

MASTER PROVINCIAL AGREEMENT

THIS AGREEMENT SHALL BECOME EFFECTIVE MAY 1, 2001

B E T W E E N:

The Utility Contractors' Association
of Ontario Incorporated,
(hereinafter referred to as the "Association")
on behalf of its member companies *engaged in power,*
energy and communication construction, maintenance
and similar work throughout the Province of Ontario
(hereinafter referred to as the "Employer")

OF THE FIRST PART

- and -

Labourers' International Union of North America,
Ontario Provincial District Council
(hereinafter referred to as the "Union")
and its affiliated Local Unions, 183, 247, 493, 527, 607,
625, 837, 1036, 1059, 1081 & 1089
(hereinafter referred to as the "Local Unions")

OF THE SECOND PART

02698(08)

ARTICLE 1 - GENERAL PURPOSE

1.01 The general purpose of this Agreement is to establish mutually satisfactory relations between the members of the Association and their employees, to provide a **means** for the prompt and equitable disposition of grievances and to establish and maintain satisfactory working conditions, hours of work and wages for all employees who are subject to its provisions.

ARTICLE 2 - RECOGNITION

2.01 The Association, on behalf of its member companies, recognizes the **Labourers' International Union of North America, Ontario Provincial District Council** and its affiliated **Local Unions** 183, 247, 493, 527, 607, 625, 837, 1036, 1059, 1081 and 1089, who are parties to this Agreement, as the sole and exclusive bargaining agent for all construction employees employed by its member companies in the Province of **Ontario**, save and except non-working foremen and persons above the rank of non-working foremen.

2.02 Each of the **Local Unions listed** in Article 2.01 above, agrees with all others, with the Council and with the Association:

.01 to maintain the Council as their representative and agent for the purpose of bargaining collectively and concluding a Collective Agreement with the Association in accordance with the Uniform **District Council Constitution**; and

.02 to delegate and they do hereby delegate, to the Council, acting as their representative and agent, their authority, as aforesaid, for members of their respective **Local Unions** who come within the scope of this Agreement and agree to not withdraw such authority nor to seek to bargain individually with the Association or its members.

2.03 The Employer acknowledges and agrees that the Union's exclusive jurisdiction under this Agreement includes but is not limited to the following work, notwithstanding the claims of any other trade union, namely: all power tools driven by gas, air or electric; trucks, including pick-ups normally driven by members of the **Labourers' Union, boom trucks (8-ton and under)**, pole trucks, dump trucks and stake trucks; bore **machines** under 8", including truck-mounted, wet bore **machines** and **torpedoes**; chain saws, concrete saws, **sod cutters**, jack **hammers**, spade **guns**, rotary **guns**, water pumps under 6", power sweepers, compactors, power **tampers**; drillers, including hydraulic, **small trenchers**, small machines or **similar** machines; skid-mounted winch **lines** for pulling **cables**, asphalt rollers, remote controlled equipment and high pressure water equipment; loading, unloading, sorting, stockpiling of all materials; the wrapping, coating, treating, handling, **installation** and distribution of all **materials**, including placing, setting and removal of coverings, fusing, welding, **installation** of all pipe or cables, piles and cribbing, driving of sheet piling, lagging and shoring of all ditches, **trenches** and **manholes**, handling, setting and discharge of explosives, handling, **mixing**, pouring or pumping of concrete, installation of reinforcing steel or **similar** materials and the handling and placing of other materials for **saddles**, **beds** or foundations for the protection of pipe, wires, conduits, etc.; backfilling and compacting of all ditches, resurfacing of roads, **streets**, etc.

and/or restoration of lawns and landscaping; clearing and site preparation as described herein: cutting or jack hammering of streets, roads, sidewalks or aprons by hand or the use of air or other tools, digging of trenches, ditches and manholes and the leveling, pumping, grading and other preparation prior to laying or pulling pipe conduit or any cable for any purpose; all work in connection with the cutting of streets and ways for the installation of poles and bases, laying of pipes, cables or conduits for all purposes, digging of trenches, manholes, etc., the handling and conveying of all materials, concreting, backfilling, grading, restoring, resurfacing and all other labour work connected therewith; all work in connection with the excavation and installation of bases for hydro poles, light standards, including traffic lights, transformers, etc.; the assembly and installation of all poles and fixtures, the installation, splicing and hookup of all cables; all work referred to in Article 2.03 hereof performed in connection with bridges and related structures; and all underground tunnel work, including the operation of all equipment underground.

2.04 The Employer shall assign the work referred to in Article 2.03 exclusively to its employees covered by this Agreement who are members of the Union, notwithstanding the claims of any other trade union.

ARTICLE 3 - MANAGEMENT RIGHTS

3.01 The Union agrees that it is the exclusive function of each Employer covered by this Agreement:

- .01** to conduct its business in all respects in accordance with its commitments and responsibilities, including the right to manage the jobs, locate, extend, curtail or cease operations, to determine the number of men required at any or all operations, to determine the kinds and locations of machines, tools and equipment to be used and the schedules of production, to judge the qualifications of the employees and to maintain order, discipline and efficiency;
- .02** to hire, discharge, classify, transfer, promote, demote, lay off, suspend or otherwise discipline employees, provided that a claim by an employee that he has been discharged, suspended, disciplined or disciplinarily demoted without reasonable cause shall be subject to the provisions of the Grievance Procedure;
- .03** to make, alter from time to time, and enforce reasonable rules of conduct and procedure to be observed by the employees; and
- .04** it is agreed that these functions shall not be exercised in a manner inconsistent with the express provisions of this Agreement or in a manner which is arbitrary, discriminatory or in bad faith.

ARTICLE 4 - UNION MEMBERSHIP AND CHECK-OFF OF UNION DUES

4.01 Union Membership

- .01 The Employer agrees to employ only members in good standing of the union for the performance of all work covered by this Agreement. All employees shall present to the Employer a referral slip, either in person or by facsimile transmission, from the Union prior to his commencing employment
- .02 The Employer shall hire all of its employees covered by this Agreement through the Union and shall call the Union office by two o'clock in the afternoon (2:00 p.m.) for his needed supply of men for the following day. Should the Union be unable to furnish sufficient men, then the Employer may hire such labour as is available and such persons shall, as a condition of employment and continued employment, be required to apply for membership in the Union within seven (7) calendar days of hiring and shall be required to maintain such membership while working within the bargaining unit. The Union will not unreasonably withhold membership from anyone who is requested in writing by the Employer.
- .03 Recall - Applicable to Locals 183, 625, 1059, 1081 and 1089 only

The Employer shall have the right to recall those members in good standing who are on the out-of-work list of Local Unions 625, 1059 and 1089, that were employed by the Employer within the Local's jurisdiction during the last six (6) months, and who are on the out-of-work list of Local Unions 183 and 1081 that were employed by the Employer within the Local's jurisdiction during the last twelve (12) months. All employees shall present to the Employer a referral slip, either in person or by facsimile transmission, from the Union, prior to his commencing employment

4.02 Check-Off of Union Dues

As a condition of employment, each Employer will deduct regular monthly union dues and working dues from the pay issued to employees each calendar month. The Union agrees to inform the Employer of the amounts of such dues. The Union may direct the Employer to change the amount of dues upon thirty (30) days written notice. The Employer will also deduct the Union initiation fee (where such fee is applicable), providing employees authorize such deduction. It is recognized that in deducting the said initiation fee, employees may wish to have this amount deducted in two (2) successive steps and, if so, the Employer may deduct the initiation fees in this manner, upon notification from the Union.

4.03 Working Dues

The Employer agrees to deduct from the wage rates set out in this Agreement and remit on behalf of all employees covered by this Agreement, working dues (as set out in the Local Union Appendix) for each hour worked by them and remit same, together with a list of names, social insurance numbers of the said employees, and the number of hours worked by them to the Secretary-Treasurer of the

appropriate **Local** Union in whose area the **work** is being performed, **no** later than the fifteenth (15th) day of ~~the~~ month for which they are due. It is agreed that ~~the~~ Employer will use the Pension Fund contributions with respect to the remittance of the working dues and information therein required.

4.04 The working dues above include an amount of five cents (\$0.05) per hour worked for ~~the~~ **Ontario** Provincial District Council. The total working dues **shall** be submitted to the **Local** Union and the five cents (\$0.05) OPDC working dues **shall** be forwarded to the OPDC by the **Local** Union.

4.05 Within **ten** (10) working days after deduction of Union dues and/or initiation fees, the Employer will forward the amount deducted to a designated **officer** of the appropriate **Local** Union on **behalf** of its members, together with a list of ~~the~~ employees from whom deductions were made, together with their social **insurance** numbers.

4.06 The **Union** agrees to save the Employer harmless from any and all claims which may be made against the Employer for **amounts** deducted **as** herein provided

4.07 The Association recognizes that the work performed by labourers, including labourer-drivers, will continue to be **performed** by members from the Labourers' International Union of North *America*

4.08 **Sub-Contracting**

The Employer agrees to employ only subcontractors who are in contractual relations with the Union in Ontario **Labour** Relations Board **Area** 8 and Oshawa Region of Board **Area** 9, Northumberland County, Lake Ontario to fifteen (15) miles north of Highway 401 in Board **Areas** 10 and 12, the Regional Municipality of Ottawa, Carleton and the County of Russell in Board **Area** 15. Without limiting the generality of the foregoing, this clause covers fencing, landscaping, road building (including paving and sidewalks) bridges and related structures, but does not cover terminations. In London Board **Area** 3, the Employer agrees to employ only subcontractors who **are** in contractual relations with the Union for all work in **connection** with ~~the~~ laying, cutting and repairing of asphalt, concrete curbs and sidewalks.

The Employer agrees to employ **only subcontractors** who **are** in contractual relations with the Union for the **installation** of **all manholes** in the Province of **Ontario**.

ARTICLE 5 - NO STRIKES OR LOCKOUTS

5.01 During the term of this Agreement, the Employer agrees that it will not cause or direct any lockout of its employees, and the **Union** and **Local** Unions agree that there will be no slowdown, strike, or **other** stoppage of or interference with work.

ARTICLE 6 - UNION REPRESENTATION

6.01 The Employer **recognizes** the right of the Union to select or otherwise appoint a reasonable number of stewards to assist employees in presenting any complaints and/or grievances they may have to representatives of management. The Union shall be **required** to notify the job foreman **of** the **names** and number of stewards on each particular job.

6.02 The Union acknowledges that stewards have **regular** duties to **perform as** employees of the Employer and **that** such employees will not leave their regular duties for the purpose of conducting business in connection with **the** administration of the Agreement or the investigation or presentation of grievances, without first obtaining the permission of their **foreman** or immediate supervisor. Such **permission will** not be unreasonably withheld.

6.03 Representatives of the Union shall have access to the **area** of work **during** working hours, but in **no case** will such representatives interfere with the progress of the work.

6.04 **In** the event of a layoff, one (1) steward for each twenty-five (25) employees or fraction **thereof** in excess of multiples of twenty-five (25) will be retained in employment, provided such stewards are qualified to perform the work available. The stewards will not be excluded from overtime work, provided they **are** able to do the work required and shall be one (1) of the last (3) **three** men retained by the Employer, provided they are capable of performing the available work remaining.

ARTICLE 7 - COMPLAINTS AND GRIEVANCES

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

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

.01 Within twenty (**20**) days after the circumstances giving rise to the grievance **occurred or originated** [except in the **case** of a discharge grievance, which shall be presented within **ten** (10) working days], the grievance **shall** be **presented** to the Employer **in** writing on the standard form and the parties shall meet within five (5) working **days** in an endeavour to settle the grievance.

.02 If a satisfactory settlement **is** not reached within five (5) working days from this meeting, then **the** grievance may be submitted **to** a **Committee**, consisting of two (**2**) members of the Union and two (2) members of the Association, at any time within five (5) days thereafter but not later and, if a satisfactory settlement is not reached within five (**5**) **days** of this meeting, the grievance may be submitted to arbitration **as** provided for in Article 8 below, at any time within ten (10) days thereafter but not later.

.03 Grievances dealing with alleged violation of payment for hours of work, rates of pay, overtime, vacation and statutory holiday pay, shift premium, travelling expenses, room and board allowances, reporting allowances and dues may be brought forward within three (3) months of such alleged violations. It is further understood that such grievances may be retroactive to the first day of the alleged violation.

7.03 Benefit grievances shall be brought forward within twelve (12) months after the circumstances giving rise to the grievance become known or ought reasonably to have become known to the Union. It is further understood that the adjustment of any such grievance shall be retroactive to the first day of the alleged violation within the twelve (12) month period.

ARTICLE 8 - ARBITRATION

8.01 Both parties to this Agreement agree that any grievance concerning the interpretation or alleged violation of this Agreement which has been properly carried through all the steps of the grievance procedure outlined in Article 7 above and which has not been settled, will be referred to a board of arbitration at the request of either of the parties hereto.

8.02 The board of arbitration will be composed of one (1) person appointed by the Association, one (1) person appointed by the Union and one (1) person to act as Chairman, chosen by the other two (2) members of the board.

8.03 Within two (2) working days of the request of either party for a board, each party shall notify the other of the name of its appointee.

8.04 Should the person chosen by the Association to act on the board and the person chosen by the Union fail to agree on a third member as Chairman within five (5) days of the notification mentioned in 8.03 above, the Minister of Labour of the Province of Ontario will be asked to nominate an impartial person to act as Chairman.

8.05 The decisions of the board of arbitration or a majority of such board constituted in the above manner, or if there is no majority, the decision of the Chairman, shall be binding upon the employees, the Union, the Employer and the Association.

8.06 The board of arbitration shall not have any power to alter or change any of the provisions of this Agreement or to substitute any new provisions for any existing provisions nor to give any decision inconsistent with the terms and provisions of this Agreement.

8.07 Each of the parties to this Agreement will bear the expense of the arbitrator appointed by it and the parties will jointly bear the expenses, if any, of the Chairman.

- 8.08 .01 The nature of the grievance, the remedy sought and the section or the sections of the Agreement which are alleged to have been violated shall be set out in the written record of the grievance and may not be subject to change in later steps.
- .02 In determining the time which is allowed in the various steps, Sundays and Statutory Holidays shall be excluded, and any time limits may be extended by agreement in writing.
- .03 If advantage of the provisions of Articles 7 and 8 hereof is not taken within the time limits specified therein or as extended in writing, as set out above, the grievance shall be deemed to have been abandoned and may not be reopened.

8.09 **Management Grievances**

It is understood that the Association, on its own behalf or on behalf of any of its member companies, may file a grievance with the Union and that if such complaint is not settled to the satisfaction of the parties concerned, it may be treated as a grievance and referred to arbitration in the same way as a grievance of an employee. Such grievances shall be processed in accordance with Article 7.02 of the grievance procedure set out above.

8.10 **Union Grievances**

A Union grievance, which is defined as an alleged violation of this Agreement involving all or a number of employees in the bargaining unit, in regard to which a number of employees have signified an intention to grieve in writing or a grievance involving the Union itself, including the application or interpretation of this Agreement, may be brought forward as a grievance of an employee, subject to the same time limits as in Article 7 and to be processed in accordance with the provisions of Article 7.02 above.

**ARTICLE 9 - WAGE RATES, CLASSIFICATIONS, HOURS OF WORK,
OVERTIME AND OTHER CONDITIONS**

9.01 Attached hereto and forming part of this Agreement are Appendices relating to wage rates, classifications and other conditions of employment.

9.02 The amount of the employees' total compensation package to be designated as wages and/or Employer contributions may be varied from time to time. The Employer shall make adjustments in accordance with written instructions received from the Union; provided the Union agrees that, wherever possible, such changes will coincide with the dates of other wage and/or Employer contribution rate changes and that the Employer shall be given a minimum of sixty (60) days notice of any change.

Hours of Work and Overtime**.01 That portion of Local 183 within Board Area 8 and Local 527**

The regular hours of work shall be nine (9) hours per day, Monday to Friday inclusive. All time worked after nine (9) hours per day or after six o'clock in the afternoon (600 p.m.) Any day, or after forty-five (45) hours per week, shall be deemed overtime work or shift work and shall be paid at time and one-half the regular day shift rate, save and except shift work.

.02 That portion of Local 183 within the Counties of Durham and Northumberland, and Locals 625, 837, 1059, 1081 and 1089

The regular hours work shall be forty-eight (48) hours per week, Monday to Friday inclusive, between the hours of seven o'clock in the forenoon (7:00 a.m.) to six o'clock in the afternoon (600 p.m.) daily. All time worked after forty-eight (48) hours per week or after ten (10) hours per day, or before seven o'clock in the forenoon (700 a.m.) and six o'clock in the afternoon (600 p.m.) shall be deemed overtime work or shift work and shall be paid at time and one-half (1½x) the regular shift rate, save and except shift work.

.03 That portion of Local 183 within Simcoe County and the Counties of Peterborough, Victoria, Haliburton and the District of Muskoka, and Locals 247, 493, 607, and 1036

The regular hours work shall be fifty (50) hours per week, Monday to Friday inclusive, between the hours of seven o'clock in the forenoon (7:00 a.m.) to six o'clock in the afternoon (600 p.m.) daily. All time worked after fifty (50) hours per week or after ten (10) hours per day, or before seven o'clock in the forenoon (7:00 a.m.) and six o'clock in the afternoon (600 p.m.) shall be deemed overtime work or shift work and shall be paid at time and one-half (1½ x) the regular shift rate, save and except shift work.

.04 General for all Locals

.01 Truck drivers will be paid at straight time rates while travelling from the yard or assembly point to and from the job.

.02 All shift work shall be paid at one and one-eighth times (1-1/8x) the regular day shift rate.

.03 A minimum of four (4) hours will be paid to employees called out for emergency or trouble jobs. Emergency and trouble jobs shall be paid for at one and one-half times (1½ x) the regular day shift rates for work after six o'clock in the afternoon (6:00 p.m.) daily. All hours worked on Saturday shall be paid at one and one-half times (1½ x) the regular day shift rate and all hours worked on Sunday and statutory holidays will be paid at double (2x) the regular day shift rate.

ARTICLE 10 - STATUTORY HOLIDAYS

11.01 All work performed on Sundays, **New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day** and other statutory holiday legally declared by the Federal or **Provincial** Government shall be paid for at the **rate** of double time, including Heritage Day.

ARTICLE 11 - VACATION WITH PAY AND STATUTORY HOLIDAY PAY

11.01 Vacation and statutory holiday credits shall be paid to employees covered by this Agreement at the rates of the gross wages earned as shown in the attached Local Union **Appendices**.

11.02 It is understood and agreed that the **portion** of these **credits** determined to be **Statutory Holiday credits** are shown in the attached Local Union Appendices.

ARTICLE 12 - REPORTING ALLOWANCE

12.01 The Employer shall pay one (1) **hour's** time (at the **start of the day**) when inclement weather prevents work being **started**. **All** employees who **are** not advised on the day prior not to **report** for work, and who report, and are prevented from **working by reason of inclement weather, shall receive the aforesaid** one (1) hour's pay. Employees shall remain for one (1) hour on the job or at the assembly point to be eligible for **this** payment.

12.02 An employee who **reports for work at the start of his shift** without having been told in advance not to report, will be paid for four (4) hours.

12.03 An employee who, in the **course of his shift**, is directed by the Employer to wait on a job or travel from one job site to another job site, shall be paid for such waiting or travel time, and shall also receive thirty-seven cents (\$0.37) per kilometre, if he is required to **use his own** automobile.

ARTICLE 13 - PROTECTIVE CLOTHING

13.01 The Employer shall provide employees with such protective and wet weather clothing, including rainsuits, safety vests, safety glasses, ear protection and gloves other **than** normal gloves, **as may be needed**.

The Employer agrees to pay **fifty dollars (\$50.00)** towards the purchase of **lineman boots** after six (6) months continuous employment and **fifty dollars (\$50.00)** for every **six (6) months** employment thereafter.

13.02 The Union **recognizes** the right of the Employer to **economically** supervise the distribution of **the** clothing provided and will cooperate with the Employer to prevent wasteful practices.

ARTICLE 14 - CO-OPERATION

14.01 The parties hereto agree that this Agreement will apply to all power, energy and communications construction, maintenance and similar work, up to and including the meter base in all sectors of the construction industry throughout the Province of Ontario and will cooperate and assist each other in every legitimate way to conduct the respective business in an effective and harmonious manner.

14.02 Should the Employer perform any work falling within the scope of the Collective Agreements with, or binding upon, the Union as set out in Appendix 12 of this Agreement, then the Employer shall abide by and perform such work in accordance with the terms and conditions of the applicable collective agreement. In the event the Employer becomes actively engaged in road building, sewer and watermain construction, pipeline work, as outlined in the Pipeline Agreement between the Pipeline Contractors' Association of Canada and the Labourers' International Union of North America or other heavy construction work, the Collective Agreements applicable to such work will apply to any employee normally represented by the Union.

14.03 Employees who have worked for the Employer three (3) months or more will be retained in employment, provided they are qualified to perform the work available, before new employees are hired. This will not preclude the Employer from laying off employees due to lack of work or from discharging employees for cause.

ARTICLE 15 - SAFETY, SANITATION, SHELTER, COFFEE AND LUNCH BREAKS

15.01 Every Employer shall provide a proper and adequate place of shelter. Such place of shelter shall be sufficiently heated and securely locked in which the employees covered by this Agreement may eat their lunch and store their clothing. It is further agreed that the lunch room facilities shall be separated by a partition from the area from which the clothing is stored. It is clearly understood that the place of shelter shall not be used for any other purpose such as storage of tools, etc. The facilities referred to herein will be provided before production work commences on the job, and will be located as close as possible to the working area and on tunnel projects the location shall be within one hundred feet (100') from the shaft where reasonably possible. Sanitary toilets shall be provided in accordance with the *Construction Safety Act*.

