABILIZATION FUND	2.00	1.60	1.31	1.00
TOTAL PACKAGE	52.57	42.34	34.69	26.21
INDUSTRY FUND	0.37	0.37	0.37	0.37
PROV. TRAINING TRUST FUND	0.12	0.12	0.12	0.12
SAFETY TRAINING	0.12	0.12	0.12	0.12
BEREAVEMENT FUND	0.02	0.02	0.02	0.02
TOTAL	53.20	42.97	35.32	26.84

Note: Stabilization Fund payable on hours earned

APPENDIX "A" Chatham Area (cont'd)

Foreman Premium: \$3.35 per hour - May 1, 2013
\$3.60 per hour - May 1, 2014
\$3.85 per hour - May 1, 2015

Shift Work Premium: Journeyman: 2nd shift \$4.51 per hour
3rd shift \$9.025 per hour
Other classifications: at appropriate percentage

Irregular Hours Premium: Journeyman: \$3.00 per hour
Other classifications: at appropriate percentage

Travel Allowance: \$0.52 per km - May 1, 2013
\$0.53 per km - May 1, 2014
\$0.54 per km - May 1, 2015

Zone Allowance per day: Kent County

Free Zone: Chatham City Limits
Outside City Limits applicable allowance per km.

Essex County \$30.35 per day worked - May 1, 2013
\$30.96 per day worked - May 1, 2014
\$31.58 per day worked - May 1, 2015

For details refer to Local Appendix

Board Allowance per day worked: \$88.50 per day worked - May 1, 2013
\$91.00 per day worked - May 1, 2014
\$93.50 per day worked - May 1, 2015

Overtime Pay: X1 ½ first 4 hours beyond regular shift
X2 thereafter
X1 ½ Saturdays first 8 hours
X2 thereafter
X2 Sundays and Holidays

Work Week: 40 hours

Show-up Time: 3 hours
2 hours inclement weather

Lay-off: 2 hours notice

Union Dues Deduction: Yes

Notes:

1. **Conference Dues Promotion Trust Fund** of \$0.22 and **Union Dues Promotion Fund** of \$0.99 are included in the hourly rate. They are to be deducted from employees wages after taxes and remitted together with employer's contributions.
2. *Includes \$0.03 to be used to comply with the requirements of WCB, Bill 162.
3. **Provincial Training Trust Fund** of \$0.12 is non-taxable and therefore, is not included as earnings for the employee.