15.02 Employees will be allowed one (1) coffee break of ten (10) minutes in each half (½) of the working shift. Employees shall be allowed a one-half (½) hour unpaid lunch break between 11:30 a.m. and 1:00 p.m. It is understood that no employee shall be required to work more than five (5) consecutive hours without a meal break.

15.03 The Employer shall make safety helmets available to employees, which shall be paid for by the employees, at cost, at the time they are supplied. On termination of employment, the employee will be credited with the amount paid, provided the helmet is returned in reasonable condition.

15.04 It is recognized that the job steward may bring to the attention of the foreman any unsafe conditions or violations of safety regulations.

15.05 The Employer shall make safety boots available to all employees at cost. The Employer shall provide, free of cost to the employee, rubber boots where the same are necessary. In the jurisdiction of Local 1059, the Employer agrees to pay one hundred dollars (\$100.00) towards the purchase of boots to its employees after four (4) months of employment. Reimbursement of safety boots is limited to one (1) per year and year runs from March 1 to February 29.

15.06 The Employer shall, at its own expense, furnish to any workman injured in its employ, who is in need of it, immediate conveyance and transportation to hospital or a physician. The Employer shall reimburse employees for any damages to clothing or footwear incurred as a result of a compensatable accident.

15.07 The parties have agreed to the establishment of a Safety Committee to be composed of two (2) members of the Union and two (2) representatives from the Industry. Safety meetings, not to exceed one (1) per month, may be called by the representatives of either party on the Safety Committee.

15.08 Trucks which are used to carry men and materials at the same time will be provided with a wooden cabin to separate the men from the materials. The cabin will be properly insulated and heated when necessary, and shall have at least one (1) glass window and a sliding door.

15.09 Employees shall be entitled to be reimbursed by the Employer for loss of clothing due to fire on the Employer's premises up to a maximum of two hundred and fifty dollars (\$250.00). In all cases, an employee must provide a written and signed statement of the amount of such loss.

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

ARTICLE 16 - HIGHER WAGES

16.01 Where the Employer becomes bound by the terms and conditions of this Agreement, no employee of that Employer receiving a higher rate of pay shall suffer a reduction of pay by reason of the execution of this Agreement.

ARTICLE 17 - PRE-JOB CONFERENCE

17.01 The Employer agrees to notify the Ontario Provincial District Council and the Local Union of any contracts awarded and expected to last more than three (3) weeks and shall, in such notice, describe the location and nature of the proposed work and probable date of commencement of such work, in order that a pre-job conference can be held, if necessary, before the start of the job.

17.02 It shall be the purpose of the pre-job conference to **agree** to such matters **as** employment requirements, mobility **of** and the number of key men, experienced and capable Union members, probable duration of the job and any other matters related to **the** job.

ARTICLE 18 - RIGHT TO TRAVEL FOR KEY MEN

18.01 For the purpose of **this** Agreement, the Employer's **yard** or **base** **of** operation is designated as the point of **origin** for employees covered by **this** Agreement.

18.02 All point **of** origin employees shall be and maintain membership in good standing in Laborers' International Union of **North America**

18.03 Employees who are deemed by the Employer to be capable and experienced key men, **as** agreed in Article 17.02, **shall** be allowed complete mobility of movement throughout the Province **of** Ontario, provided they carry a membership **book** in good standing **or** proof of **same** in **Labourers'** International Union of **North** America.

18.04 Any additional personnel required **shall** be hired through the Local Union **office** in the **area** where the Employer is working at the time. **The** names of key men **are** to be supplied to the Local Union.

18.05 **If** the Local Union is unable to supply the required personnel after twenty-four (**24**) hours notice, excluding holidays, **Saturdays** and Sundays, then the Employer may hire employees outside the Union office.

18.06 When the Employer **requires** employees to travel from a lower paid **area** into a higher paid **area**, **the** employees shall, in such circumstances, receive the higher paid **area** hourly **rates** of pay.

18.07 The Employer agrees to supply to the Union, **on** demand, a list containing the **names** and **dates** of the termination of each employee covered under the terms of **this** Agreement, from time to time.

18.08 It is understood **that** a Union member may transfer **his** membership from one Local to another, **as** specified in the Union's Constitution.

18.09 Working dues **to** be **remitted** to the Local Union where the work is **being** performed and benefits such **as** welfare, vacation pay, etc, to be submitted to the Local Union where the employee is a member.

ARTICLE 19 - PAYMENT OF WAGES

19.01 Wages **shall** be paid weekly and shall be accompanied by a slip outlining all hours of work, hourly rate, overtime hours, deductions for income **tax**, employment **insurance**, pension, etc., where applicable. Pay day **shall** be no later than Thursday. It is further agreed that **an** employee's pay slip will

show the number of hours worked in each week. Payment for correction of errors in wage payment shall be made separately.

19.02 After notification by the employee and/or Union to the Employer with respect to delay of delivery of weekly pay cheque, the Employer will be given twenty-four (24) hours to produce the outstanding pay cheque. If a pay cheque cannot be produced, the Employer will issue a cash advance of two hundred and fifty-dollars (\$250.00). The Employer will guarantee issuance of cheque by completion of the work day Monday. If the Employer defaults, the employee shall be paid waiting time at straight time rates, not to exceed four (4) hours for each day the delinquency continues.

19.03 In the case of layoff, all men will be notified the day before the layoff, where practical, but in any event, shall receive one (1) hour's notice in advance of the layoff.

19.04 Whenever Employment Insurance forms, vacation and statutory holiday pay credits and pay cheque are not given to employees at the time of termination, they shall be sent by the Employer affected to the employee by registered mail to his last known address within three (3) days of the time of termination.

19.05 Payment for travel expenses and out-of-town allowances will be clearly identified on the cheque slip and will be also identified as required for tax returns.

ARTICLE 20 - TRAVELING EXPENSES

20.01 Employees covered by the terms and condition of this Agreement in all areas, except OLRB Area 8, will receive traveling expenses in accordance with the following provisions. Travel expense provisions for employees working in OLRB Area 8 are contained in the Appendix 1, Local 183, OLRB Area 8.

20.02 LOCAL TRAVEL

The Employer shall pay employees at straight time rates for all time spent travelling to and from the work site in excess of fifteen (15) minutes each way. Time will commence leaving the assembly point and end at the time of arrival at the work site. This local travelling time allowance will be made only when an employee reports to an assembly point and is supplied with transportation.

20.03 DISTANT TRAVEL

Where the operations of the Employer require employees to transfer from job to job and from place to place outside a Metropolitan area, the Employer will pay the cost of transportation between points and reimburse for meals and accommodation en route. Such employees who are required to live outside of their normal place of residence and whose regular and permanent residence is within a Metropolitan area, will be supplied transportation back to the assembly point or base of operations once each week. In addition to the board allowance provided for in 20.03.01 below, employees who are eligible for such expense will be required to remain on the job for one (1) month or for the duration of the job if less than one (1) month and may be required to sign a form to that effect.

- .01** An employee sent by the Employer to a job and who is required by the Employer to remain away from his normal place of residence and where the job is within one-hundred (100) road kilometres from the Employer's base of operations, will be paid a board allowance of thirty-two dollars and fifty cents (\$32.50) per day. Where such jobs are more than one-hundred (100) road kilometres from the Employer's base of operations, the employee will be paid a board allowance of seventy dollars (\$70.00) per day.
- .02** Employees travelling to jobs throughout the Province of Ontario and who are required to use their own automobile outside of the Metropolitan area, shall be paid an allowance of thirty-seven cents (\$0.37) per kilometre each way from the Employer's yard or base of operations within the areas as outlined in the attached Appendices.

ARTICLE 21 - WELFARE CONTRIBUTIONS

21.01 Each Employer shall make contributions to the applicable Employee Benefit Plans as described in schedule 'B' of this Agreement at the rates contained in the Appendices attached hereto on a per hour basis for each hour worked. Such contributions shall be paid on or before the fifteenth (15th) day of the month following the month in which such hours were worked and shall be accompanied by a remittance report form for such employees as prescribed by the Trustees of the Fund. Each monthly report and contributions shall include all obligations arising from hours worked up to the close of the Employer's payroll ending nearest to the last day of the preceding calendar month. Such contributions shall be made payable by cheque to the applicable fund.

21.02 It is understood and agreed that the welfare funds shall be jointly trusteeed by an equal number of Union and Employer representatives, save and except Local 837 Welfare Benefit Trusts.

21.03 The purpose of these Funds is to provide weekly indemnity life insurance, dental plan, or similar benefits for the employees covered by this Agreement.

21.04 Remittance forms are to be provided and supplied to the Employers by the various Funds at no cost.

21.05 The rates of contribution to the Welfare Benefit Funds as shown in the attached Appendices include five cents (\$0.05) for the L.L.U.N.A. Tri-Fund and five cents (\$0.05) for the L.L.U.N.A. Occupational Health Fund, which are to be remitted together with the Welfare Benefit Fund remittance.

21.06 It is agreed that, by joint agreement, the Trustees of the Welfare Benefit Funds shall be empowered to charge interest at the rate of one and one-half percent (1½%) per month on failure of an Employer to make payment due to the Welfare Benefit Fund.

21.07 Each Employer bound by this Agreement agrees that where the Trustees of any Employee Benefit Plan to which the Employer is required to contribute payments, have just cause to believe that an Employer has not made proper or any contributions and reports in relation to the Benefit Plan, it shall permit a chartered accountant appointed by the Trustees to perform the necessary audit.

21.08 In the event such audit reveals that an Employer has failed to properly contribute or report to any Benefit Plan, the Trustees of any such Trust Fund may require such an Employer to pay the cost of the audit where the Trustees are of the opinion that such Employer deliberately failed or omitted to properly contribute or report as aforesaid.

21.09 The parties agree that there shall be reciprocation of health and welfare contributions for employees working outside of their home jurisdiction exclusively through the Labourers' Provincial Reciprocal Agreement made as of May 1, 1982, and any amendments thereto (the "Reciprocal Agreement"). The Employer and the Employee Bargaining Agencies, all affiliated bargaining agents and parties bound to this Agreement, shall take the necessary steps to ensure that all health and welfare contributions made under this Collective Agreement continue to be sent to the Trust Funds that are party to the Reciprocal Agreement. The parties agree that there shall be no other reciprocal arrangement other than the Reciprocal Agreement for health and welfare contributions, and that any such arrangement is null and void.

ARTICLE 22 - PENSION CONTRIBUTIONS

22.01 Each Employer shall make contributions to the Pension Fund as described in Schedule "B" of this Agreement at the rates contained in the Appendices per hour for each hour worked by employees of the Employer covered by this Agreement

22.02 Such contributions shall be paid to the Trustees of the Pension Fund on or before the fifteenth (15th) day of the month following the month such hours were worked and shall be accompanied by a remittance report form for each employee on a form prescribed by the Trustees of the Fund.

22.03 Each monthly report and contribution shall include all obligations arising from hours worked up to the close of the Employer's payroll ending nearest to the last day of the preceding calendar month.

22.04 It is agreed that, by joint agreement of the Council and the Association, interest at the rate of one and one-half percent (1½%) per month may be charged on failure of an Employer to make payments due to the Pension Fund.

22.05 In the jurisdiction of Locals 247, 625, 1059 and 1089, the Employer agrees to deduct an amount per hour worked on a weekly basis, from each employee's weekly gross wages, payable to a Group or Registered Retirement Savings Plan, as directed in writing by the applicable Local Union for its members. Such monies shall be remitted directly to the Local Union.

ARTICLE 23 - TRAINING AND OTHER FUNDS

23.01 The Employer agrees to pay for each hour worked by employees of the Employer covered by this Agreement to the Training and Other Funds described in Schedule "B" of this Agreement at the rates contained in the Appendices attached hereto.

23.02 Remittance forms are to be supplied by the Union or Funds at no cost. Payments into the Funds shall be made by the fifteenth (15th) day of the month following the month for which payment is due.

23.03 The rates of contribution contained in the Appendices to the Agreement include amounts that will be remitted to the following Trust Funds:

- .01** Labourers' A.G.C. Education and Training Fund
- .02** Labourers' National Health and Safety Trust Fund
- .03** Labourers' Employers Co-Operation and Education Trust Fund

ARTICLE 24 - REINSTATEMENT OF EMPLOYEES UPON RETURN FROM INDUSTRIAL ACCIDENT

24.01 An employee injured in the performance of his duties will resume his regular work when medically fit to do so, if work is available and he applies. The job of an injured worker shall be deemed available if, upon his return, any work within his classification on any project under this Agreement is being performed by an employee who, subsequent to the time of injury, was hired by the Employer, or transferred or otherwise assigned to perform any work within the said classification on any project covered by this Agreement. An employee who claims he has been denied employment, contrary to this provision, may have recourse to the Grievance and Arbitration Procedures as set out in Articles 7 and 8 of this Agreement.

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

ARTICLE 25 - GOVERNMENT LEGISLATION

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

25.02 *Employment Standards Amendment Act, 1991*

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

25.03 Any provincial or federal taxes required to be paid by the Employer on contributions under this Agreement are not included in the specified amounts set out in the Appendices. The Employer shall pay Provincial Retail Sales Tax on contributions to Members' Benefit Fund and remit such taxes to said Fund, together with the contributions on which such tax is paid.

ARTICLE 26 - JURISDICTIONAL CLAIMS

26.01 The Employer recognizes the jurisdictional claims of the Union, provided that when a work claim dispute arises between the Union, which is a party to this Agreement and any other Union or organization, which cannot be settled to the satisfaction of all parties concerned, such dispute shall immediately be processed as a complaint to the Ontario Labour Relations Board requesting an order from the Board, as outlined in Section 99 of the *Labour Relations Act* and, in the meantime, work will continue as assigned by the Employer, until otherwise directed by the Ontario Labour Relations Board.

ARTICLE 27 - JOINT LABOUR-MANAGEMENT COMMITTEE

27.01 In consideration of the mutual benefits likely to be obtained by way or more harmonious relationships between the Association and the Council, a Joint Labour-Management Committee shall be established.

27.02 The Joint Committee shall be selected from named members of the Association and named business representatives of the Union; the selection of three (3) appointees for each party constituting this Committee shall rest with each respective chairman of the Labour Relations Committee. The Committee shall select a chairman and secretary and minutes shall be kept of all meetings.

27.03 The above Committee shall meet twice yearly or at any other time deemed necessary by either party to this Agreement.

27.04 This Committee shall handle matters pertaining to better relations between the Employer and the Union for the general betterment of the industry.

ARTICLE 28 - GENERAL

28.01 In no event, shall the Employer be required to pay higher ~~rates~~ of wages or be subject to more unfavourable working conditions ~~than those established~~ by the Union for any other Employer engaged in power, energy and communications construction, maintenance and repair, ~~as covered in this Agreement, throughout the Province of Ontario, except as agreed by mutual consent of both parties.~~

28.02 The Council and the member Local Unions of the Council shall not enter into any agreement, arrangement or understanding which includes wages or conditions which are inferior to those contained herein for work covered by ~~this Agreement.~~

28.03 If the Council or a member Local Union of the Council enters ~~into~~ an agreement, arrangement or understanding in violation of the foregoing, ~~this Agreement shall be amended such that~~ the wages and conditions of such agreement, arrangement or understanding ~~shall~~ become the wages and conditions applicable to ~~all~~ work covered by such ~~agreement, arrangement or understanding within~~ the geographical ~~area~~ of the Council or the member Local Union which is party to ~~the~~ agreement, arrangement or understanding.

28.04 Where a particular clause, article or provision contained within a Local ~~Union Schedule~~ and not within the ~~Master Portion~~ of ~~this Agreement works~~ a hardship in a specific geographic ~~area within~~ the jurisdiction of the Local Union, the Council, in consultation and agreement with the Local Union, may reach a Memorandum of Local Exemption or Amendment, in writing, with the ~~Association,~~ to exempt or amend the particular clause, article or provision of the Local Union Schedule for the geographic ~~area~~ within the jurisdiction of the Local Union specified in the Memorandum of Local ~~Exemption or~~ Amendment.

28.05 Each Employer bound by ~~this Agreement~~ or a like agreement, adopting in substance but not necessarily in form, the ~~terms and conditions herein, shall~~ contribute sixteen ~~cents (\$0.16)~~ per hour worked by each employee covered by ~~this Agreement or such like agreement~~ and remit such contributions to the Utility Contractors' Association on forms provided by the Association to the Employers, ~~on~~ or before the fifteenth (15th) day of the ~~month, following the month for which the contributions were due.~~ Such ~~amounts~~ to cover the ~~costs~~ of negotiating and administering ~~this Agreement.~~

ARTICLE 29 - GENDER NEUTRALITY

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

ARTICLE 30 - EMPLOYMENT EQUITY

30.01 The Association and the Union mutually recognize the need for employment equity initiatives. Following joint investigation and consultation, the parties agree to meet to develop an Employment Equity Plan.

ARTICLE 31 - NEW CLASSIFICATIONS

31.01 In the event that during the term of this Collective Agreement, industry development or practice results in a requirement for classifications within the jurisdiction of the Union not provided for herein, the Employer and the Union shall meet within fifteen (15) days' notice of either upon the other and commence negotiations, the sole and restricted purpose of which shall be to establish such classifications and the wage rates applicable thereto; it is further agreed that unless the parties reach agreement on the aforesaid within fifteen (15) days of such meeting, the matter in dispute shall then be submitted and resolved in accordance with the grievance clauses set forth in this Agreement.

ARTICLE 32 - DURATION

32.01 Except as provided for in Appendix 1, Local 183, this Agreement shall become effective on the date hereof and shall remain in effect until the 30th day of April 2004, and shall continue in force from year to year thereafter, unless either party shall furnish the other with notice of termination of or proposed revision of this Agreement, not more than one hundred and twenty (120) days and not less than sixty (60) days before the 30th day of April 2004, or in a like period many year thereafter.

IN WITNESS WHEREOF the party of the First Part and the party of the Second Part have caused their proper officers to affix their signatures the day and year first above written.

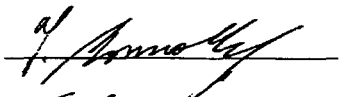
The Utility Contractors Association
of Ontario Incorporated



B. L. BROWN

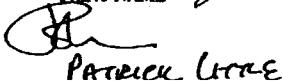
PRINT NAME

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



T. CONNOLLY

PRINT NAME



PATRICK LUCE

SCHEDULE 'A'

Association / Local Union Information and Geographic Jurisdictions

The Utility Contractors Association of Ontario

1075 North Service Road West, Suite 201
Oakville, Ontario L6M 2G2
General Manager: Mr. Barry L. Brown

Phone: (905) 847-7305
Fax: (905) 847-7824

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

44 Hughson Street South
Hamilton, Ontario L8N 2A7
Regional Manager: Mr. Joseph Mancinelli

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

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

555 Burnhamthorpe Road, Suite 700
Toronto, Ontario M9C 2Y3
Business Manager: Mr. Patrick Little

Phone: (416) 240-7254
Fax: (416) 240-7260

Universal Workers Union Local 183 - Toronto

1263 Wilson Avenue, Suite 200
North York, Ontario M3M 3G3
Business Manager: Mr. Antonio Dionisio

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

Universal Workers Union Local 183 - Eastern Office

400 Hopkins Street
Whitby, Ontario L1N 2B9
Business Manager: Antonio Dionisio

Phone: (905) 668-3004
Fax: (905) 668-5258

Board Area No. 8.

Metropolitan Toronto; the Counties of York and Peel; the Township of Esquesing, and the Towns of Oakville and Milton in the County of Halton; and the Counties of Ontario, Simcoe, Peterborough, Victoria; Haliburton; east part of Northumberland County on a line running from Lake Ontario to Rice Lake, including Cramahe, Percy, Seymore, Brighton and Murray Township; the County of Ontario, including all towns and townships therein, namely, the Town of Whitby, Whitby Township, Uxbridge and Uxbridge Township, Scott, Reach, Brock, the Town of Port Darlington, Cartwright, Clark, Manvers, Hope and Caven Townships and the Town of Bowmanville, Newcastle, Port Hope and Millbrook; the County of Northumberland, including Hamilton, Haldimand, Alnwick Townships, the Towns of Cobourg, Grafton and Baltimore; District of Muskoka and the Townships of Rama, Mara and Thorah in the County of Simcoe.

Labourers' International Union of North America, Local 247

145 Dalton Avenue, Suite 1
Kingston, Ontario K7K 6C2
Business Manager: Victor Claro

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

The Counties of Hastings, Prince Edward, Lennox, Addington, Frontenac and Leeds.

Labourers' International Union of North America, Local 493

392 Montague Avenue
Sudbury, Ontario P3C 4G5
Business Manager: Arthur Adams

Phone: (705) 674-25
Fax: (705) 674-67.

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

Labourers' International Union of North America, Local 527

1194 Evans Avenue
Ottawa, Ontario K1H 7Z8
Business Manager: Luigi Carrozzi

Phone: (613) 521-65
Fax: (613) 521-65

The Counties of Dundas, Stormont, Glengarry, Prescott, Russell, Lanark and Renfrew.

Construction and Allied Workers Local Union 607

730 Balmoral Street
Thunder Bay, Ontario P7C 5V3
Business Manager: Patrick Little

Phone: (807) 622-06
Fax: (807) 622-04.

The Districts of Kenora, including the Patricia portion; Rainy River; Thunder Bay, and the part of the District of Cochrane which lies north of the forty-ninth (49th) parallel of latitude and is not in Ontario Labour Relations Board Area No. 19.

Labourers' International Union of North America, Local 625

4320 Seminole Street
Windsor, Ontario N8Y 1Z7
Business Manager: Walter Dunn

Phone: (519) 944-38
Fax: (519) 974-6029

The Counties of Essex and Chatham-Kent

Labourers' International Union of North America, Local 837

44 Hughson Street South
Hamilton, Ontario L8N 2A7
Business Manager: Manuel Bastos

Phone: (905) 529-1116
Fax: (905) 529-27
Niagara Phone: (905) 227-18

The Counties of Lincoln, Welland, Haldimand, Wentworth and the Townships of Nelson and Nassagawaga in the County of Halton.

Labourers' International Union of North America, Local 1036

280 Bruce Street
Sault Ste. Marie, Ontario P6B 1P6
Business Manager: William Suppa

Phone: (705) 942-1036
Fax: (705) 942-1015

The District of Algoma.

Labourers' International Union of North America, Local 1059

56 Firestone Blvd.
London, Ontario N5W 5L4
Business Manager: Jim MacKinnon

Phone: (519) 455-8083
Fax: (519) 455-0712

The Counties of Middlesex, Elgin, Oxford, Perth, Huron and Bruce.

Labourers' International Union of North America, Local 1081

812 Lawrence Street
Cambridge, Ontario N3H 2N1
Business Manager: Manuel Andrade

Phone: (519) 653-3333
Fax: (519) 653-8086

The Counties of Waterloo, Wellington, Brant, Norfolk, Dufferin and Grey.

Labourers' International Union of North America, Local 1089

1255 Confederation Street
Sarnia, Ontario N7S 4M7
Business Manager: Robert Leone

Phone: (519) 332-1089
Fax: (519) 332-6378

The County of Lambton.

SCHEDULE 'B'
FUND NAMES AND REMITTANCE ADDRESSES FOR ALL TRUST FUNDS

PENSION FUND: (all areas)

Cheques shall be made payable to:

The Labourers' Pension Fund of Central and Eastern Canada

and shall be remitted to:

The Labourers' Pension Fund of Central and Eastern Canada
 P.O. Box 40, Station 'Q', Toronto, Ontario M4T 1L0

WELFARE, TRAINING & OTHER FUNDS:

Local Union:	Payable to:	Mail to:	Phone/Fax:
Local 183 (Toronto)	Local 183 Trust Administration	Local 183 Benefit Plan Administrators Limited 1263-Wilson Ave, Ste. 205 Toronto, ON M2M 3G2	[Tel: (416) 240-7480] [Fax: (416) 240-7488]
Local 183 (Oshawa)	The Labourers' Multi- Local Welfare Trust Fund	c/o Global Benefit Plan Consultants Inc. 545 Wilson Avenue Toronto, ON M3H 1V2	[Tel: (416) 635-6000] [Fax: (416) 635-6464]
Local 247	The Labourers' Multi- Local Welfare Trust Fund	c/o Global Benefit Plan Consultants Inc. 545 Wilson Avenue, Toronto, ON M3H 1V2	[Tel: (416) 635-6000] [Fax: (416) 635-6464]
Local 247 - GRSP	Local 247 GRSP Fund	c/o LIUNA Local 247 145 Dalton Avenue Suite 1 Kingston, ON K7K 6C2	[Tel: (613) 542-5950] [Fax: (613) 542-2781]
Local 247 - Training	Local 247 Training and Rehabilitation Fund		
Local 493 - Scholarship & Welfare		All remittances to:	[Tel: (905) 946-8655] [Fax: (905) 946-2535]
Organizing Fund	Labourers' Local 493 Organizing Fund	c/o J.J. McAtter & Associates Ltd., Employee Benefit Plan Services 45 McIntosh Drive Markham, ON L3R 8C7	
Training Fund	Labourers' Local 493 Training Fund		
Local 506	Trustees of Labourers' Union Local 506 (Construction Division) Employee Benefit Trust	c/o Global Benefit Plan Consultants Inc. 545 Wilson Avenue Toronto, ON M3H 1V2	[Tel: (416) 635-6000] [Fax: (416) 635-6464]

Local union:	Payable to:	Mail to:	Phone/Fax:
Local 527	LIUNA Local 527 Benefit Funds	do LIUNA Local 527 1194 Evans Avenue Ottawa, ON K1H 7Z8	[Tel: (613) 521-6565] [Fax: (613) 521-6580]
Local 607	The Labourers' Multi-Local Welfare Trust Fund	do Global Benefit Plan Consultants Inc. 545 Wilson Avenue, Toronto, ON M3H 1V2	[Tel: (416) 635-6000] [Fax: (416) 635-6464]
Local 607 - Training	Construction and Allied Workers Local Union 607 Training and Education Fund	do Construction and Allied Workers Local Union 607 730 Balmoral Street Thunder Bay, ON P7C 5V3	[Tel: (807) 622-0607] [Fax: (807) 622-0454]
Local 625	Trustees of the L.L.U.N.A. Ontario Participating Locals 1981 Benefit Trust	do The Bank of Nova Scotia 1 St. Clair Avenue East, Toronto, ON M4T 1Z3	Del: (416) 922-6106 [Fax: (416) 635-6464]
Local 625 - Training	LIUNA Local 625 Training Fund	do LIUNA Local 625 4320 Seminole Street Windsor, ON N8Y 1Z7	[Tel: (519) 944-3880] [Fax: (519) 974-6029]
Local 625 GRRSP	Local 625 GRRSP Fund		
Local 837	LIUNA Local 837 Welfare Fund	All remittances to: do LIUNA Local 837 44 Hughson St. South, Hamilton, ON L8N 2A7	[Tel: (905) 529-1116] [Fax: (905) 529-2723]
Local 837 - Training	Labourers' Local 837 Training Trust		
Local 837 - Vacation with Pay	Local 837 (Hamilton) Vacation Pay Trust Fund		
Local 1036	Labourers' Local 1036 Employee Benefit Trust Fund	do Royal Bank of Canada P.O. Box 9285, station "A" Toronto, ON M5W 3M1	
Local 1036 - Training	Labourers' Local 1036 Training Fund	do Labourers' Pension Fund of C & E Canada P.O. Box 40, Stn. "Q" Toronto, ON M4T 1L0	Del: (416) 932-1100 [Fax: (416) 932-1177]

Local Union:	Payable to:	Mail to:	Phone/Fax:
Local 1059	The Labourers' Multi-Local Welfare Trust Fund	c/o Global Benefit Plan Consultants Inc. 545 Wilson Avenue, Toronto, ON M3H 1V2	[Tel: (416)635-6000] [Fax: (416)635-6464]
Local 1059 - Training	LIUNA Local 1059 Training Trust Fund	d/o LIUNA Local 1059 56 Firestone Blvd. London, ON N5W 5L4	[Tel: (519) 455-8083] [Fax: (519) 455-0712]
Local 1059 GRRSP	Local 1059 GRRSP Fund		
Local 1081	The Labourers' Multi-Local Welfare Trust Fund	d/o Global Benefit Plan Consultants Inc. 545 Wilson Avenue Toronto, ON M3H 1V2	[Tel: (416)635-6000] [Fax: (416)635-6464]
Local 1081 - Training	Labourers' Local 1081 Training Trust Fund	c/o LIUNA Local 1081 812 Lawrence Street Cambridge, ON N3H 2N1	[Tel: (519)653-3333] [Fax: (519) 653-8086]
Local 1089	Labourers' Local 1089 (Samia) Benefit Trust Fund	All remittances to:	
Local 1089 - GRSP	Labourers' Local 1089 G.R.S.P. Fund	d/o LIUNA Local 1089 1255 Confederation Street Samia, ON N7S 4M7	[Tel: (519) 332-1089] [Fax: (519)332-6378]
Local 1089 - Training	The Administrator of Local 1089 Training Fund		

ARTICLE 1 - WAGE RATES AND CLASSIFICATIONS**OLRB Area No. 8****Group 1: Labourers**

Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Legal Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fund
05/01/01	25.84	2.58	1.60	3.50	0.25	0.10	0.00	0.00	33.87	2.5%	0.16
07/01/01	25.84	2.58	1.60	3.50	0.25	0.10	0.00	0.00	33.87	3%	0.16
11/01/01	25.84	2.58	1.70	3.50	0.25	0.10	0.10	0.00	34.07	3%	0.16
05/01/02	26.34	2.63	1.70	4.00	0.25	0.10	0.10	0.00	35.12	3%	0.16
11/01/02	26.34	2.63	1.80	4.00	0.25	0.10	0.20	0.00	35.32	3%	0.16
05/01/03	26.79	2.68	1.80	4.50	0.25	0.10	0.20	0.00	36.32	3%	0.16
01/01/04	26.79	2.68	1.90	4.50	0.25	0.10	0.30	0.05	36.57	3%	0.16

Group 2: Powderman Helper

Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Legal Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fund
05/01/01	25.89	2.59	1.60	3.50	0.25	0.10	0.00	0.00	33.93	2.5%	0.16
07/01/01	25.89	2.59	1.60	3.50	0.25	0.10	0.00	0.00	33.93	3%	0.16
11/01/01	25.89	2.59	1.70	3.50	0.25	0.10	0.10	0.00	34.13	3%	0.16
05/01/02	26.39	2.64	1.70	4.00	0.25	0.10	0.10	0.00	35.18	3%	0.16
11/01/02	26.39	2.64	1.80	4.00	0.25	0.10	0.20	0.00	35.38	3%	0.16
05/01/03	26.84	2.68	1.80	4.50	0.25	0.10	0.20	0.00	36.37	3%	0.16
01/01/04	26.84	2.68	1.90	4.50	0.25	0.10	0.30	0.05	36.62	3%	0.16

Group 3: Labourers (semi-skilled); form strippers; scootcrete and calf dozer; portable compressor; small mixer and pump man (4" discharge and under); groutman; mortar man; storeman and lumber yard attendant; farm tractor driver

Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Legal Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fund
05/01/01	25.94	2.59	1.60	3.50	0.25	0.10	0.00	0.00	33.98	2.5%	0.16
07/01/01	25.94	2.59	1.60	3.50	0.25	0.10	0.00	0.00	33.98	3%	0.16
11/01/01	25.94	2.59	1.70	3.50	0.25	0.10	0.10	0.00	34.18	3%	0.16
05/01/02	26.44	2.64	1.70	4.00	0.25	0.10	0.10	0.00	35.23	3%	0.16
11/01/02	26.44	2.64	1.80	4.00	0.25	0.10	0.20	0.00	35.43	3%	0.16
05/01/03	26.89	2.69	1.80	4.50	0.25	0.10	0.20	0.00	36.42	3%	0.16
01/01/04	26.89	2.69	1.90	4.50	0.25	0.10	0.30	0.05	36.68	3%	0.16

Group 4: Labourers (skilled - Group No. 1); pipelayers & conduit layers (all types & materials); jack hammer operator; air auger man; form setters; concrete finishers.

Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Legal Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fund
05/01/01	25.99	2.60	1.60	3.50	0.25	0.10	0.00	0.00	34.04	2.5%	0.16
07/01/01	25.99	2.60	1.60	3.50	0.25	0.10	0.00	0.00	34.04	3%	0.16
11/01/01	25.99	2.60	1.70	3.50	0.25	0.10	0.10	0.00	34.23	3%	0.16
05/01/02	26.49	2.65	1.70	4.00	0.25	0.10	0.10	0.00	35.28	3%	0.16
11/01/02	26.49	2.65	1.80	4.00	0.25	0.10	0.20	0.00	35.48	3%	0.16
05/01/03	26.95	2.69	1.80	4.50	0.25	0.10	0.20	0.00	36.47	3%	0.16
01/01/04	26.95	2.69	1.90	4.50	0.25	0.10	0.30	0.05	36.73	3%	0.16

OLRB Area 8

Group 5: Labourers (skilled - Group No. 2); drillers (all types); wagon drills, etc.; powderman												
Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Legal Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fund	
05/01/01	26.04	2.60	1.60	3.50	0.25	0.10	0.00	0.00	34.09	2.5%	0.16	
07/01/01	26.04	2.60	1.60	3.50	0.25	0.10	0.00	0.00	34.09	3%	0.16	
11/01/01	26.04	2.60	1.70	3.50	0.25	0.10	0.10	0.00	34.29	3%	0.16	
05/01/02	26.54	2.65	1.70	4.00	0.25	0.10	0.10	0.00	35.34	3%	0.16	
11/01/02	26.54	2.65	1.80	4.00	0.25	0.10	0.20	0.00	35.54	3%	0.16	
05/01/03	26.99	2.70	1.80	4.50	0.25	0.10	0.20	0.00	36.54	3%	0.16	
01/01/04	26.99	2.70	1.90	4.50	0.25	0.10	0.05	0.05	36.79	3%	0.16	
Group 6: Labourers (skilled - Group No. 3); carpenters; linemen; float driver; truck driver (over 3/4 ton).												
Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Legal Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fund	
05/01/01	26.34	2.63	1.60				0.00	0.00	34.42	2.5%	0.16	
07/01/01	26.34	2.63	1.60				0.00	0.00	34.42	3%	0.16	
11/01/01	26.34	2.63	1.70				0.10	0.00	34.62	3%	0.16	
05/01/02	26.84	2.68	1.70	4.00	0.25	0.10	0.10	0.00	35.67	3%	0.16	
11/01/02	26.84	2.68	1.80	4.00	0.25	0.10	0.20	0.00	35.87	3%	0.16	
05/01/03	27.29	2.73	1.80	4.50	0.25	0.10	0.20	0.00	36.87	3%	0.16	
01/01/04	27.29	2.73	1.90			0.10	0.30	0.05	37.12	3%	0.16	
Group 7: Labourers (skilled - Group No. 4); electricians; tunnel workers where tunnel is in excess of ten feet in length, excluding shallow tree tunnels.												
Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Legal Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fund	
05/01/01	26.84	2.68	1.60	3.50	0.25	0.10	0.00	0.00	34.97	2.5%	0.16	
07/01/01	26.84	2.68	1.60	3.50	0.25	0.10	0.00	0.00	34.97	3%	0.16	
11/01/01	26.84	2.68	1.70	3.50	0.25	0.10	0.10	0.00	35.17	3%	0.16	
05/01/02	27.34	2.73	1.70	4.00	0.25	0.10	0.10	0.00	36.22	3%	0.16	
11/01/02	27.34	2.73	1.80	4.00	0.25	0.10	0.20	0.00	36.42	3%	0.16	
05/01/03	27.79	2.78	1.80	4.50	0.25	0.10	0.20	0.00	37.42	3%	0.16	
01/01/04	27.79	2.78	1.90	4.50	0.25	0.10	0.30	0.05	37.67	3%	0.16	
Group 8: Working Foreman												
Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Legal Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fund	
05/01/01	26.69	2.67	1.60	3.50	0.25	0.10	0.00	0.00	34.81	2.5%	0.16	
07/01/01	26.69	2.67	1.60	3.50	0.25	0.10	0.00	0.00	34.81	3%	0.16	
11/01/01	26.69	2.67	1.70	3.50	0.25	0.10	0.10	0.00	35.01	3%	0.16	
05/01/02	27.19	2.72	1.70	4.00	0.25	0.10	0.10	0.00	36.06	3%	0.16	
11/01/02	27.19	2.72	1.80	4.00	0.25	0.10	0.20	0.00	36.26	3%	0.16	
05/01/03	27.65	2.76	1.80	4.50	0.25	0.10	0.20	0.00	37.26	3%	0.16	
01/01/04	27.65	2.76	1.90	4.50	0.25	0.10	0.30	0.05	37.51	3%	0.16	

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Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Legal Fund	Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fund
05/01/01	16.74	1.67	1.60	3.50	0.25	0.10	0.10	0.00	23.86	2.5%	0.16
07/01/01	16.74	1.67	1.60	3.50	0.25	0.10	0.00	0.00	23.86	3%	0.16
11/01/01	16.74	1.67	1.70	3.50	0.25	0.10	0.10	0.00	24.06	3%	0.16
05/01/02	17.24	1.72	1.70	4.00	0.25	0.10	0.10	0.00	25.11	3%	0.16
11/01/02	17.24	1.72	1.80	4.00	0.25	0.10	0.20	0.00	25.31	3%	0.16
05/01/03	17.69	1.77	1.80	4.50	0.25	0.10	0.20	0.00	26.31	3%	0.16
01/01/04	17.69	1.77	1.90	4.50	0.25	0.10	0.30	0.05	26.56	3%	0.16

Group 10: Flagperson

Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Legal Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fund
05/01/01	17.97	1.80	1.60	3.50	0.25	0.10	0.00	0.00	25.22	2.5%	0.16
07/01/01	17.97	1.80	1.60	3.50	0.25	0.10	0.00	0.00	25.22	3%	0.16
11/01/01	17.97	1.80	1.70	3.50	0.25	0.10	0.10	0.00	25.42	3%	0.16
05/01/02	18.47	1.85	1.70	4.00	0.25	0.10	0.10	0.00	26.47	3%	0.16
11/01/02	18.47	1.85	1.80	4.00	0.25	0.10	0.20	0.00	26.67	3%	0.16
05/01/03	18.93	1.89	1.80	4.50	0.25	0.10	0.20	0.00	27.67	3%	0.16
01/01/04	18.93	1.89	1.90	4.50	0.25	0.10	0.30	0.05	27.92	3%	0.16

Group 11: Electrician (Working Foreman)

Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Legal Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fund
05/01/01	29.68	2.97	1.60	3.50	0.25	0.10	0.00	0.00	38.10	2.5%	0.16
07/01/01	29.68	2.97	1.60	3.50	0.25	0.10	0.00	0.00	38.10	3%	0.16
11/01/01	29.68	2.97	1.70	3.50	0.25	0.10	0.10	0.00	38.30	3%	0.16
05/01/02	30.18	3.02	1.70	4.00	0.25	0.10	0.10	0.00	39.35	3%	0.16
11/01/02	30.18	3.02	1.80	4.00	0.25	0.10	0.20	0.00	39.55	3%	0.16
05/01/03	30.63	3.06	1.80	4.50	0.25	0.10	0.20	0.00	40.55	3%	0.16
01/01/04	30.63	3.06	1.90	4.50	0.25	0.10	0.30	0.05	40.80	3%	0.16

note: It is understood that the welfare contribution amount includes five cents (\$0.05) per hour into the Tri-Fund and ten cents (\$0.10) per hour into the Seniors Fund.

note: The working dues deduction includes five cents (\$0.05) per hour Ontario Provincial District Council Dues.

note: An employee working as a Labourer who is required to do casual watching or work as a flagman on casual or intermittent bases will not have his rate reduced thereby.

ARTICLE 2 - WAGE RATES AND CLASSIFICATIONSBELL WORK ONLY (HOLLAND LANDING AND MISSISSAUGA 905)

Group 1: Labourers											
Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Legal Fund	Long Term	C Gr		W.D. Ded.	Ind. Fund
05/01/01	17.87	1.79	1.60	3.05	0.17	0.10	-			2.5%	0.16
07/01/01	17.87	1.79	1.60	3.05	0.17	0.10	-			3%	0.16
11/01/01	17.87	1.79	1.70	3.05	0.17	0.10	-		24.68	3%	0.16
05/01/02	18.24	1.82	1.80	3.35	0.17	0.10	-		25.48	3%	0.16
05/01/03	18.57	1.86	1.80	3.65	0.17	0.10	-		26.15	3%	0.16
01/01/04	18.70	1.87	1.90	3.65	0.17	0.10	-	-	26.39	3%	0.16
Group 2: Powderman Helper											
Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Legal Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fund
05/01/01	17.92	1.79	1.60	3.05	0.17	0.10	-	-	24.63	2.5%	0.16
07/01/01	17.92	1.79	1.60	3.05	0.17	0.10	-	-	24.63	3%	0.16
11/01/01	17.92	1.79	1.70	3.05	0.17	0.10	-	-	24.73	3%	0.16
05/01/02	18.29	1.83	1.80	3.35	0.17	0.10	-	-	25.54	3%	0.16
05/01/03	18.62	1.86	1.80	3.65	0.17	0.10	-	-	26.20	3%	0.16
01/01/04	18.75	1.88	1.90	3.65	0.17	0.10	-	-	26.45	3%	0.16
Group 3: Labourers (semi-skilled); form strippers; scootcrete and calf dozer; portable compressor; small mixer and pump man (4" discharge and under); groutman; mortar man; storeman and lumber yard attendant; farm tractor driver											
Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Legal Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fund
05/01/01	17.97	1.80	1.60	3.05	0.17	0.10	-	-	24.69	2.5%	0.16
07/01/01	17.97	1.80	1.60	3.05	0.17	0.10	-	-	24.69	3%	0.16
11/01/01	17.97	1.80	1.70	3.05	0.17	0.10	-	-	24.79	3%	0.16
05/01/02	18.34	1.83	1.80	3.35	0.17	0.10	-	-	25.59	3%	0.16
05/01/03	18.67	1.87	1.80	3.65	0.17	0.10	-	-	26.26	3%	0.16
01/01/04	18.80	1.88	1.90	3.65	0.17	0.10	-	-	26.50	3%	0.16
Group 4: Labourers (skilled - Group No. 1); pipelayers & conduit layers (all types & materials); jack hammer operator; air anger man; form setters; concrete finishers.											
Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Legal Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fund
05/01/01	18.02	1.80	1.60	3.05	0.17	0.10	-	-	24.74	2.5%	0.16
07/01/01	18.02	1.80	1.60	3.05	0.17	0.10	-	-	24.74	3%	0.16
11/01/01	18.02	1.80	1.70	3.05	0.17	0.10	-	-	24.84	3%	0.16
05/01/02	18.39	1.84	1.80	3.35	0.17	0.10	-	-	25.65	3%	0.16
05/01/03	18.72	1.87	1.80	3.65	0.17	0.10	-	-	26.31	3%	0.16
01/01/04	18.85	1.89	1.90	3.65	0.17	0.10	-	-	26.56	3%	0.16

WELL WORK ONLY (HOLLAND LANDING AND MISSISSAUGA 905)

Group 5: Labourers (skilled - Group No. 2); drillers (all types); wagon drills, etc.; powderman											
Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Legal Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fund
05/01/01	18.07	1.81	1.60	3.05	0.17	0.10	-	-	24.80	2.5%	0.16
07/01/01	18.07	1.81	1.60	3.05	0.17	0.10	-	-	24.80	3%	0.16
11/01/01	18.07	1.81	1.70	3.05	0.17	0.10	-	-	24.90	3%	0.16
05/01/02	18.44	1.84	1.80	3.35	0.17	0.10	-	-	25.70	3%	0.16
05/01/03	18.77	1.88	1.80	3.65	0.17	0.10	-	-	26.37	3%	0.16
01/01/04	18.90	1.89	1.90	3.65	0.17	0.10	-	-	26.61	3%	0.16
Group 6: Labourers (skilled - Group No. 3); carpenter; linemen; float driver; truck driver (over 3/4 ton)											
Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Legal Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fund
05/01/01	18.37	1.84	1.60	3.05	0.17	0.10	-	-	25.13	2.5%	0.16
07/01/01	18.37	1.84	1.60	3.05	0.17	0.10	-	-	25.13	3%	0.16
11/01/01	18.37	1.84	1.70	3.05	0.17	0.10	-	-	25.23	3%	0.16
05/01/02	18.74	1.87	1.80	3.35	0.17	0.10	-	-	26.03	3%	0.16
05/01/03	19.07	1.91	1.80	3.65	0.17	0.10	-	-	26.70	3%	0.16
01/01/04	19.20	1.92	1.90	3.65	0.17	0.10	-	-	26.94	3%	0.16

Note: It is understood that the welfare contribution amount, includes five cents (\$0.05) per hour into the Tri-Fund and ten cents (\$0.10) per hour into the Seniors Fund.

Note: The working dues deduction includes five cents (\$0.05) per hour Ontario Provincial District Council Dues.

Note: An employee working as a Labourer who is required to do casual watching or work as a flagman on casual or intermittent bases will not have his rate reduced thereby.

ARTICLE 3 - WAGE RATES AND CLASSIFICATIONS

SIMCOE COUNTY

Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Legal Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fun.
05/01/01	20.04		1.60	3.05	0.17	0.10	0.00	0.00	26.96	2.5%	0.10
07/01/01	20.04		1.60	3.05	0.17	0.10	0.00	0.00	26.96	3%	0.10
11/01/01	20.04		1.70	3.05	0.17	0.10	0.10	0.00	27.16	3%	0.10
05/01/02	20.44		1.70	3.35	0.17	0.10	0.10	0.00	27.90	3%	0.10
11/01/02	20.44		1.80	3.35	0.17	0.10	0.20	0.00	28.10	3%	0.10
05/01/03	20.79		1.80	3.65	0.17	0.10	0.20	0.00	28.79	3%	0.10
01/01/04	20.79		1.90	3.65	0.17	0.10	0.30	0.05	29.04	3%	0.10

Group 2: Powderman

Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Legal Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fun.
05/01/01	20.09	2.01	1.60	3.05	0.17	0.10	0.00	0.00	27.02	2.5%	0.10
07/01/01	20.09	2.01	1.60	3.05	0.17	0.10	0.00	0.00	27.02	3%	0.10
11/01/01	20.09	2.01	1.70	3.05	0.17	0.10	0.10	0.00	27.22	3%	0.10
05/01/02	20.49	2.05	1.70	3.35	0.17	0.10	0.10	0.00	27.96	3%	0.10
11/01/02	20.49	2.05	1.80	3.35	0.17	0.10	0.20	0.00	28.16	3%	0.10
05/01/03	20.84	2.08	1.80	3.65	0.17	0.10	0.20	0.00	28.84	3%	0.10
01/01/04	20.84	2.08	1.90	3.65	0.17	0.10	0.30	0.05	29.09	3%	0.10

Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Legal Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fun.
05/01/01	20.14	2.01	1.60	3.05	0.17	0.10	0.00	0.00	27.07	2.5%	0.10
07/01/01	20.14	2.01	1.60	3.05	0.17	0.10	0.00	0.00	27.07	3%	0.10
11/01/01	20.14	2.01	1.70	3.05	0.17	0.10	0.10	0.00	27.27	3%	0.10
05/01/02	20.54	2.05	1.70	3.35	0.17	0.10	0.10	0.00	28.01	3%	0.10
11/01/02	20.54	2.05	1.80	3.35	0.17	0.10	0.20	0.00	28.21	3%	0.10
05/01/03	20.89	2.09	1.80	3.65	0.17	0.10	0.20	0.00	28.90	3%	0.10
01/01/04	20.89	2.09	1.90	3.65	0.17	0.10	0.30	0.05	29.15	3%	0.10

Co. 1); pipelayers & conduit layers (all types & materials); jack hammer m setters; concrete finishers.

Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Legal Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fun.
05/01/01	20.19	2.02	1.60	3.05	0.17	0.10	0.00	0.00			0.10
07/01/01	20.19	2.02	1.60	3.05	0.17	0.10	0.00	0.00	27.13		0.10
11/01/01	20.19	2.02	1.70	3.05	0.17	0.10	0.10	0.00	27.33		0.10
05/01/02	20.59	2.06	1.70	3.35	0.17	0.10	0.10	0.00	28.07		0.10
11/01/02	20.59	2.06	1.80	3.35	0.17	0.10	0.20	0.00	28.27		0.10
05/01/03	20.95	2.09	1.80	3.65	0.17	0.10	0.20	0.00	28.96	3%	0.10
01/01/04	20.95	2.09	1.90	3.65	0.17	0.10	0.30	0.05	29.21	3%	0.10

SIMCOE COUNTY

Group 5: Labourers (skilled - Group No. 2); drillers (all types); wagon drills, etc.; powderman											
Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Legal Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fund
05/01/01	20.24	2.02	1.60	3.05	0.17	0.10	0.00	0.00	27.18	2.5%	0.16
07/01/01	20.24	2.02	1.60	3.05	0.17	0.10	0.00	0.00	27.18	3%	0.16
11/01/01	20.24	2.02	1.70	3.05	0.17	0.10	0.10	0.00	27.38	3%	0.16
05/01/02	20.64	2.06	1.70	3.35	0.17	0.10	0.10	0.00	28.12	3%	a16
11/01/02	20.64	2.06	1.80	3.35	0.17	0.10	0.20	0.00	28.32	3%	0.16
05/01/03	20.99	2.10	1.80	3.65	0.17	0.10	0.20	0.00	29.01	3%	0.16
01/01/04	20.99	2.10	1.90	3.65	0.17	0.10	0.30	0.05	29.26	3%	0.16
Group 6: Labourers (skilled - Group No. 3); carpenters; linemen; float driver; truck driver (over 3/4 ton)											
Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Legal Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fund
05/01/01	20.54	2.05	1.60	3.05	0.17	0.10	0.00	0.00	27.51	2.5%	0.16
07/01/01	20.54	2.05	1.60	3.05	0.17	0.10	0.00	0.00	27.51	3%	0.16
11/01/01	20.54	2.05	1.70	3.05	0.17	0.10	0.10	0.00	27.71	3%	0.16
05/01/02	20.94	2.09	1.70	3.35	0.17	0.10	0.10	0.00	28.45	3%	0.16
11/01/02	20.94	2.09	1.80	3.35	0.17	0.10	0.20	0.00	28.65	3%	0.16
05/01/03	21.29	2.13	1.80	3.65	0.17	0.10	0.20	0.00	29.34	3%	0.16
01/01/04	21.29	2.13	1.90	3.65	0.17	0.10	0.30	0.05	29.59	3%	0.16
Group 7: Labourers (skilled - Group No. 4); electricians; tunnel workers where tunnel is in excess of ten feet in length, excluding shallow tree tunnels.											
Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Legal Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fund
05/01/01	21.04	2.10	1.60	3.05	0.17	0.10	0.00	0.00	28.06	2.5%	0.16
07/01/01	21.04	2.10	1.60	3.05	0.17	0.10	0.00	0.00	28.06	3%	0.16
11/01/01	21.04	2.10	1.70	3.05	0.17	0.10	0.10	0.00	28.26	3%	0.16
05/01/02	21.44	2.14	1.70	3.35	0.17	0.10	0.10	0.00	29.00	3%	0.16
11/01/02	21.44	2.14	1.80	3.35	0.17	0.10	0.20	0.00	29.20	3%	0.16
05/01/03	21.79	2.18	1.80	3.65	0.17	0.10	0.20	0.00	29.89	3%	0.16
01/01/04	21.79	2.18	1.90	3.65	0.17	0.10	0.30	0.05	30.14	3%	0.16
Group 8: Working Foreman											
Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Legal Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fund
05/01/01	20.89	2.09	1.60	3.05	0.17	0.10	0.00	0.00	27.90	2.5%	0.16
07/01/01	20.89	2.09	1.60	3.05	0.17	0.10	0.00	0.00	28.90	3%	0.16
11/01/01	20.89	2.09	1.70	3.05	0.17	0.10	0.10	0.00	28.10	3%	0.16
05/01/02	21.29	2.13	1.70	3.35	0.17	0.10	0.10	0.00	28.84	3%	0.16
11/01/02	21.29	2.13	1.80	3.35	0.17	0.10	0.20	0.00	29.04	3%	0.16
05/01/03	21.64	2.16	1.80	3.65	0.17	0.10	0.20	0.00	29.72	3%	0.16
01/01/04	21.64	2.16	1.90	3.65	0.17	0.10	0.30	0.05	29.97	3%	0.16

SIMCOE COUNTY

Group 9: Watchperson (48 hours per week)											
Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Legal Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fund
05/01/01	15.87	1.59	1.60	3.05	0.17	0.10	0.00	0.00	22.38	2.5%	0.
07/01/01	15.87	1.59	1.60	3.05	0.17	0.10	0.00	0.00	22.38	3%	0.
11/01/01	15.87	1.59	1.70	3.05	0.17	0.10	0.10	0.00	22.58	3%	a
05/01/02	16.27	1.63	1.70	3.35	0.17	0.10	0.10	0.00	23.32	3%	a
11/01/02	16.27	1.63	1.80	3.35	0.17	0.10	0.20	0.00	23.52	3%	0.
05/01/03	16.63	1.66	1.80	3.65	0.17	0.10	0.20	0.00	24.21	3%	0.
01/01/04	16.63	1.66	1.90	3.65	0.17	0.10	0.05	0.05	24.46	3%	a
Group 10: Flagperson											
Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Legal Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	In Fu
05/01/01	17.10	1.71	1.60	3.05	0.17	0.10	0.00	0.00	23.73	2.5%	0.16
07/01/01	17.10	1.71	1.60	3.05	0.17	0.10	0.00	0.00	23.73	3%	0.16
11/01/01	17.10	1.71	1.70	3.05	0.17	0.10	0.10	0.00	23.93	3%	0.
05/01/02	17.50	1.75	1.70	3.35	0.17	0.10	0.10	0.00	24.67	3%	a
11/01/02	17.50	1.75	1.80	3.35	0.17	0.10	0.20	0.00	24.87	3%	0.
05/01/03	17.85	1.79	1.80	3.65	0.17	0.10	0.20	0.00	25.56	3%	0.16
Group 11: Electrician (Working Foreman)											
Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Legal Fund	Long Term	Camp Ground	Total Pkg.	W.D./ Ded.	Ind. Fund
05/01/01	23.88	2.39	1.60	3.05	0.17	0.10	0.00	0.00	31.19	2.5%	0.16
07/01/01	23.88	2.39	1.60	3.05	0.17	0.10	0.00	0.00	31.19	3%	0.16
11/01/01	23.88	2.39	1.70	3.05	0.17	0.10	0.10	0.00	31.39	3%	0.16
05/01/02	24.28	2.43	1.70	3.35	0.17	0.10	0.10	0.00	32.13	3%	0.16
11/01/02	24.28	2.43	1.80	3.35	0.17	0.10	0.20	0.00	32.33	3%	0.16
05/01/03	24.63	2.46	1.80	3.65	0.17	0.10	0.20	0.00	33.01	3%	0.16
01/01/04	24.63	2.46	1.90	3.65	0.17	0.10	0.30	0.05	33.26	3%	0.16

Note: It is understood that the welfare contribution amount includes five cents (\$0.05) per hour into the Tri-Fund and ten cents (\$0.10) per hour into the Seniors Fund.

Note: The working dues deduction includes five cents (\$0.05) per hour Ontario Provincial District Council Dues.

Note: An employee working as a Labourer who is required to do casual watching or work as a flagman on casual or intermittent bases will not have his rate reduced thereby.

ARTICLE 4 - WAGE RATES AND CLASSIFICATIONS**OSHAWA**

Region of Durham, Board A m 9, Northumberland County, Lake Ontario 15 miles north of Highway 401 in Board Areas 10 and 12.

Group 1: Labourers										
Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fund
05/01/01	19.36	1.94	1.45	2.44	0.10	0.00	0.00	25.29	3%	0.16
11/01/01	19.36	1.94	1.55	2.44	0.10	0.10	0.00	25.49	3%	0.16
05/01/02	19.73	1.97	1.55	2.74	0.10	0.20	0.00	26.19	3%	0.16
11/01/02	19.73	1.97	1.65	2.74	0.10	0.20	0.00	26.39	3%	0.16
05/01/03	20.09	2.01	1.65	3.04	0.10	0.20	0.00	27.09	3%	0.16
01/04/04	20.32	2.03	1.75	3.04	0.10	0.30	0.05	27.59	3%	0.16
Group 2: Powderman Helper										
Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fund
05/01/01	19.41	1.94	1.45	2.44	0.10	0.00	0.00	25.34	3%	0.16
11/01/01	19.41	1.94	1.55	2.44	0.10	0.10	0.00	25.54	3%	0.16
05/01/02	19.77	1.98	1.55	2.74	0.10	0.10	0.00	26.24	3%	0.16
11/01/02	19.77	1.98	1.65	2.74	0.10	0.20	0.00	26.44	3%	0.16
05/01/03	20.14	2.01	1.65	3.04	0.10	0.20	0.00	27.14	3%	0.16
01/04/04	20.36	2.04	1.75	3.04	0.10	0.30	0.05	27.64	3%	0.16
Group 3: Labourers (semi-skilled); form strippers; scootcrete and calf dozer; portable compressor; small mixer and pump man (4" discharge and under); groutman; mortar man; storeman and lumber yard attendant; farm tractor driver										
Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fund
05/01/01	19.56	1.96	1.45	2.44	0.10	0.00	0.00	25.51	3%	0.16
11/01/01	19.56	1.96	1.55	2.44	0.10	0.10	0.00	25.71	3%	0.16
05/01/02	19.93	1.99	1.55	2.74	0.10	0.10	0.00	26.41	3%	0.16
11/01/02	19.93	1.99	1.65	2.74	0.10	0.20	0.00	26.61	3%	0.16
05/01/03	20.29	2.03	1.65	3.04	0.10	0.20	0.00	27.31	3%	0.16
01/04/04	20.52	2.05	1.75	3.04	0.10	0.30	0.05	27.81	3%	0.16
Group 4: Labourers (skilled - Group No. 1); pipelayers & conduit layers (all types & materials); jack-hammer operator; air auger man; form setters; concrete finishers.										
Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund			Total Pkg.	W.D. Ded.	Ind. Fund
05/01/01	19.62	1.96	1.45	2.44	0.10			25.57	3%	0.16
11/01/01	19.62	1.96	1.55	2.44	0.10			25.77	3%	0.16
05/01/02	19.98	2.00	1.55	2.74	0.10	0.10		26.47	3%	0.16
11/01/02	19.98	2.00	1.65	2.74	0.10	0.20		26.67	3%	0.16
05/01/03	20.35	2.03	1.65	3.04	0.10	0.20		27.37	3%	0.16
01/04/04	20.57	2.06	1.75	3.04	0.10	0.30	0.05	27.87	3%	0.16

OSHAWA

Group 5: Labourers (skilled - Group No. 2); drillers (all types); wagon drills, etc.; powderman										
		Vac Pay	Welf. Bnft.	Pens.	Train Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fund
05/01/01	19.86	1.99	1.45	2.44	0.10	0.00	0.00	25.84	3%	0.16
		1.99	1.55	2.44	0.10	0.10	0.00	26.04	3%	0.16
05/01/02	20.23	2.02	1.55	2.74	0.10	0.10	0.00	26.74	3%	0.16
		2.02	1.65	2.74	0.10	0.20	0.00	26.94	3%	0.16
05/01/03	20.59	2.06	1.65	3.04	0.10	0.20	0.00	27.64	3%	0.16
01/04/04	20.82	2.08	1.75	3.04	0.10	0.30	0.05	28.14	3%	0.16

Group 6: Truck driver										
Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fund
05/01/01	19.86	1.99	1.45	2.44	0.10	0.00	0.00	25.84	3%	0.16
11/01/01	19.86	1.99	1.55	2.44	0.10	0.10	0.00	26.04	3%	0.16
05/01/02	20.23	2.02	1.55	2.74	0.10	0.10	0.00	26.74	3%	0.16
11/01/02	20.23	2.02	1.65	2.74	0.10	0.20	0.00	26.94	3%	0.16
05/01/03	20.59	2.06	1.65	3.04	0.10	0.20	0.00	27.64	3%	0.16
01/04/04	20.82	2.08	1.75	3.04	0.10	0.30	0.05	28.14	3%	0.16

Group 7: Labourers (skilled - Group No. 3); carpenters; linemen; float driver-										
Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Long Term	Camp Ground	Total Pkg.		Ind. Fund
05/01/01	19.96	2.00	1.45	2.44	0.10	0.00	0.00	25.95		
11/01/01	19.96	2.00	1.55	2.44	0.10	0.10	0.00	26.15		
05/01/02	20.33	2.03	1.55	2.74	0.10	0.10	0.00	26.85		0.16
11/01/02	20.33	2.03	1.65	2.74	0.10	0.20	0.00	27.05		0.16
05/01/03	20.69	2.07	1.65	3.04	0.10	0.20	0.00	27.75		0.16
01/04/04	20.92	2.09	1.75	3.04	0.10	0.30	0.05	28.25		0.16

Group 8: Labourers (skilled - Group No. 4); electricians; tunnel workers where tunnel is in excess often feet in length, excluding shallow tree tunnels.										
Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fund
05/01/01	19.96	2.00	1.45	2.44	0.10	0.00	0.00	25.95	3%	0.16
11/01/01	19.96	2.00	1.55	2.44	0.10	0.10	0.00	26.15	3%	0.16
05/01/02	20.33	2.03	1.55	2.74	0.10	0.10	0.00	26.85	3%	0.16
11/01/02	20.33	2.03	1.65	2.74	0.10	0.20	0.00	27.05	3%	0.16
05/01/03	20.69	2.07	1.65	3.04	0.10	0.20	0.00	27.75	3%	0.16
01/04/04	20.92	2.09	1.75	3.04	0.10	0.30	0.05	28.25	3%	0.16

OSHAWA

Group 9: Working Foreman										
Effective Date	Hourly Rate	Vac Pay	Welf. Bnft.	Pens.	Train Fund	Long Term	Camp Ground	Total Pkg.	W.D. Ded.	Ind. Fund
05/01/01	20.32	2.03	1.45	2.44	0.10	0.00	0.00	26.34	3%	0.16
11/01/01	20.32	2.03	1.55	2.44	0.10	0.10	0.00	26.54	3%	0.16
05/01/02	20.68	2.07	1.55	2.74	0.10	0.10	0.00	27.24	3%	0.16
11/01/02	20.68	2.07	1.65	2.74	0.10	0.20	0.00	27.44	3%	0.16
05/01/03	21.05	2.10	1.65	3.04	0.10	0.20	0.00	28.14	3%	0.16
01/04/04	21.27	2.13	1.75	3.04	0.10	0.30	0.05	28.64	3%	0.16

Note: It is understood that the welfare contribution amount includes five cents (\$0.05) per hour into the Tri-Fund and ten cents (\$0.10) per hour into the Seniors Fund.

Note: The working dues deduction includes five cents (\$0.05) per hour Ontario Provincial District Council Dues.

ARTICLE 5 - VACATION WITH PAY AND STATUTORY HOLIDAY PAY TRUST FUND

5.01 vacation and statutory holiday pay credits shall be paid to employees covered by the Collective Agreement at the rate of ten percent (10%) of the gross wage earned.

5.02 It is understood and agreed that five percent (5%) of the gross wages is to be considered in lieu of statutory holiday pay. Payments hereunder to employees in Labourers' classifications shall be made in accordance with the following.

5.03 Vacation and statutory holiday pay as aforesaid for employees in Labourers' classification shall be paid into a Vacation with Pay Trust Fund which will be jointly administered by an equal number of Employers and Union Trustees. It is understood that the surplus of said Trust Fund will be:

- .01 firstly, applied against the administration costs of the Fund;
- .02 secondly, applied towards creating a reasonable reserve to be established by the Trustees based on past efficiencies;
- .03 thirdly, paid to the Association and the Union on an equal basis annually and pro-rated the basis of contributions into the Fund made by all utility contractors covered by the Collective Agreement.

Payments into the Fund shall be made by the fifteenth (15th) day of the month following the month for which payment is due.

ARTICLE 6 - TRAVEL ALLOWANCE OLRB Area 8 ONLY

6.01 In OLRB Area 8 a two-zone system will be established as follows:
Zone 1 is a Free Zone and is defined as the area lying within the following boundaries:
On the west side of County Line #23;
On the south side of Highway #9
On the east side of Burloak Road in Oakville or their extensions including the Town of Newmarket.

Zone 2 is defined as the area outside of Zone 1 and within the geographic area of the Agreement.

6.02 **Travel Pay:**

An employee traveling to a job inside Zone 1 will receive no wages for time spent traveling. An employee traveling to a job outside of Zone 1 on a daily basis will receive his regular rate of pay at straight time from the boundary of Zone 1 to the job and regular rate of pay at straight time from the job to the boundary of Zone 1 at the end of his shift.

6.03

Daily Travel Allowance:

An employee traveling to a job in his own vehicle inside of Zone 1 will receive no allowance. An employee who is required by the Employer to use his own vehicle to travel to a job in Zone 2 will receive an allowance of thirty-seven cents (\$0.37) per road kilometre each way from the Employer's base of operation. The travel allowance will not apply when employees are transported in a company vehicle by the Employer.

6.04

Out-of-Town Allowance:

An employee sent by the Employer to a job outside of Zone 1, and who is required by the Employer to remain away from his normal place of residence, will receive his regular rate of pay at straight time from the boundary of Zone 1 upon his commencement of employment on the job, and his regular rate of pay at straight time from the job to the boundary of Zone 1 at the end of the job, and the following allowances:

.01 Travel Allowance

An employee who is required by the Employer to use his own vehicle to travel to a job outside of Zone 1 shall be paid an allowance of thirty-seven cents (\$0.37) per kilometre from the Employer's base of operations to the job at commencement of employment on the job, and thirty-seven cents (\$0.37) per kilometre from the job to the Employer's base of operations at the end of the job, plus wages in accordance with the provisions of Section 4.01 above. The travel allowance shall not apply when employees are transported in a company vehicle by the Employer.

.02 Board Allowance

An employee sent by the Employer to a job outside of Zone 1, and who is required by the Employer to remain away from his normal place of residence, and where the job is within 100 road kilometres from the boundary of Zone 1, will be paid, at the Employer's discretion, a board allowance of thirty-two dollars and fifty cents (\$32.50) per day or a travel allowance in accordance with 5.04.01 above. Where the job is more than one hundred (100) road kilometres from the boundary of Zone 1, the employee will be paid a board allowance of seventy dollars (\$70.00) per day.

6.05

New Additional Yard

When the Employer contemplates operating from an additional permanent yard, the Employer agrees to notify the Union, and the Employer fully agrees to make every effort to redirect employees whose domicile is closer to the new location; and further, the Employer agrees to supply transportation from the old yard to the new yard for employees whose domicile is closer to the old yard. It is further understood that travel time will not apply under these circumstances.

6.06

Permanent Yard

The Employer will make every reasonable effort to direct employees to the yard closest to their residence.

ARTICLE 7 - JOINT COMMITTEE

7.01 The parties agree to the establishment within three (3) months of the signing of the Agreement, of a Joint Committee of equal representatives of the Metropolitan Toronto Road Builders Association, Metropolitan Toronto Sewer and Watermain Association; The Heavy Construction Association of Ontario, The Utility Contractors' Association of Ontario and Labourers' International Union of North America, Local 183, for the purpose of finding ways and means of employing workers who are unable to resume their regular jobs due to injury or illness. Any decisions or recommendations made by the said Joint Committee shall be binding upon all utility contractors bound by this or a similar or like collective agreement.

7.02 The parties agree to continue with the Joint Committee of equal representatives of the Employers and the Union for the purpose of issuing recognized identification cards noting the employee's classification. The issuance of such cards will be based upon certifications given by the Employer and/or such criteria or such standards as the Committee may adopt from time to time. The Committee shall continue to determine which classifications contained in the groups in Appendix 'B' hereto, shall be subject to this procedure.

7.03 It is agreed that in the event of a dispute arising with regard to the ability by an employee to perform his assigned work, it is understood that the issuance of any such certifications shall be one factor among others where such employee is subsequently disciplined.

ARTICLE 8 - OTHER CONDITIONS**8.01 Map Books Metropolitan Toronto**

Any truck driver working in Metropolitan Toronto and vicinity who requests a map book shall be supplied one by the Employer which will remain with the truck.

8.02 Breach of Collective Agreement by the Employer

In the event that the Employer repeatedly fails or refuses to pay any wages to or employee benefit contributions on behalf of any of his employees in the amount(s) and within the time(s) required by this Collective Agreement, the employees may refuse to work and shall have the right to picket at any projects where the Employer is engaged and the Employer agrees that such refusal to work or such picketing, as the case may be, within the provisions of the Ontario Labour Relations Act or this Collective Agreement and the Employer agrees not to bring any proceedings of any kind or nature whatsoever against any person or the Union for such conduct.

8.03 Ergonomic Training

.01 As a condition of employment, newly hired employees shall be required to attend and complete the ergonomics training course offered by the Labourers' Local 183 Members Training Fund within thirty (30) days of hiring.

- .02 On site supervisory personnel of any Employer shall be required to attend and complete the ergonomics training course offered by the Labourers' Local 183 Members Training Fund.
- .03 Union Stewards shall be required to attend and complete the ergonomics training course offered by the Labourers' Local 183 Members Training Fund.
- .04 The Union shall ensure that in issuing a referral slip under Article 6.02 above, the employee has taken the ergonomics training course or that arrangements have been made to comply with 8.03.01 hereof.
- .05 All of the above training shall not be performed on the Employer's time.

8.04 The Occupational and Rehabilitation Health Clinic Fund

The Employer agrees to cooperate with the programs established by the Soft Tissue Rehabilitation Clinic and the Occupational Health Clinic, and, in particular, to require his employees to attend at the Occupational Health Clinic for the requisite testing at least once every three (3) years and further, to notify the Soft Tissue Clinic of any Soft Tissue injury sustained by any of his employees, including the address and telephone number of such employee, within three (3) days of the Employer being advised that said employee sought medical attention.

8.05 Letter of Understanding

It will not be a violation of Article 8.04 if, notwithstanding the Employer's best efforts, an employee refuses to attend at the Occupational Health Clinic for testing at least once every three (3) years.

8.06 Transfer of Funds

During the lifetime of this Agreement, the Union shall have the right, subject to the approval of the Trustees at any time, to require the Employer to change the amounts of contributions to any Trust Funds other than the Vacation with Pay Trust Fund by transferring any portion of the contribution required to be made to any particular Trust Fund to any other Trust Fund, provided that there shall be no increase in the total monetary contributions required to be made under this Agreement and also provided that the Trust Fund to which the contribution is redirected to is part of this Collective Agreement.

ARTICLE 9 - NO STRIKE OR LOCK OUT

9.01 Upon execution of this Agreement by the Parties, the Employer and the Union contemplate entering into Successor Collective Agreements which will be effective from May 1, 2004 to April 30, 2007 and thereafter from May 1, 2007 to April 30, 2010 ("the Successor Collective Agreement(s)").

9.02 The Employer and the Union are desirous of ensuring that any work performed in the geographic areas covered by this Collective Agreement and the Successor Collective Agreement(s) will not be subject to strikes and/or lockouts in future years.

9.03 The Employer and the Union agree as follows with respect to the renewal of the Successor Collective Agreement(s):

- .01 If the Employer and the Union are unable to agree upon the terms and conditions of both or either of the Successor Collective Agreements, either party may refer settlement of the new Collective Agreement to final and binding arbitration by the 30th day of April thereafter, in both or either 2004 and/or 2007.
- .02 ~~TA?~~ Employer and the union agree that in view of the final and binding arbitration provisions set out herein, there will not be and they will not cause there to be, a strike or lockout following the expiry of the relevant Successor Collective Agreement (s) in either 2004 or 2007;
- .03 The Employer and the Union agree that in order to meet the need for expedition in the construction industry, they will agree upon a mutually acceptable arbitrator, by no later than April 30th, of each bargaining year, however, it is understood and agreed that mutual agreement of an Arbitrator does not necessarily mean that the Successor Collective Agreement (s) must be settled by arbitration.
- .04 Upon either party issuing a written notice of desire to proceed to final and binding arbitration to the other and the arbitrator, the arbitrator will commence a hearing with respect to the arbitration within fourteen (14) calendar days of the date of notice of thereafter, if mutually agreed to by the Parties.
- .05 It is agreed that the Arbitrator will hear, and will have the necessary jurisdiction to determine all lawful proposals and positions which are put before him/her by either party and there is no restriction upon the number of issues which may be put to the Arbitrator. It is further agreed that the arbitration process will not be one of final offer selection;
- .06 ~~With~~ respect to the agreements set out in paragraph (e) above, the parties agree that they may mutually agree to modify the arbitration proceedings, such that the number of issues proceeding to arbitration may be limited and/or that final offer selection may be utilized for all or part of the arbitration procedures in either or both of the bargaining years;
- .07 It is agreed that the arbitrator will issue his/her decision within seven (7) days of the date of the hearing and that any aspects of the decision may be retroactive to May 15 of the appropriate year, if the arbitrator so determines;
- .08 It is agreed that any arbitrations which are required as between the Union and the Employer will be the "industry arbitration" and accordingly, pursuant to the terms and provisions of the Collective Agreement, including but not limited to this Article, it is agreed that such decisions will be final and binding upon any Employer bound to this or any similar independent collective agreement, for all purposes;

- .09 The parties agree that the agreements, duties, obligations and rights set out above, form part of this Collective Agreement, which is binding upon them, and in addition, constitute a settlement of ~~the proceeding under the Labour Relations Act~~, which is enforceable under Section 97 (7) of the Act and accordingly, are enforceable both as a term and provision of this Collective Agreement and under the provisions of the Act with respect W the settlement of proceedings.

ARTICLE 10 - EXPEDITED ARBITRATION SYSTEM

10.01 Arbitrator

The permanent Arbitrator for the purpose of the Expedited Arbitration Process herein is Robert Herman. In addition, Louisa Davie and/or Jules Bloch may also act as alternates to the permanent Arbitrator, depending on the availability of Robert Herman and each other within the scheduling constraints of this Expedited Arbitration System.

10.02 Procedure

- .01 The term "grievance" wherever used in this Enforcement Agreement shall mean a grievance concerning the interpretation, application, administration or alleged violation of a provision of the Collective Agreement relating to payment for remittances on behalf of any employee and/or all other monetary provisions established by the Collective Agreement.
- .02 Any party bound by this procedure may initiate the Expedited Arbitration Process by service of a grievance in writing, by facsimile transmission, regular mail or courier (including Canada Post Courier) upon the Contractor and the Arbitrator.
- .03 After five (5) business days from service of the grievance, the Union may refer the grievance to Expedited Arbitration hereunder. Notice of such Referral to Expedited Arbitration shall be served by facsimile transmission, regular mail or courier (including Canada Post Courier) upon the Contractor and the Arbitrator.
- .04 Service shall be effective on receipt if facsimile transmission is used or shall be deemed to have occurred on the third weekday after mailing if regular mail is used.
- .05 The Arbitrator shall commence the Expedited Arbitration Hearings within five (5) days from service of the Referral. Counsel, if retained by a party, must be able to accommodate the hearing schedule as set by the Arbitrator. Adjournment will not be granted because of unavailability of counsel, for business demands or because a party asks for addition time to prepare.
- .06 Subject to the discretion of the Arbitrator, the Expedited Arbitration shall be held at the Union's premises and may be scheduled by the Arbitrator to commence after business hours.

- .07 Where the Arbitrator finds the Contractor in breach of the Agreement, the Arbitrator shall order the Contractor to pay all amounts owing with respect to violations of the Agreement.
- .01 Where the grievance commenced within ninety (90) days after the circumstances giving rise to the grievance became known or ought reasonably to have become known to the Union, the Arbitrator shall award the affected employee(s) recovery of one hundred percent (100%) of all unpaid amounts owed directly to the employee(s);
- .02 Where the grievance is initiated at any time beyond ninety (90) days after the circumstances, giving rise to the grievance became known or ought reasonably to have become known to the Union, the Arbitrator shall award seventy-five percent (75%) of all unpaid amounts to be paid to the affected employee(s) owed directly to the employee(s). The remaining twenty-five percent (25%) of such amounts shall be paid to a charity of the Union's choice;
- .03 The Arbitrator shall award one hundred percent (100%) recovery of all amounts which should have been remitted under the terms of the Collective Agreement;
- .04 The provisions of this section are to be integrated and applied in conjunction with the provisions contained in the Collective Agreement for the filing of grievances and are without prejudice to the rights of any of the parties hereunder.
- .05 In addition to any other amounts owing under the Collective Agreement, where the Arbitrator finds a violation, then the Arbitrator shall order the Contractor to pay damages of an additional five percent (5%) of the total amount of the award to a charity of the Union's choice.
- .08 The Arbitrator shall not have the jurisdiction to apply any principles of estoppel or waiver to reduce any amounts payable by the Contractor in respect of such violations.
- .09 The Arbitrator shall have the power to make the Arbitrator's costs (fees and expenses) an award or part of an award to be paid by the unsuccessful party.
- .10 At Expedited Arbitration the Arbitrator shall not have any power to alter or change any of the provisions of this Enforcement System or substitute any new provisions for any existing provision or give any decision inconsistent with the provision of this Enforcement System and the Collective Agreement

Group 1: Labourers (semi-skilled); form strippers; scotcrete and calf dazer; driver; portable compressor; small mixer and pump man (4" discharge and under); groutman; mortar man; storeman and lumber yard attendant; farm tractor driver; powderman helper									
Effective Date	Hourly Rate	GRSP	Welfare Benefit	Pension	Train Fund	Total Pkg.	W.Dues Ded.	OPDC Dues	Industry Fund
05/01/01	16.32	1.10	1.70	1.40	0.10	20.62	2.5%	0.05	0.16
05/01/02	16.52	1.20	1.80	1.50	0.10	21.12	2.5%	0.05	0.16
05/01/03	16.82	1.20	1.80	1.60	0.10	21.52	2.5%	0.05	0.16
Group 2: Labourers (skilled - Group No. 1); pipelayers & conduit layers (all types & materials); jack hammer operator; air anger man; form setters; concrete finishers.									
Effective Date	Hourly Rate	GRSP	Welfare Benefit	Pension	Train Fund	Total Pkg.	W.Dues Ded.	OPDC Dues	Industry Fund
05/01/01	16.64	1.10	1.70	1.40	0.10	20.94	2.5%	0.05	0.16
05/01/02	16.84	1.20	1.80	1.50	0.10	21.44	2.5%	0.05	0.16
05/01/03	17.14	1.20	1.80	1.60	0.10	21.84	2.5%	0.05	0.16
Group 3: Labourers (skilled - Group No. 2); electrician; carpenters; linemen, float driver; tunnel workers; where tunnel is in excess of sixteen feet in length, excluding shallow tree tunnels.									
Effective Date	Hourly Rate	GRSP	Welfare Benefit	Pension	Train Fund	Total Pkg.	W.Dues Ded.	OPDC Dues	Industry Fund
05/01/01	17.51	1.10	1.70	1.40	0.10	21.81	2.5%	0.05	0.16
05/01/02	17.71	1.20	1.80	1.50	0.10	22.3122	2.5%	0.05	0.16
05/01/03	18.01	1.20	1.80	1.60	0.10	.71	2.5%	0.05	0.16
Group 4: Labourers (skilled - Group No. 3); drillers (all types) powderman; truck driver.									
Effective Date	Hourly Rate	GRSP	Welfare Benefit	Pension	Train Fund	Total Pkg.	W.Dues Ded.	OPDC Dues	Industry Fund
05/01/01	19.18	1.10	1.70	1.40	0.10	23.48	2.5%	0.05	0.16
05/01/02	19.38	1.20	1.80	1.50	0.10	23.98	2.5%	0.05	0.16
05/01/03	19.68	1.20	1.80	1.60	0.10	24.38	2.5%	0.05	0.16
Group 5: Flagperson									
Effective Date	Hourly Rate	GRSP	Welfare Benefit	Pension	Train Fund	Total Pkg.	W.Dues Ded.	OPDC Dues	Industry Fund
05/01/01	14.43	1.10	1.70	1.40	0.10	18.73	2.5%	0.05	0.16
05/01/02	14.63	1.20	1.80	1.50	0.10	19.23	2.5%	0.05	0.16
05/01/03	14.93	1.20	1.80	1.60	0.10	19.63	2.5%	0.05	0.16
Group 6: Working Foreman									
Effective Date	Hourly Rate	GRSP	Welfare Benefit	Pension	Train Fund	Total Pkg.	W.Dues Ded.	OPDC Dues	Industry Fund
05/01/01	20.18	1.10	1.70	1.40	0.10	24.48	2.5%	0.05	0.16
05/01/02	20.38	1.20	1.80	1.50	0.10	24.98	2.5%	0.05	0.16
05/01/03	20.68	1.20	1.80	1.60	0.10	25.38	2.5%	0.05	0.16

Note: Vacation and Holiday Pay forms part of the total wage package as set out above.

APPENDIX 3

LOCAL 493
Sudbury

Group 1: Labourers											
Effective Date	Hourly Rate	Vac Pay 9%	Wifr./ & Shol.	Pens.	Train Fund	Tri-Fund	Other Fund	Total Pkg.	W.D. Ded.	OPDC Dues	Ind. Fund
05/01/01	15.28	1.38	1.70	1.85	0.20	0.00	0.20	20.61	3%	0.10	0.16
05/01/02	15.28	1.38	1.80	2.25	0.20	0.05	0.20	21.16	3%	0.10	0.16
05/01/03	15.74	1.42	1.80	2.25	0.20	0.05	0.20	21.66	3%	0.10	0.16
Group 2: Powderman Helper											
Effective Date	Hourly Rate	Vac Pay 9%	Wifr./ & Shol.	Pens.	Train Fund	Tri-Fund	Other Fund	Total Pkg.	W.D. Ded.	OPDC Dues	Ind. Fund
05/01/01	15.33	1.38	1.70	1.85	0.20	0.00	0.20	20.66	3%	0.10	0.16
05/01/02	15.33	1.38	1.80	2.25	0.20	0.05	0.20	21.21	3%	0.10	0.16
05/01/03	15.79	1.42	1.80	2.25	0.20	0.05	0.20	21.71	3%	0.10	0.16
Group 3: Labourers (semi-skilled); form strippers; scootcrete and calf dozer; driver; portable compressor; small mixer and pump man (4" discharge and under); groutman; mortar man; storeman and lumber yard attendant; farm tractor driver											
Effective Date	Hourly Rate	Vac Pay 9%	Wifr./ & Shol.	Pens.	Train Fund	Tri-Fund	Other Fund	Total Pkg.	W.D. Ded.	OAK: Dues	Ind. Fund
05/01/01	15.38	1.38	1.70	1.85	0.20	0.00	0.20	20.71	3%	0.10	0.16
05/01/02	15.38	1.38	1.80	2.25	0.20	0.05	0.20	21.26	3%	0.10	0.16
05/01/03	15.83	1.43	1.80	2.25	0.20	0.05	0.20	21.76	3%	0.10	0.16
Group 4: Labourers (skilled - Group No. 1); pipelayers & conduit layers (all types & materials); jack hammer operator; air auger man; form setters; concrete finishers.											
Effective Date	Hourly Rate	Vac Pay 9%	Wifr./ & Shol.	Pens.	Train Fund	Tri-Fund	Other Fund	Total Pkg.	W.D. Ded.	OPDC Dues	Ind. Fund
05/01/01	15.43	1.39	1.70	1.85	0.20	0.00	0.20	20.71	3%	0.10	0.16
05/01/02	15.43	1.39	1.80	2.25	0.20	0.05	0.20	21.26	3%	0.10	0.16
05/01/03	15.89	1.43	1.80	2.25	0.20	0.05	0.20	21.76	3%	0.10	0.16
Group 5: Labourers (skilled - Group No. 2); drillers (all types); wagon drills, etc.; powderman; truckdriver.											
Effective Date	Hourly Rate	Vac Pay 9%	Wifr./ & Shol.	Pens.	Train Fund	Tri-Fund	Other Fund	Total Pkg.	W.D. Ded.	OPDC Dues	Ind. Fund
05/01/01	15.48	1.39	1.70	1.85	0.20	0.00	0.20	20.71	3%	0.10	0.16
05/01/02	15.48	1.39	1.80	2.25	0.20	0.05	0.20	21.26	3%	0.10	0.16
05/01/03	15.93	1.43	1.80	2.25	0.20	0.05	0.20	21.76	3%	0.10	0.16
Group 6: <u>about ...</u> (skilled - Group No. 3); carpenters; linemen; float driver, hydraulic											
Effective Date	Hourly Rate	Vac Pay 9%	Wifr./ & Shol.	Pens.	Train Fund	Tri-Fund	Other Fund	Total Pkg.	W.D. Ded.	OPDC Dues	Ind. Fund
05/01/01	15.78	1.42	1.70	1.85	0.20	0.00	0.20	20.71			
05/01/02	15.78	1.42	1.80	2.25	0.20	0.05	0.20	21.26		0.10	0.16
05/01/03	16.24	1.46	1.80	2.25	0.20	0.05	0.20	21.76		0.10	0.16

Group 7: Labourers (skilled - Group No. 4); electricians; tunnel workers where tunnel is in excess of sixteen feet (16') in length, excluding shallow tree tunnels.

Effective Date	Hourly Rate	Vac Pay 9%	Wifr./ & Shol.	Pens.	Train Fund	Tri-Fund	Other Fund	Total Pkg.	W.D. Ded.	OPDC Dues	Ind. Fund
05/01/01	15.78	1.42	1.70	1.85	0.20	0.00	0.20	20.71	3%	0.10	0.16
05/01/02	15.78	1.42	1.80	2.25	0.20	0.05	0.20	21.26	3%	0.10	0.16
05/01/03	16.24	1.46	1.80	2.25	0.20	0.05	0.20	21.76	3%	0.10	0.16

Group 8: Working Foreman

Effective Date	Hourly Rate	Vac Pay 9%	Wifr./ & Shol.	Pens.	Train Fund	Tri-Fund	Other Fund	Total Pkg.	W.D. Ded.	OPDC Dues	Ind. Fund
05/01/01	16.13	1.45	1.70	1.85	0.20	0.00	0.20	20.71	3%	0.10	0.16
05/01/02	16.13	1.45	1.80	2.25	0.20	0.05	0.20	21.26	3%	0.10	0.16
05/01/03	16.59	1.49	1.80	2.25	0.20	0.05	0.20	21.76	3%	0.10	0.16

APPENDIX 4

LOCAL 527
Ottawa

The Regional Municipality of Ottawa-Carleton and the Counties of Dundas, Stormont, Glengarry, Prescott Russell, Lanark, Renfrew and Grenville.

Group 1: Labourers (unskilled)											
Effective Date	Hourly Rate	Vac Pay 88	Wlfare Benefit	Pens.	Train Fund	Occp Hlth	Tri-Fund	Total Pkg.	W.D. Ded.	OPDC Dues	Ind. Fun
07/03/01	16.64	1.33	1.960	1.42	Incl in	0.05	0.05	21.450			
05/01/02	17.10	1.37	2.114	1.77	Wlfr	0.05	0.05	22.454		Incl. in Welfare	0.16
05/01/03	17.47	1.40	2.114	1.77	Ben.	0.05	0.05	22.854		Benefit	0.16
Group 2: Labourers (unskilled)											
Effective Date	Hourly Rate	Vac Pay 88	Wlfare Benefit	Pens.	Train Fund	Occp Hlth	Tri-Fund	Total Pkg.	W.D. Ded.	OPDC Dues	Ind. Fun
07/03/01	18.64	1.49	1.960	1.42	Incl in	0.05	0.05	23.610			
05/01/02	19.10	1.53	2.114	1.77	Wlfr	0.05	0.05	24.614		Incl. in Welfare	0.16
05/01/03	19.47	1.56	2.114	1.77	Ben.	0.05	0.05	25.014		Benefit	0.16
Group 3: Labourers (semi-skilled); form strippers; scootcrete and calf dozer; driver; portable compressor; small mixer and pump man (4" discharge and under); groutman; mortar man; storeman and lumber yard attendant; farm tractor driver											
Effective Date	Hourly Rate	Vac Pay 8%	Wlfare Benefit	Pens.	Train Fund	Occp Hlth	Tri-Fund	Total Pkg.	W.D. Ded.	OPDC Dues	Ind. Fun
07/03/01	18.64	1.49	1.960	1.42	Incl in	0.05	0.05	23.610			
05/01/02	19.10	1.53	2.114	1.77	Wlfr	0.05	0.05	24.614		Incl. in Welfare	0.16
05/01/03	19.47	1.56	2.114	1.77	Ben.	0.05	0.05	25.014		Benefit	0.16
Group 4: Labourers (skilled- Group No. 1); pipelayers & conduit layers (all types & materials); jack hammer operator; air auger man; form setters; concrete finishers.											
											6
											6
											6
Effective Date	Hourly Rate	Vac Pay 8%	Wlfare Benefit	Pens.	Train Fund	Occp Hlth	Tri-Fund	Total Pkg.	W.D. Ded.	OPDC Dues	Ind. Fun
07/03/01	18.64	1.49	1.960	1.42	Incl in	0.05	0.05	23.610			
05/01/02	19.10	1.53	2.114	1.77	Wlfr	0.05	0.05	24.614		Incl. in Welfare	0.16
05/01/03	19.47	1.56	2.114	1.77	Ben.	0.05	0.05	25.014		Benefit	0.16

Group 6: Labourers (skilled - Group No. 3); carpenters; linemen; float driver.											
Effective Date	Hourly Rate	Vac Pay 8%	Wifare Benefit	Pens.	Train Fund	Occp Hlth	Tri-Fund	Total Pkg.	W.D. Ded.	OPDC Dues	Ind. Fund
07/03/01	18.64	1.49	1.960	1.42	Incl in	0.05	0.05	23.610		Incl. in	0.16
05/01/02	19.10	1.53	2.114	1.77	Wlfr	0.05	0.05	24.614		Welfare	0.16
05/01/03	19.47	1.56	2.114	1.77	Ben.	0.05	0.05	25.014		Benefit	0.16
Group 7: Labourers (skilled - Group No. 4); electricians; tunnel workers where tunnel is in excess of sixteen feet (16') in length, excluding shallow tree tunnels.											
Effective Date	Hourly Rate	Vac Pay 8%	Wifare Benefit	Pens.	Train Fund	Occp Hlth	Tri-Fund	Total Pkg.	W.D. Ded.	OPDC Dues	Ind. Fund
07/03/01	18.64	1.49	1.960	1.42	Incl in	0.05	0.05	23.610		Incl. in	0.16
05/01/02	19.10	1.53	2.114	1.77	Wlfr	0.05	0.05	24.614		Welfare	0.16
05/01/03	19.47	1.56	2.114	1.77	Ben.	0.05	0.05	25.014		Benefit	0.16
Group 8: Working Foreman											
Effective Date	Hourly Rate	Vac Pay 8%	Wifare Benefit	Pens.	Train Fund	Occp Hlth	Tri-Fund	Total Pkg.	W.D. Ded.	OPDC Dues	Ind. Fund
07/03/01	19.64	1.57	1.960	1.42	Incl in	0.05	0.05	24.690		Incl. in	0.16
05/01/02	20.10	1.61	2.114	1.77	Wlfr	0.05	0.05	25.694		Welfare	0.16
05/01/03	20.47	1.64	2.114	1.77	Ben.	0.05	0.05	26.094		Benefit	0.16

- NOTE: (1) Unskilled workers will receive a fifty cent (\$0.50) increase every six (6) months until the skilled workers rate is reached.
- (2) The hourly rates shown have been reduced by the amount of the contributions for LIUNA Local 527 Administration and each employee covered by this Schedule has agreed to the reduction.
- (3) The base rate for "Bell Canada General Contract" shall be one dollar (\$1.00) less per hour than the above classifications.

APPENDIX 5

LOCAL 607
Thunder Bay

Group 1: Labourers												
Effective Date	Hourly Rate	Vac Pay	Wifare Benefit	Pens.	Train Fund	Tri-Fund	Org. Fund	Total Pkg.	W.D. Ded.	OPDC Dues	Ind. Fund	
05/01/01	17.43	1.74	1.70	1.76	0.20	0.05	0.05	22.93	0.52	0.10	0.16	
05/01/02	17.43	1.74	1.85	2.16	0.20	0.05	0.05	23.48	0.52	0.10	0.16	
05/01/03	17.43	1.74	2.00	2.51	0.20	0.05	0.05	23.98	0.52	0.10	0.16	
Group 2: Powderman Helper												
Effective Date	Hourly Rate	Vac Pay	Wifare Benefit	Pens.	Train Fund	Tri-Fund	Org. Fund	Total Pkg.	W.D. Ded.	OPDC Dues	Ind. Fund	
05/01/01	17.48	1.75	1.70	1.76	0.20	0.05	0.05	22.99	0.52	0.10	0.16	
05/01/02	17.48	1.75	1.85	2.16	0.20	0.05	0.05	23.54	0.52	0.10	0.16	
05/01/03	17.48	1.75	2.00	2.51	0.20	0.05	0.05	24.04	0.52	0.10	0.16	
Group 3: Labourers (semi-skilled); form strippers; scootcrete and calf dozer; driver; portable compressor; small mixer and pump man (4" discharge and under); groomer; mortar man; storeman and lumber yard attendant; farm tractor driver												
Effective Date	Hourly Rate	Vac Pay	Wifare Benefit	Pens.	Train Fund	Tri-Fund	Org. Fund	Total Pkg.	W.D. Ded.	OPDC Dues	Ind. Fund	
05/01/01	17.53	1.75	1.70	1.76	0.20	0.05	0.05	23.04	0.52	0.10	0.16	
05/01/02	17.53	1.75	1.85	2.16	0.20	0.05	0.05	23.59	0.52	0.10	0.16	
05/01/03	17.53	1.75	2.00	2.51	0.20	0.05	0.05	24.09	0.52	0.10	0.16	
Group 4: Labourers (skilled - Group No. 1); pipelayers & conduit layers (all types & materials); jack hammer operator; air auger man; form setters; concrete finishers.												
Effective Date	Hourly Rate	Vac Pay	Wifare Benefit	Pens.	Train Fund	Tri-Fund	Org. Fund	Total Pkg.	W.D. Ded.	OPDC Dues	Ind. Fund	
05/01/01	17.58	1.76	1.70	1.76	0.20	0.05	0.05	23.10	0.52	0.10	0.16	
05/01/02	17.58	1.76	1.85	2.16	0.20	0.05	0.05	23.65	0.52	0.10	0.16	
05/01/03	17.58	1.76	2.00	2.51	0.20	0.05	OM	24.15	0.52	0.10	0.16	
Group 5: Labourers (skilled - Group No. 2); drillers (all types); wagon drills, etc.; powderman; truckdriver.												
Effective Date	Hourly Rate	Vac Pay	Wifare Benefit	Pens.	Train Fund	Tri-Fund	Org. Fund	Total Pkg.	W.D. Ded.	OPDC Dues	Ind. Fund	
05/01/01	17.63	1.76	1.70	1.76	0.20	0.05	0.05	23.15	0.52	0.10	0.16	
05/01/02	17.63	1.76	1.85	2.16	0.20	0.05	0.05	23.70	0.52	0.10	0.16	
05/01/03	17.63	1.76	2.00	2.51	0.20	OM	0.05	24.20	0.52	0.10	0.16	
Group 6: Labourers (skilled - Group No. 3); carpenters; linemen; float driver, hydraulic drillers.												
Effective Date	Hourly Rate	Vac Pay	Wifare Benefit	Pens.	Train Fund	Tri-Fund	Org. Fund	Total Pkg.	W.D. Ded.	OPDC Dues	Ind. Fund	
05/01/01	17.93	1.79	1.70	1.76	OM	0.05	0.05	23.48	0.52	0.10	0.16	
05/01/02	17.93	1.79	1.85	2.16	0.20	OM	0.05	24.03	0.52	0.10	0.16	
05/01/03	17.93	1.79	2.00	2.51	0.20	OM	0.05	24.53	0.52	0.10	0.16	

LOCAL 607
Thunder Bay

Group 7: Labourers (skilled - Group No. 4); electricians; tunnel workers where tunnel is in excess of sixteen feet (16') in length, excluding shallow tree tunnels.											
Effective Date	Hourly Rate	Vac Pay	Wifare Benefit	Pens.	Train Fund	Tri-Fund	Org. Fund	Total Pkg.	W.D. Ded.	OPDC Dues	Ind. Fund
05/01/01	17.93	1.79	1.70	1.76	0.20	0.05	0.05	23.48	0.52	0.10	0.16
05/01/02	17.93	1.79	1.85	2.16	0.20	0.05	0.05	24.03	0.52	0.10	0.16
05/01/03	17.93	1.79	2.00	2.51	0.20	0.05	0.05	24.53	0.52	0.10	0.16
Group 8: Drillers											
Effective Date	Hourly Rate	Vac Pay	Wifare Benefit	Pens.	Train Fund	Tri-Fund	Org. Fund	Total Pkg.	W.D. Ded.	OPDC Dues	Ind. Fund
05/01/01	21.02	2.10	1.70	1.76	0.20	0.05	0.05	26.88	0.52	0.10	0.16
05/01/02	21.02	2.10	1.85	2.16	0.20	0.05	0.05	27.43	0.52	0.10	0.16
05/01/03	21.02	2.10	2.00	2.51	0.20	0.05	0.05	27.93	0.52	0.10	0.16
Group 9: Powderman											
Effective Date	Hourly Rate	Vac Pay	Wifare Benefit	Pens.	Train Fund	Tri-Fund	Org. Fund	Total Pkg.	W.D. Ded.	OPDC Dues	Ind. Fund
05/01/01	21.32	2.13	1.70	1.76	0.20	0.05	0.05	27.21	0.52	0.10	0.16
05/01/02	21.32	2.13	1.85	2.16	0.20	0.05	0.05	27.76	0.52	0.10	0.16
05/01/03	21.32	2.13	2.00	2.51	0.20	0.05	0.05	28.26	0.52	0.10	0.16
Group 10: Working Foreman - \$1.50 per hour over the highest rate being supervised.											

Subcontracting:

- (1) All drilling and blasting work shall be subcontracted to Employers having Agreements covering the work of Local 607
- (2) All clearing operations for the geographic jurisdiction of Local 607 on all cross-country utility work will be subcontracted to Employers having Agreements covering the work with Local 607.

APPENDIX 6

LOCAL 625
Windsor

The County of Essex

Group 1: Labourers											
Effective Date	Hourly Rate	Vac Pay 9%	Wifare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	GRSP	W.D. Ded.	OPDC Dues	Ind. Fund
06/01/01	19.38	1.74	1.20	1.77	0.10	0.05	24.24	—	0.35	0.05	0.16
05/01/02	19.79	1.78	1.30	1.92	0.10	0.05	24.94	1.00	0.35	0.05	0.16
05/01/03	20.20	1.82	1.40	2.07	0.10	0.05	25.64	1.00	0.35	0.05	0.16
Group 2: Powderman Helper											
Effective Date	Hourly Rate	Vac Pay 9%	Wifare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	GRSP	W.D. Ded.	OPDC Dues	Ind. Fund
06/01/01	19.36	1.74	1.20	1.77	0.10	0.05	24.22	—	0.35	0.05	0.16
05/01/02	19.77	1.78	1.30	1.92	0.10	0.05	24.92	1.00	0.35	0.05	0.16
05/01/03	20.18	1.82	1.40	2.07	0.10	0.05	25.62	1.00	0.35	0.05	0.16
Group 3: Labourers (semi-skilled); form strippers; scootcrete and calf dozer; driver; portable compressor; small mixer and pump man (4" discharge and under); groutman; mortar man; storeman and lumber yard attendant; farm tractor driver											
Effective Date	Hourly Rate	Vac Pay 9%	Wifare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	GRSP	W.D. Ded.	OPDC Dues	Ind. Fund
06/01/01	19.48	1.75	1.20	1.77	0.10	0.05	24.35	—	0.35	0.05	0.16
05/01/02	19.89	1.79	1.30	1.92	0.10	0.05	25.05	1.00	0.35	0.05	0.16
05/01/03	20.30	1.83	1.40	2.07	0.10	0.05	25.75	1.00	0.35	0.05	0.16
Group 4: Labourers (skilled - Group No. 1); pipelayers & conduit layers (all types & materials); jack hammer operator; air auger man; form setters; concrete finishers.											
Effective Date	Hourly Rate	Vac Pay 9%	Wifare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	GRSP	W.D. Ded.	OPDC Dues	Ind. Fund
06/01/01	19.53	1.76	1.20	1.77	0.10	0.05	24.41	—	0.35	0.05	0.16
05/01/02	19.95	1.79	1.30	1.92	0.10	0.05	25.11	1.00	0.35	0.05	0.16
05/01/03	20.36	1.83	1.40	2.07	0.10	0.05	25.81	1.00	0.35	0.05	0.16
Group 5: Labourers (skilled - Group No. 2); drillers (all types); wagon drills, etc.; powderman; truckdriver.											
Effective Date	Hourly Rate	Vac Pay 9%	Wifare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	GRSP	W.D. Ded.	OPDC Dues	Ind. Fund
06/01/01	19.58	1.76	1.20	1.77	0.10	0.05	24.46	—	0.35	0.05	0.16
05/01/02	19.99	1.80	1.30	1.92	0.10	0.05	25.16	1.00	0.35	0.05	0.16
05/01/03	20.40	1.84	1.40	2.07	0.10	0.05	25.86	1.00	0.35	0.05	0.16
Group 6: Labourers (skilled - Group No. 3); carpenters; linemen; pat driver; hydraulic drillers.											
Effective Date	Hourly Rate	Vac Pay 9%	Wifare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	GRSP	W.D. Ded.	OPDC Dues	Ind. Fund
06/01/01	19.88	1.79	1.20	1.77	0.10	0.05	24.79	—	0.35	0.05	0.16
05/01/02	20.29	1.83	1.30	1.92	0.10	0.05	25.49	1.00	0.35	0.05	0.16
05/01/03	20.71	1.86	1.40	2.07	0.10	0.05	26.19	1.00	0.35	0.05	0.16

The County of Essex

Group 7: Labourers (skilled - Group No. 4); electricians; tunnel workers where tunnel is in excess of sixteen feet (16') in length, excluding shallow tree tunnels.											
Effective Date	Hourly Rate	vac Pay 9%	Wifare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	GRSP	W.D. Ded.	OPDC Dues	Ind. Fund
06/01/01	19.88	1.79	1.20	1.77	0.10	0.05	24.79	--	0.35	0.05	0.16
05/01/02	20.29	1.83	1.30	1.92	0.10	0.05	25.49	1.00	0.35	0.05	0.16
05/01/03	20.71	1.86	1.40	2.07	0.10	0.05	26.19	1.00	0.35	O M	0.16
Group 8: Working Foreman											
Effective Date	Hourly Rate	Vac Pay 9%	Wifare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	GRSP	W.D. Ded.	OPDC Dues	Ind. Fund
06/01/01	20.23	1.82	1.20	1.77	0.10	O M	25.17	--	0.35	0.05	0.16
05/01/02	20.64	1.86	1.30	1.92	0.10	0.05	25.87	1.00	0.35	0.05	0.16
05/01/03	21.03	1.89	1.40	2.07	0.10	0.05	26.57	1.00	0.35	0.05	0.16

1. With any Bell Canada general contract, any new hires that are not established employees of the Employer will be paid sixteen dollars (\$16.00) per hour, plus all applicable pension and benefits as per the Provincial Utility Collective Agreement.
2. When a reduction in the workforce occurs, all new hires shall be laid-off first.

The County of Chatham-Kent

Group 1: Labourers											
Effective Date	Hourly Rate	Vac Pay 9%	Wifare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	GRSP	W.D. Ded.	OPDC Dues	Ind. Fund
06/01/01	17.44	1.40	1.20	1.77	0.10	0.05	21.96	-	0.35	0.05	0.16
05/01/02	17.86	1.43	1.30	1.92	0.10	0.05	22.66	1.00	0.35	0.05	0.16
05/01/03	18.28	1.46	1.40	2.07	0.10	0.05	23.36	1.00	0.35	0.05	0.16
Group 2: Powderman Helper											
Effective Date	Hourly Rate	Vac Pay 9%	Wifare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	GRSP	W.D. Ded.	OPDC Dues	Ind. Fund
06/01/01	17.49	1.40	1.20	1.77	0.10	0.05	22.01	-	0.35	0.05	0.16
05/01/02	17.91	1.43	1.30	1.92	0.10	0.05	22.71	1.00	0.35	0.05	0.16
05/01/03	18.32	1.47	1.40	2.07	0.10	0.05	23.41	1.00	0.35	0.05	0.16
Group 3: Labourers (semi-skilled); form strippers; scootcrete and calf dozer; driver; portable compressor; small mixer and pump man (4" discharge and under); groutman; mortar man; storeman and lumber yard attendant; farm tractor driver											
Effective Date	Hourly Rate	Vac Pay 9%	Wifare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	GRSP	W.D. Ded.	OPDC Dues	Ind. Fund
06/01/01	17.55	1.40	1.20	1.77	0.10	0.05	22.07	-	0.35	0.05	0.16
05/01/02	17.96	1.44	1.30	1.92	0.10	0.05	22.77	1.00	0.35	0.05	0.16
05/01/03	18.38	1.47	1.40	2.07	0.10	0.05	23.47	1.00	0.35	0.05	0.16
Group 4: Labourers (skilled - Group No. 1); pipelayers & conduit layers (all types & materials); jack hammer operator; air auger man; form setters; concrete finishers.											
Effective Date	Hourly Rate	Vac Pay 9%	Wifare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	GRSP	W.D. Ded.	OPDC Dues	Ind. Fund
06/01/01	17.59	1.41	1.20	1.77	0.10	0.05	22.12	-	0.35	0.05	0.16
05/01/02	18.01	1.44	1.30	1.92	0.10	0.05	22.82	1.00	0.35	0.05	0.16
05/01/03	18.43	1.47	1.40	2.07	0.10	0.05	23.52	1.00	0.35	0.05	0.16
Group 5: Labourers (skilled - Group No. 2); drillers (all types); wagon drills, etc.; powderman; truckdriver.											
Effective Date	Hourly Rate	Vac Pay 9%	Wifare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	GRSP	W.D. Ded.	OPDC Dues	Ind. Fund
06/01/01	17.64	1.41	1.20	1.77	0.10	0.05	22.17	-	0.35	0.05	0.16
05/01/02	18.06	1.44	1.30	1.92	0.10	0.05	22.87	1.00	0.35	0.05	0.16
05/01/03	18.47	1.48	1.40	2.07	0.10	0.05	23.57	1.00	0.35	0.05	0.16
Group 6: Labourers (skilled - Group No. 3); carpenters; linemen; float driver, hydraulic drillers.											
Effective Date	Hourly Rate	Vac Pay 9%	Wifare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	GRSP	W.D. Ded.	OPDC Dues	Ind. Fund
06/01/01	17.94	1.44	1.20	1.77	0.10	0.05	22.50	-	0.35	0.05	0.16
05/01/02	18.36	1.47	1.30	1.92	0.10	0.05	23.20	1.00	0.35	0.05	0.16
05/01/03	18.78	1.50	1.40	2.07	0.10	0.05	23.90	1.00	0.35	0.05	0.16

The County of Chatham-Kent

(16') in length, excluding shallow tree tunnels.

Effective Date	Hourly Rate	Vac Pay 9%	Wlfare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	GRSP	W.D. Ded.	OPDC Dues	Ind. Fund
06/01/01	17.94	1.44	1.20	1.77	0.10	0.05	22.50	—	0.35	0.05	0.16
05/01/02	18.36	1.47	1.30	1.92	0.10	0.05	23.20	1.00	0.35	0.05	0.16
05/01/03	18.78	1.50	1.40	2.07	0.10	0.05	23.90	1.00	0.35	0.05	0.16

Group 8: Working Foreman

Effective Date	Hourly Rate	Vac Pay 9%	Wlfare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	GRSP	W.D. Ded.	OPDC Dues	Ind. Fund
06/01/01	18.30	1.46	1.20	1.77	0.10	0.05	22.88	—	0.35	0.05	0.16
05/01/02	18.71	1.50	1.30	1.92	0.10	0.05	23.58	1.00	0.35	0.05	0.16
05/01/03	19.13	1.53	1.40	2.07	0.10	0.05	24.28	1.00	0.35	0.05	0.16

1. With any Bell Canada general contract, any new hires that are not established employees of the Employer will be paid sixteen dollars (\$16.00) per hour, plus all applicable pension and benefits as per the Provincial Utility Collective Agreement.
2. When a reduction in the workforce occurs, all new hires shall be laid-off first.

APPENDIX 7

**LOCAL 837
Hamilton**

Effective Date	Hourly Rate	Vac. Pay	Welfare Benefit	Pens.	Train Fund	TriFund /OHC	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
05/01/01	16.50	1.65	1.20	1.42	0.52	0.10	21.39	0.44	0.05	0.16
05/01/02	17.10	1.71	1.30	1.42	0.52	0.10	22.15	0.44	0.05	0.16
05/01/03	17.77	1.78	1.30	1.42	0.52	0.10	22.89	0.44	0.05	0.16
01/01/04	17.86	1.79	1.40	1.42	0.52	0.10	23.09	0.44	0.05	0.16

Effective Date	Hourly Rate	Vac. Pay	Welfare Benefit	Pens.	Train Fund	TriFund /OHC	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
05/01/01	16.55	1.66	1.20	1.42	0.52	0.10	21.45	0.44	0.05	0.16
05/01/02	17.15	1.72	1.30	1.42	0.52	0.10	22.21	0.44	0.05	0.16
05/01/03	17.83	1.78	1.30	1.42	0.52	0.10	22.95	0.44	0.05	0.16
01/01/04	17.92	1.79	1.40	1.42	0.52	0.10	23.15	0.44	0.05	0.16

Effective Date	Hourly Rate	Vac. Pay	Welfare Benefit	Pens.	Train Fund	TriFund /OHC	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
05/01/01	16.60	1.66	1.20	1.42	0.52	0.10	21.50	0.44	0.05	0.16
05/01/02	17.20	1.72	1.30	1.42	0.52	0.10	22.26	0.44	0.05	0.16
05/01/03	17.87	1.79	1.30	1.42	0.52	0.10	23.00	0.44	0.05	0.16
01/01/04	17.96	1.80	1.40	1.42	0.52	0.10	23.20	0.44	0.05	0.16

Group 4: Labourers (skilled - Group No. 1); pipelayers & conduit layers (all types & materials); jackhammer operator; air auger man; form setters; concrete finishers.

Effective Date	Hourly Rate	Vac. Pay	Welfare Benefit	Pens.	Train Fund	TriFund /OHC	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
05/01/01	16.65	1.67	1.20	1.42	0.52	0.10	21.56	0.44	0.05	0.16
05/01/02	17.25	1.73	1.30	1.42	0.52	0.10	22.32	0.44	0.05	0.16
05/01/03	17.93	1.79	1.30	1.42	0.52	0.10	23.06	0.44	0.05	0.16
01/01/04	18.02	1.80	1.40	1.42	0.52	0.10	23.26	0.44	0.05	0.16

Group 5: Labourers (skilled - Group No. 2); drillers (all types); wagon drills, etc.; powderman; truckdriver.

Effective Date	Hourly Rate	Vac. Pay	Welfare Benefit	Pens.	Train Fund	TriFund /OHC	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
05/01/01	16.70	1.67	1.20	1.42	0.52	0.10	21.61	0.44	0.05	0.16
05/01/02	17.30	1.73	1.30	1.42	0.52	0.10	22.37	0.44	0.05	0.16
05/01/03	17.97	1.80	1.30	1.42	0.52	0.10	23.11	0.44	0.05	0.16
01/01/04	18.06	1.81	1.40	1.42	0.52	0.10	23.31	0.44	0.05	0.16

Group 6: Labourers (skilled - Group No. 3); carpenters; linemen; float driver, hydraulic drillers.										
Effective Date	Hourly Rate	Vac. Pay	Welfare Benefit	Pens.	Train Fund	TriFund /OBC	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
05/01/01	17.00	1.70	1.20	1.42	0.52	0.10	21.94	0.44	0.05	0.16
05/01/02	17.60	1.76	1.30	1.42	0.52	0.10	22.70	0.44	0.05	0.16
05/01/03	18.27	1.83	1.30	1.42	0.52	0.10	23.44	0.44	0.05	0.16
01/11/04	18.36	1.84	1.40	1.42	0.52	0.10	23.64	0.44	0.05	0.16
Group 7: Labourers (skilled - Group No. 4); electricians; tunnel workers where tunnel is in excess of sixteen feet (16') in length, excluding shallow tree tunnels.										
				Pens.	Train Fund	TriFund /OBC	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
05/01/02	17.60	1.76	1.30	1.42	0.52	0.10	21.94	0.44	0.05	0.16
05/01/03	18.27	1.83	1.30	1.42	0.52	0.10	23.44	0.44	0.05	0.16
01/01/04	18.36	1.84	1.40	1.42	0.52	0.10	23.64	0.44	0.05	0.16
Group 8: Working Foreman										
Effective Date	Hourly Rate	Vac. Pay	Welfare Benefit	Pens.	Train Fund	TriFund /OBC	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
05/01/01	17.35	1.74	1.20	1.42	0.52	0.10	22.33	0.44	0 M	0.16
05/01/02	17.95	1.80	1.30	1.42	0.52	0.10	23.09	0.44	0.05	0.16
05/01/03	18.63	1.86	1.30	1.42	0.52	0.10	23.83	0.44	0.05	0.16
01/01/04	18.72	1.87	1.40	1.42	0.52	0.10	24.03	0.44	0 M	a 16

APPENDIX 8

LOCAL 1036
Sault Ste. Marie

Effective Date	Hourly Rate	Vac. Pay	Welfare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
05/01/01	16.03	1.60	1.40	1.80	0.15	0.05	21.03	0.75	0.05	0.16
05/01/02	16.03	1.60	1.50	2.10	0.15	0.05	21.43	0.75	0.05	0.16
05/01/03	16.03	1.60	1.50	2.10	0.15	0.05	21.43	0.75	0.05	0.16
Effective Date	Hourly Rate	Vac. Pay	Welfare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
05/01/01	16.08	1.61	1.40	1.80	0.15	0.05	21.09	0.75	0.05	0.16
05/01/02	16.08	1.61	1.50	2.10	0.15	0.05	21.49	0.75	0.05	0.16
05/01/03	16.08	1.61	1.50	2.10	0.15	0.05	21.49	0.75	0.05	0.16
Effective Date	Hourly Rate	Vac. Pay	Welfare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
05/01/01	16.13	1.61	1.40	1.80	0.15	0.05	21.14	0.75	0.05	0.16
05/01/02	16.13	1.61	1.50	2.10	0.15	0.05	21.54	0.75	0.05	0.16
05/01/03	16.13	1.61	1.50	2.10	0.15	0.05	21.54	0.75	0.05	0.16
Effective Date	Hourly Rate	Vac. Pay	Welfare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
05/01/01	16.18	1.62	1.40	1.80	0.15	0.05	21.20	0.75	0.05	0.16
05/01/02	16.18	1.62	1.50	2.10	0.15	0.05	21.60	0.75	0.05	0.16
05/01/03	16.18	1.62	1.50	2.10	0.15	0.05	21.60	0.75	0.05	0.16
Effective Date	Hourly Rate	Vac. Pay	Welfare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	W.D. Deb.	OPC Dues	Ind. Fund
05/01/01	16.23	1.62	1.40	1.80	0.15	0.05	21.25	0.75	0.05	0.16
05/01/02	16.23	1.62	1.50	2.10	0.15	0.05	21.65	0.75	0.05	0.16
05/01/03	16.23	1.62	1.50	2.10	0.15	0.05	21.65	0.75	0.05	0.16
Effective Date	Hourly Rate	Vac. Pay	Welfare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
05/01/01	16.53	1.65	1.40	1.80	0.15	0.05	21.58	0.75	0.05	0.16
05/01/02	16.53	1.65	1.50	2.10	0.15	0.05	21.98	0.75	0.05	0.16
05/01/03	16.53	1.65	1.50	2.10	0.15	0.05	21.98	0.75	0.05	0.16

Group 7: Labourers (skilled - Group No. 4); electricians; tunnel workers where tunnel is in excess of sixteen feet (16') in length, excluding shallow tree tunnels.										
Effective Date	Hourly Rate	Vac. Pay	Welfare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
05/01/01	16.53	1.65	1.40	1.80	0.15	0.05	21.58	0.75	0.05	0.16
05/01/02	16.53	1.65	1.50	2.10	0.15	0.05	21.98	0.75	0.05	0.16
05/01/03	16.53	1.65	1.50	2.10	0.15	0.05	21.98	0.75	0.05	0.16
Effective Date	Hourly Rate	VAC Pay	Welfare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
05/01/01	16.88	1.69	1.40	1.80	0.15	0.05	21.97	0.75	0.05	0.16
05/01/02	16.88	1.69	1.50	2.10	0.15	0.05	22.37	0.75	0.05	0.16
05/01/03	16.88	1.69	1.50	2.10	0.15	0.05	22.37	0.75	0.05	0.16

Counties of Middlesex, Oxford and Elgin

Group 1: Labourers										
Effective Date	Hourly Rate	8% Vac. Pay	Welfare Benefit	Pens.	Train Fund	Other	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
04/01/01	20.03	1.60	1.70	1.18	0.10	--	24.61	0.35	0.05	0.16
01/01/02	20.35	1.63	1.70	1.18	0.10	--	24.96	0.35	0.05	0.16
09/15/02	20.58	1.65	1.80	1.18	0.10	--	25.31	0.36	0.05	0.16
01/01/03	20.91	1.67	1.80	1.18	0.10	--	25.66	0.36	0.05	0.16
09/15/03	21.14	1.69	1.90	1.18	0.10	--	26.01	0.37	0.05	0.16
Group 2: Powderman Helper										
Effective Date	Hourly Rate	8% Vac. Pay	Welfare Benefit	Pens.	Train Fund	Other	Total Pkg.	W.D. Ded.	O K Dues	Ind. Fund
04/01/01	20.04	1.60	1.70	1.18	0.10	--	24.62	0.35	0.05	0.16
01/01/02	20.36	1.63	1.70	1.18	0.10	--	24.97	0.35	O M	0.16
09/15/02	20.59	1.65	1.80	1.18	0.10	--	25.32	0.36	0.05	0.16
01/01/03	20.92	1.67	1.80	1.18	0.10	--	25.67	0.36	0.05	0.16
09/15/03	21.15	1.69	1.90	1.18	0.10	--	26.02	0.37	0.05	0.16
Group 3: Labourers (semi-skilled); formstrippers; scootcrete and calf dozer; driver; portable compressor; small mixer and pump man (4" discharge and under); groutman; mortar man; storeman and lumber yard attendant; farm tractor driver										
Effective Date	Hourly Rate	8% Vac. Pay	Welfare Benefit	Pens.	Train Fund	Other	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
04/01/01	20.09	1.60	1.70	1.18	0.10	--	24.67	0.35	0.05	0.16
01/01/02	20.41	1.63	1.70	1.18	0.10	--	25.02	0.35	0.05	0.16
09/15/02	20.64	1.65	1.80	1.18	0.10	--	25.37	0.36	0.05	0.16
01/01/03	20.97	1.67	1.80	1.18	0.10	--	25.72	0.36	0.05	0.16
09/15/03	21.20	1.69	1.90	1.18	0.10	--	26.07	0.37	0.05	0.16
Group 4: Labourers (skilled - Group No. 1); pipelayers & conduit layers (all types & materials); jack hammer operator; air auger man; formsetters; concrete finishers.										
Effective Date	Hourly Rate	8% Vac. Pay	Welfare Benefit	Pens.	Train Fund	Other	Total Pkg.	W.D. Ded.	O K Dues	Ind. Fund
04/01/01	20.14	1.61	1.70	1.18	0.10	--	24.73	0.35	0.05	0.16
01/01/02	20.46	1.63	1.70	1.18	0.10	--	25.07	0.35	0.05	0.16
09/15/02	20.69	1.65	1.80	1.18	0.10	--	25.42	0.36	0.05	0.16
01/01/03	21.02	1.68	1.80	1.18	0.10	--	25.78	0.36	0.05	0.16
09/15/03	21.25	1.70	1.90	1.18	0.10	--	26.13	0.37	0.05	0.16

Counties of Middlesex, Oxford and Elgin

Group 5: Labourers (skilled - Group No. 2); drillers (all types); wagon drills, etc.; powderman; trackdriver.										
Effective Date	Hourly Rate	8% Vac. Pay	Welfare Benefit	Pens.	Train Fund	Other	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
04/01/01	20.19	1.61	1.70	1.18	0.10	--	24.78	0.35	0.05	0.16
01/01/02	20.51	1.64	1.70	1.18	0.10	--	25.13	0.35	0.05	0.16
09/15/02	20.74	1.65	1.80	1.18	0.10	--	25.47	0.36	0.05	0.16
01/01/03	21.07	1.68	1.80	1.18	0.10	--	25.83	0.36	0.05	0.16
09/15/03	21.30	1.70	1.90	1.18	0.10	--	26.18	0.37	0.05	0.16
Group 6: Labourers (skilled - Group No. 3); carpenters; linemen; float driver, hydraulic drillers.										
Effective Date	Hourly Rate	8% Vac. Pay	Welfare Benefit	Pens.	Train Fund	Other	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
04/01/01	20.49	1.63	1.70	1.18	0.10	--	25.10	0.35	0.05	0.16
01/01/02	20.81	1.66	1.70	1.18	0.10	--	25.45	0.35	0.05	0.16
09/15/02	21.04	1.68	1.80	1.18	0.10	--	25.80	0.36	0.05	0.16
01/01/03	21.37	1.70	1.80	1.18	0.10	--	26.15	0.36	0.05	0.16
09/15/03	21.60	1.72	1.90	1.18	0.10	--	26.50	0.37	0.05	0.16
Group 7: Labourers (skilled - Group No. 4); electricians; tunnel workers where tunnel is in excess of sixteen feet (16') in length, excluding shallow tree tunnels.										
Effective Date	Hourly Rate	8% Vac. Pay	Welfare Benefit	Pens.	Train Fund	Other	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
09/15/02	21.04		1.80		0.10	--	25.10	0.35	0.05	0.16
01/01/03	21.37	1.70			0.10	--	25.45	0.35	0.05	0.16
09/15/03	21.60	1.72		1.18	0.10	--	25.80	0.36	0.05	0.16
					0.10	--	26.15	0.36	0.05	0.16
					0.10	--	26.50	0.37	0.05	0.16
Group 8: Working Foreman (General Contracts)										
Effective Date	Hourly Rate	8% Vac. Pay	Welfare Benefit	Pens.	Train Fund	Other	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
04/01/01	20.69	1.65	1.70	1.18	0.10	--	25.32	0.35	0.05	0.16
01/01/02	21.01	1.68	1.70	1.18	0.10	--	25.67	0.35	0.05	0.16
09/15/02	21.24	1.69	1.80	1.18	0.10	--	26.01	0.36	0.05	0.16
01/01/03	21.57	1.72	1.80	1.18	0.10	--	26.37	0.36	0.05	0.16
09/15/03	21.80	1.74	1.90	1.18	0.10	--	26.72	0.37	0.05	0.16
Group 9: Working Foreman										
Effective Date	Hourly Rate	8% Vac. Pay	Welfare Benefit	Pens.	Train Fund	Other	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
04/01/01	20.84	1.66	1.70	1.18	0.10	--	25.48	0.35	0.05	0.16
01/01/02	21.16	1.69	1.70	1.18	0.10	--	25.83	0.35	0.05	0.16
09/15/02	21.39	1.71	1.80	1.18	0.10	--	26.18	0.36	0.05	0.16
01/01/03	21.72	1.73	1.80	1.18	0.10	--	26.53	0.36	0.05	0.16
09/15/03	21.95	1.75	1.90	1.18	0.10	--	26.88	0.37	0.05	0.16

Counties of Huron, Bruce and Perth

Group 1: Labourers										
Effective Date	Hourly Rate	8%Vac. Pay	Welfare Benefit	Pens.	Train Fund	Other	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
01/01/02	19.44	1.52	1.70	1.18	0.10	--	23.68	0.35	0.05	0.16
09/15/02	19.67	1.55	1.70	1.18	0.10	--	24.02	0.35	0.05	0.16
01/01/03	20.00	1.57	1.80	1.18	0.10	--	24.37	0.36	0.05	0.16
09/15/03	20.23	1.60	1.80	1.18	0.10	--	24.73	0.36	0.05	0.16
		1.61	1.90	1.18	0.10	--	25.08	0.37	0.05	0.16
Group 2: Powderman Helper										
Effective Date	Hourly Rate	8%Vac. Pay	Welfare Benefit	Pens.	Train Fund	Other	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
04/01/01	19.17	1.53	1.70	1.18	0.10	--	23.68	0.35	0.05	0.16
01/01/02	19.49	1.55	1.70	1.18	0.10	--	24.02	0.35	0.05	0.16
09/15/02	19.72	1.57	1.80	1.18	0.10	--	24.37	0.36	0.05	0.16
01/01/03	20.05	1.60	1.80	1.18	0.10	--	24.73	0.36	0.05	0.16
09/15/03	20.28	1.62	1.90	1.18	0.10	--	25.08	0.37	0.05	0.16
small										
Effective Date	Hourly Rate	8%Vac. Pay	Welfare Benefit	Pens.	Train Fund	Other	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
04/01/01	19.22	1.53	1.70	1.18	0.10	--	23.73	0.35	0.05	0.16
01/01/02	19.54	1.56	1.70	1.18	0.10	--	24.08	0.35	0.05	0.16
09/15/02	19.77	1.58	1.80	1.18	0.10	--	24.43	0.36	0.05	0.16
01/01/03	20.10	1.60	1.80	1.18	0.10	--	24.78	0.36	0.05	0.16
09/15/03	20.33	1.62	1.90	1.18	0.10	--	25.13	0.37	0.05	0.16
Group 4: Labourers (skilled - Group No. 1); pipelayers & conduit layers (all types & materials); jack hammer operator, air auger man; form setters, concrete finishers.										
Effective Date	Hourly Rate	8%Vac. Pay	Welfare Benefit	Pens.	Train Fund	Other	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
04/01/01	19.27	1.54	1.70	1.18	0.10	--	23.79	0.35	0.05	0.16
01/01/02	19.59	1.56	1.70	1.18	0.10	--	24.13	0.35	0.05	0.16
09/15/02	19.82	1.58	1.80	1.18	0.10	--	24.48	0.36	0.05	0.16
01/01/03	20.15	1.61	1.80	1.18	0.10	--	24.84	0.36	0.05	0.16
09/15/03	20.38	1.63	1.90	1.18	0.10	--	25.19	0.37	0.05	0.16

Group 5: Labourers (skilled - Group No. 2); drillers (all types); wagon drills, etc.; powderman; truckdriver.										
Effective Date	Hourly Rate	%Vac. Pay	Welfare Benefit	Pens.	Train Fund	Other	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
04/01/01	19.32	1.54	1.70	1.18	0.10	--	23.84	0.35	0.05	0.16
01/01/02	19.64	1.57	1.70	1.18	0.10	--	24.19	0.35	0.05	0.16
09/15/02	19.87	1.59	1.80	1.18	0.10	--	24.54	0.36	0.05	0.16
01/01/03	20.20	1.61	1.80	1.18	0.10	--	24.89	0.36	0.05	0.16
09/15/03	20.43	1.63	1.90	1.18	0.10	--	25.24	0.37	0.05	0.16
Group 6: Labourers (skilled - Group No. 3); carpenters; linemen; float driver, hydraulic drillers.										
Effective Date	Hourly Rate	%Vac. Pay	Welfare Benefit	Pens.	Train Fund	Other	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
04/01/01	19.62	1.56	1.70	1.18	0.10	--	24.16	0.35	0.05	0.16
01/01/02	19.94	1.59	1.70	1.18	0.10	--	24.46	0.35	0.05	0.16
09/15/02	20.17	1.61	1.80	1.18	0.10	--	24.86	0.36	0.05	0.16
01/01/03	20.50	1.64	1.80	1.18	0.10	--	25.22	0.36	0.05	0.16
09/15/03	20.73	1.65	1.90	1.18	0.10	--	25.56	0.37	0.05	0.16
Group 7: Labourers (skilled - Group No. 4); electricians; tunnel workers where tunnel is in excess of sixteen feet (16') in length, excluding shallow tree tunnels.										
Effective Date	Hourly Rate	%Vac. Pay	Welfare Benefit	Pens.	Train Fund	Other	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
04/01/01	19.62	1.56	1.70	1.18	0.10	--	24.16	0.35	0.05	0.16
01/01/02	19.94	1.59	1.70	1.18	0.10	--	24.46	0.35	0.05	0.16
09/15/02	20.17	1.61	1.80	1.18	0.10	--	24.86	0.36	0.05	0.16
01/01/03	20.50	1.64	1.80	1.18	0.10	--	25.22	0.36	0.05	0.16
09/15/03	20.73	1.65	1.90	1.18	0.10	--	25.56	0.37	0.05	0.16
Group 8: Working Foreman (General Contracts)										
Effective Date	Hourly Rate	%Vac. Pay	Welfare Benefit	Pens.	Train Fund	Other	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
04/01/01	20.82	1.66	1.70	1.18	0.10	--	25.46	0.35	0.05	0.16
01/01/02	21.14	1.69	1.70	1.18	0.10	--	25.81	0.35	0.05	0.16
09/15/02	21.37	1.70	1.80	1.18	0.10	--	26.15	0.36	0.05	0.16
01/01/03	21.70	1.73	1.80	1.18	0.10	--	26.51	0.36	0.05	0.16
09/15/03	21.93	1.75	1.90	1.18	0.10	--	26.86	0.37	0.05	0.16
Group 9: Working Foreman										
Effective Date	Hourly Rate	%Vac. Pay	Welfare Benefit	Pens.	Train Fund	Other	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
04/01/01	19.97	1.59	1.70	1.18	0.10	--	24.54	0.35	0.05	0.16
01/01/02	20.29	1.62	1.70	1.18	0.10	--	24.89	0.35	0.05	0.16
09/15/02	20.52	1.64	1.80	1.18	0.10	--	25.24	0.36	0.05	0.16
01/01/03	20.85	1.66	1.80	1.18	0.10	--	25.59	0.36	0.05	0.16
09/15/03	21.08	1.68	1.90	1.18	0.10	--	25.94	0.37	0.05	0.16

ARTICLE 1 - TRAVEL**1.01 Zone 'A'**

It is agreed between the parties hereto that for work within a twenty-five (25) km radius from the London City Hall, employees will be provided daily transportation to and from the job site. When employees meet at the Company yard or assembly point, the Employer will provide daily transportation to and from the job site.

1.02 Zone 'B'

For work outside the twenty-five (25) km free travel zone area, and when it is required, the Employer will provide daily transportation and pay the employee twelve dollars (\$12.00) per day, which shall be paid as mileage. If an employee provides his own transportation, such employee shall be paid twelve dollars (\$12.00) per day as mileage for projects in this zone. Effective January 1, 2003, this amount shall increase to fourteen dollars (\$14.00) per day.

1.03 Zone 'C'

For work more than sixty (60) km from London City Hall and where it is required, the Employer will provide daily transportation and pay the employee twenty dollars (\$20.00) per day, which shall be paid as mileage. Effective January 1, 2003, this amount shall increase to twenty-two dollars per day.

1.04 Zone 'D'

For work more than one hundred and twenty (120) km from London City Hall and where it is required, the Employer will provide daily transportation and pay the employee thirty dollars (\$30.00) per day, which shall be paid as mileage. Effective January 1, 2003, this amount shall increase to thirty-three dollars (\$33.00) per day.

1.05 Zone 'E'

For work more than one hundred and fifty (150) km from London City Hall and where it is required, the Employer will provide daily transportation and pay the employees forty dollars (\$40.00) per day, which shall be paid as mileage. Effective January 1, 2003, this amount shall increase to forty-four dollars (\$44.00) per day.

1.06 The Employer will pay the employee who was required to provide his own transportation for job sites outside Zone 'A' (25 km free travel zone) mileage at the rate of thirty-seven cents (\$0.37) per km to and from Zone 'A' to the job site. Effective July 2, 2001, this amount shall increase to forty cents (\$0.40) per km.

1.07 When the Employer supplies transportation it shall be deemed suitable for passengers by the Ministry of Transportation and all equipment and all materials shall be secured and be kept separate from employees.

1.08 Should the Employer not provide transportation in conformity with this clause, then the employee has the option of providing his own transportation and be paid in accordance with (f) above.

1.09 The board allowance (considered lodging) shall be paid for all daily trips to projects, North of Highway 26 or East of Highway 400.

ARTICLE 2 - TRAINING PROGRAMS

2.01 Regular employees shall be required to obtain the following Certificates within one (1) year from January 1, 2001, or from the date of employment, whichever is the latest:

- **Confined Spaces**
- **Traffic Control**
- **Standard First Aid**
- **Introduction to Occupational Health and Safety Act**

This requirement is contingent on the availability of the classes being provided by the Labourers' International Union of North America, Local 1059 Training Trust Fund.

All Bell work within the counties of Waterloo and Brant.

Group 1: Labourers (unskilled)										
Effective Date	Hourly Rate	10% Vac Pay	Welfare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
09/28/00	19.62	1.96	1.45	1.40	0.10	0.05	24.58	0.35	0.05	0.16
05/01/01	20.12	2.01	1.55	1.50	0.10	0.05	25.33	0.40	0.05	0.16
05/01/02	20.57	2.06	1.65	1.60	0.10	0.05	26.04	0.40	0.05	0.16
Group 2: Powderman Helper										
Effective Date	Hourly Rate	10% Vac Pay	Welfare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
09/28/00	19.66	1.97	1.45	1.40	0.10	0.05	24.63	0.35	0.05	0.16
05/01/01	20.16	2.02	1.55	1.50	0.10	0.05	25.38	0.40	0.05	0.16
05/01/02	20.62	2.06	1.65	1.60	0.10	0.05	26.08	0.40	0.05	0.16
Group 3: Labourers (semi-skilled); form strippers; scootcrete and calf dozer; driver; portable compressor; small mixer and pump man (4" discharge and under); groutman; mortar man; storeman and lumber yard attendant; farm tractor driver										
Effective Date	Hourly Rate	10% Vac Pay	Welfare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
09/28/00	19.72	1.97	1.45	1.40	0.10	0.05	24.69	0.35	0.05	0.16
05/01/01	20.22	2.02	1.55	1.50	0.10	0.05	25.44	0.40	0.05	0.16
05/01/02	20.67	2.07	1.65	1.60	0.10	0.05	26.12	0.40	0.05	0.16
Group 4: Labourers (skilled - Group No. 1); pipelayers & conduit layers (all types & materials); jack hammer operator; air auger man; form setters; concrete finishers.										
Effective Date	Hourly Rate	10% Vac Pay	Welfare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
09/28/00	19.76	1.98	1.45	1.40	0.10	0.05	24.74	0.35	0.05	0.16
05/01/01	20.26	2.03	1.55	1.50	0.10	0.05	25.49	0.40	0.05	0.16
05/01/02	20.72	2.07	1.65	1.60	0.10	0.05	26.19	0.40	0.05	0.16
Group 5: Labourers (skilled - Group No. 2); drillers (all types); wagon drills, etc.; powderman; truckdriver.										
Effective Date	Hourly Rate	10% Vac Pay	Welfare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
09/28/00	19.82	1.98	1.45	1.40	0.10	0.05	24.80	0.35	0.05	0.16
05/01/01	20.32	2.03	1.55	1.50	0.10	0.05	25.55	0.40	0.05	0.16
05/01/02	20.77	2.08	1.65	1.60	0.10	0.05	26.25	0.40	0.05	0.16
Group 6: Labourers (skilled - Group No. 3); carpenters; linemen; float driver, hydraulic drillers.										
Effective Date	Hourly Rate	10% Vac Pay	Welfare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
09/28/00	20.12	2.01	1.45	1.40	0.10	0.05	25.13	0.35	0.05	0.16
05/01/01	20.62	2.06	1.55	1.50	0.10	0.05	25.88	0.40	0.05	0.16
05/01/02	21.07	2.11	1.65	1.60	0.10	0.05	26.58	0.40	0.05	0.16

All Bell work within the counties of Waterloo and Brant

Group 7: Labourers (skilled - Group No. 4); electricians; tunnel workers where tunnel is in excess of sixteen feet (16') in length, excluding shallow tree tunnels.										
Effective Date	Hourly Rate	10% Vac Pay	Welfare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
09/28/00	20.12	2.01	1.45	1.40	0.10	0.05	25.13	0.35	0.05	0.16
05/01/01	20.62	2.06	1.55	1.50	0.10	0.05	25.88	0.40	0.05	0.16
05/01/02	21.07	2.11	1.65	1.60	0.10	0.05	26.58	0.40	0.05	0.16
Group 8: Working Foreman										
Effective Date	Hourly Rate	10% Vac Pay	Welfare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
09/28/00	19.91	1.99	1.45	1.40	0.10	0.05	24.90	0.35	0.05	0.16
05/01/01	20.41	2.04	1.55	1.50	0.10	0.05	25.65	0.40	0.05	0.16
05/01/02	20.86	2.09	1.65	1.60	0.10	0.05	26.35	0.40	0.05	0.16

All geographic areas and types of work, except for Bell Work, within the Counties of Waterloo and Brant.

Group 1: Labourers (unskilled)										
Effective Date	Hourly Rate	9% Vac Pay	Welfare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
09/28/00	17.43	1.56	1.45	1.40	0.10	0.05	21.99	0.35	0.05	0.16
05/01/01	17.70	1.59	1.55	1.50	0.10	0.05	22.49	0.40	0.05	0.16
05/01/02	18.16	1.63	1.65	1.60	0.10	0.05	23.19	0.40	0.05	0.16
Group 2: Powderman Helper										
Effective Date	Hourly Rate	9% Vac Pay	Welfare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
09/28/00	17.43	1.56	1.45	1.40	0.10	0.05	21.99	0.35	0.05	0.16
05/01/01	17.70	1.59	1.55	1.50	0.10	0.05	22.49	0.40	0.05	0.16
05/01/02	18.16	1.63	1.65	1.60	0.10	0.05	23.19	0.40	0.05	0.16
Group 3: Labourers (semi-skilled); form strippers; scootcrete and calf dozer; driver; portable compressor; small mixer and pump man (4" discharge and under); growman; mortar man; storeman and lumber yard attendant; farm tractor driver										
Effective Date	Hourly Rate	9% Vac Pay	Welfare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
09/28/00	17.53	1.58	1.45	1.40	0.10	0.05	22.10	0.35	0.05	0.16
05/01/01	17.80	1.60	1.55	1.50	0.10	0.05	22.60	0.40	0.05	0.16
05/01/02	18.26	1.64	1.65	1.60	0.10	0.05	23.30	0.40	0.05	0.16
Group 4: Labourers (skilled - Group No. 1); pipelayers & conduit layers (all types & materials); jack hammer operator; air auger man; form setters; concrete finishers.										
Effective Date	Hourly Rate	9% Vac Pay	Welfare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
09/28/00	17.58	1.58	1.45	1.40	0.10	0.05	22.16	0.35	0.05	0.16
05/01/01	17.86	1.60	1.55	1.50	0.10	0.05	22.66	0.40	0.05	0.16
05/01/02	18.32	1.64	1.65	1.60	0.10	0.05	23.36	0.40	0.05	0.16
Group 5: Labourers (skilled - Group No. 2); drillers (all types); wagon drills, etc.; powderman; truckdriver.										
Effective Date	Hourly Rate	9% Vac Pay	Welfare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
09/28/00	17.63	1.58	1.45	1.40	0.10	0.05	22.21	0.35	0.05	0.16
05/01/01	17.90	1.61	1.55	1.50	0.10	0.05	22.71	0.40	0.05	0.16
05/01/02	18.36	1.65	1.65	1.60	0.10	0.05	23.41	0.40	0.05	0.16
Group 6: Labourers (skilled - Group No. 3); carpenters; linemen; float driver, hydraulic drillers.										
Effective Date	Hourly Rate	9% Vac Pay	Welfare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
09/28/00	17.93	1.61	1.45	1.40	0.10	0.05	22.54	0.35	0.05	0.16
05/01/01	18.21	1.63	1.55	1.50	0.10	0.05	23.04	0.40	0.05	0.16
05/01/02	18.67	1.68	1.65	1.60	0.10	0.05	23.75	0.40	0.05	0.16

**LOCAL 1081
Cambridge**

All geographic areas and types of work, except for Bell Work, within the Counties of Waterloo and Brant

Effective Date	Hourly Rate	9% Vac Pay	Welfare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
09/28/00	17.93	1.61	1.45	1.40	0.10	0 M	22.54	0.35	0.05	0.16
05/01/01	18.21	1.63	1.55	1.50	0.10	0.05	23.04	0.40	0.05	0.16
05/01/02	18.67	1.68	1.65	1.60	0.10	0.05	23.75	0.40	0.05	0.16
Effective Date	Hourly Rate	10% Vac Pay	Welfare Benefit	Pens.	Train Fund	Tri-Fund	Total Pkg.	W.D. Ded.	OPC Dues	Ind. Fund
09/28/00	19.91	1.99	1.45	1.40	0.10	0.05	24.90	0.35	0.05	0.16
05/01/01	20.41	2.04	1.55	1.50	0.10	0.05	25.65	0.40	0.05	0.16
05/01/02	20.86	2.09	1.65	1.60	0.10	0.05	26.35	0.40	0.05	0.16

APPENDIX 11

LOCAL 1089
Sarnia

The County of Lambton

Group 1: Labourers										
Effective Date	Hourly Rate	10% Vac Pay	Welfare Benefit	Pens.	Train Fund	Total Pkg.	GRRSP	W.D. Ded.	OPC Dues	Ind. Fund
05/01/01	16.69	1.67	1.10	1.70	0.20	21.36	1.20	0.70	0.05	0.16
05/01/02	17.10	1.71	1.10	1.80	0.20	21.91	1.20	0.70	0.05	0.16
05/01/03	17.55	1.76	1.10	1.80	0.20	22.41	1.20	0.70	0.05	0.16
Group 2: Powderman Helper										
Effective Date	Hourly Rate	10% Vac Pay	Welfare Benefit	Pens.	Train Fund	Total Pkg.	GRRSP	W.D. Ded.	OPC Dues	Ind. Fund
05/01/01	16.74	1.68	1.10	1.70	0.20	21.42	1.20	0.70	0.05	0.16
05/01/02	17.15	1.72	1.10	1.80	0.20	21.97	1.20	0.70	0.05	0.16
05/01/03	17.61	1.76	1.10	1.80	0.20	22.47	1.20	0.70	0.05	0.16
Group 3: Labourers (semi-skilled); form strippers; scootcrete and calf dozer; driver; portable compressor; small mixer and pump man (4" discharge and under); groutman; mortar man; storeman and lumber yard attendant; farm tractor driver										
Effective Date	Hourly Rate	10% Vac Pay	Welfare Benefit	Pens.	Train Fund	Total Pkg.	GRRSP	W.D. Ded.	OPC Dues	Ind. Fund
05/01/01	16.79	1.69	1.10	1.70	0.20	21.47	1.20	0.70	0.05	0.16
05/01/02	17.20	1.73	1.10	1.80	0.20	22.02	1.20	0.70	0.05	0.16
05/01/03	17.65	1.77	1.10	1.80	0.20	22.52	1.20	0.70	0.05	0.16
Group 4: Labourers (skilled - Group No. 1); pipelayers & conduit layers (all types & materials); jack hammer operator; air auger man; form setters; concrete finishers.										
Effective Date	Hourly Rate	10% Vac Pay	Welfare Benefit	Pens.	Train Fund	Total Pkg.	GRRSP	W.D. Ded.	OPC Dues	Ind. Fund
05/01/01	16.84	1.69	1.10	1.70	0.20	21.53	1.20	0.70	0.05	0.16
05/01/02	17.25	1.73	1.10	1.80	0.20	22.08	1.20	0.70	0.05	0.16
05/01/03	17.71	1.77	1.10	1.80	0.20	22.58	1.20	0.70	0.05	0.16
Group 5: Labourers (skilled - Group No. 2); drillers (all types); wagon drills, etc.; powderman; trackdriver.										
Effective Date	Hourly Rate	10% Vac Pay	Welfare Benefit	Pens.	Train Fund	Total Pkg.	GRRSP	W.D. Ded.	OPC Dues	Ind. Fund
05/01/01	16.89	1.69	1.10	1.70	0.20	21.58	1.20	0.70	0.05	0.16
05/01/02	17.30	1.73	1.10	1.80	0.20	22.13	1.20	0.70	0.05	0.16
05/01/03	17.76	1.77	1.10	1.80	0.20	22.63	1.20	0.70	0.05	0.16
Group 6: Labourers (skilled - Group No. 3); carpenters; linemen; float driver, hydraulic drillers.										
Effective Date	Hourly Rate	10% Vac Pay	Welfare Benefit	Pens.	Train Fund	Total Pkg.	GRRSP	W.D. Ded.	OPC Dues	Ind. Fund
05/01/01	16.94	1.70	1.10	1.70	0.20	21.64	1.20	0.70	0.05	0.16
05/01/02	17.35	1.74	1.10	1.80	0.20	22.19	1.20	0.70	0.05	0.16
05/01/03	17.81	1.78	1.10	1.80	0.20	22.69	1.20	0.70	0.05	0.16

Group 7: Labourers (skilled - Group No. 4); electricians; tunnel workers where tunnel is in excess of sixteen feet (16') in length, excluding shallow tree tunnels.										
Effective Date	Hourly Rate	10% Vac Pay	Welfare Benefit	Pens.	Train Fund	Total Pkg.	GRRSP	W.D. Ded.	OPC Dues	Ind. Fund
05/01/01	16.94	1.70	1.10	1.70	0.20	21.64	1.20	0.70	0.05	0.16
05/01/02	17.35	1.74	1.10	1.80	0.20	22.19	1.20	0.70	0.05	0.16
05/01/03	17.81	1.78	1.10	1.80	0.20	22.69	1.20	0.70	0.05	0.16
Effective Date	Hourly Rate	10% Vac Pay	Welfare Benefit	Pens.	Train Fund	Total Pkg.	GRRSP	W.D. Ded.	OPC Dues	Ind. Fund
05/01/01	17.54	1.76	1.10	1.70	0.20	22.30	1.20	0.70	0.05	0.16
05/01/02	17.95	1.80	1.10	1.80	0.20	22.85	1.20	0.70	0.05	0.16
05/01/03	18.41	1.84	1.10	1.80	0.20	23.35	1.20	0.70	0.05	0.16

APPENDIX 12 COLLECTIVE AGREEMENTS

1. "The Sewer and **Watermain** Agreement" being a collective agreement between the Metropolitan Toronto Sewer and **Watermain Contractors' Association** and the Union.
2. "The Roads Agreement" being a collective agreement between the Toronto and Area Road Builders' **Association** and the Union.
3. "The **Forming** Agreement" being a collective agreement between the **Ontario Formwork Association** and the Formwork Council of **Ontario**.
4. "The House Basements Agreement" being a collective agreement between the Residential Low-Rise Forming Contractors' **Association** of Metropolitan Toronto and Vicinity and the Union.
5. "The Apartment **Builders** Agreement" being a collective agreement between the Metropolitan Toronto Apartment Builders' Association and the **Union**.
6. "The House Builders Agreement" being a collective agreement between the **Toronto Residential Construction Labour Bureau** and the Union.
7. "The **Concrete** and Drain Agreement" being a collective agreement between the **Ontario Concrete and Drain Contractors' Association** and the Union.
8. "The Heavy Construction Agreement" being a collective agreement between the Heavy Construction Association of **Toronto** and the Union.
9. "The **Carpentry** Agreement" being a collective agreement between **The Residential Framing Contractors Association** of Metropolitan Toronto and Vicinity Inc. and Labourers' **International Union of North America**, Local 183.
10. "The Landscaping Agreement" being a collective agreement between the Landscaping Contractors in **Ontario Labour Relations Board Area No. 8** and 18 and Labourers' **International Union of North America**, Local 183.
11. "The Agreement Covering Building **Restorations and Associated Work**" being a collective agreement between the Building Restorations and Associated Work Contractors' **Association** in **Ontario Labour Relations Board Area No. 8** and Labourers' **International Union of North America**, Local 183.
12. "The Bricklaying and **Masonry Residential Sector** Agreement" being a collective agreement between various independent bricklaying and **masonry** contractors and Labourers' **International Union of North America**, Local 183.
13. "The Marble, Tile, Terrazzo & Cement **Masons** Agreement" being a collective agreement between various independent marble, tile, terrazzo and cement **masonry** contractors and Labourers' **International Union of North America**, Local 183.

14. "The Residential Plumbing Agreement" being a collective agreement between various independent plumbing contractors and Labourers' International Union of North America, Local 183.
15. "The Fencing Agreement" being a collective agreement between various independent fencing contractors and Labourers' International Union of North America, Local 183.
16. "The Trim Carpentry Agreement" being a collective agreement between independent trim carpentry contractors and Labourers' International Union of North America.
17. "The Residential Roofing Agreement" being a collective agreement between independent residential roofing contractors and Labourers' International Union of North America.
18. "The Pipeline Agreements for Canada" being collective agreements between the Pipe Line Contractors Association of Canada and Labourers' International Union of North America, Ontario Provincial District Council and its affiliated Local Unions.

MEMORANDUM OF UNDERSTANDING

BETWEEN:

**The Utility Contractors' Association
of Ontario Incorporated,**
on behalf of its member companies engaged in power,
energy and communication construction, maintenance
and similar work throughout the Province of Ontario

(hereinafter referred to as the "Employer")

- and -

**Labourers' International Union of North America,
Ontario Provincial District Council**
and its affiliated Local Unions, 183, 247, 493, 527, 607,
625, 837, 1036, 1059, 1081 & 1089

(hereinafter referred to as the "Union")

New or Existing Entities

The Employer hereby confirms that it is **not** carrying on associated or related activities or businesses, by or through more than one corporation, individual, firm, syndicate or other entity or association or any combination thereof, under common control or direction, **that is** not signatory to this Collective Agreement. For the purposes of this Article, "activities" include any activities contemplated by the Purpose and Intent, Recognition and/or Scope clauses of this Collective Agreement.

The Parties further agree that all provisions of Sections 1(4) and 69 of the Ontario Labour Relations Act (as they exist on the date of signing) are hereby incorporated into and form part of this Collective Agreement, with such modifications as may be necessary for an arbitrator with jurisdiction arising out of this Collective Agreement and/or the Expedited Arbitration System and/or the Ontario Labour Relations Act, to have all of the powers that the Board would otherwise have under the provisions of the Act.

Dated this 23rd day of December, 2002.

**The Utility Contractors Association
of Ontario Incorporated, on behalf
of its member companies**



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

