

COLLECTIVE AGREEMENT

Effective May 1, 1998 to April 30, 2001

BETWEEN

METROPOLITAN TORONTO DEMOLITION  
CONTRACTORS INC.

(hereinafter referred to as the "Association")

OF THE FIRST PART

- and -

THE LABOURERS' INTERNATIONAL UNION OF NORTH  
AMERICA, AND THE LABOURERS' INTERNATIONAL UNION  
OF NORTH AMERICA, ONTARIO PROVINCIAL DISTRICT  
COUNCIL, on behalf of its affiliated Local  
Unions, 247, 491, 493, 506, 527, 597, 607, 625,  
837, 1036, 1059, 1081 and 1089

(hereinafter referred to as the "Council")

OF THE SECOND PART

RECEIVED  
SEP 25 2000

02759(06)

## I N D E X

<u>Article</u>		<u>Page</u>
1	Recognition.....	1
2	Scope.....	2
3	Management Rights.....	3
4	Union Dues and Check-Off.....	3
5	Union Security.....	4
6	Hiring of Employees.....	5
7	No Strike or Lockout.....	5
a	Wage Rates and Other Conditions.....	5
9	Jurisdictional Disputes.....	5
10	Recognized Holidays and Vacations.....	6
11	Payment of Wages.....	6
12	Government Legislation and Conflicts.....	7
13	Refreshment and Lunch Break.....	7
14	Pre-Job Conference.....	a
15	Mobility of Key Men.....	a
16	Complaints and Grievances.....	9
17	Arbitration.....	9
18	Management Grievances and Union Grievances.....	10
19	Protective Clothing.....	10
20	Union Representation.....	11
21	Safety, Sanitation and Shelter.....	11
22	Reinstatement of Employees upon Return from Industrial Accident.....	12
23	Welfare, Pension & Tri-Fund.....	13
24	Labourers' Union Administration Fund, Deductions and Contributions.....	15
25	Sub-Contracting.....	15
26	Co-operation.....	15
27	Asbestos Removal.....	16
28	Local Appendix Exemptions or Amendments.....	16
29	Duration.....	16
30	New Entry Labourer.....	16
31	Employment Equity.....	17
32	Memorandum of Agreement - Apprenticeship Training.....	17

Article Page

Appendix 'A'

1	Hours of Work.....	18
2	Shift Work.....	18
3	Overtime.....	18
4	Vacation and Recognized Holiday Pay.....	18
5	Wages and Classifications (By Local Union Jurisdiction)	
	(1) L.I.U.N.A. Local 506.....	19
	(2) L.I.U.N.A. Local 506 - Demolition Apprenticeship Program.....	20
	Room and Board Allowance.....	21
	Travel and Mileage Allowance.....	21
	Show-Up (Reporting) Pay.....	22
	(2) L.I.U.N.A. Local 247.....	23
	(3) L.I.U.N.A. Local 491.....	24
	(4) L.I.U.N.A. Local 493.....	25
	(5) L.I.U.N.A. Local 527.....	26
	(6) L.I.U.N.A. Local 597.....	27
	(7) Construction and Allied Workers Local Union 607.....	28
	(8) L.I.U.N.A. Local 625.....	30
	(9) L.I.U.N.A. Local 837.....	31
	(10) L.I.U.N.A. Local 1036.....	32
	(11) L.I.U.N.A. Local 1059.....	33
	(12) L.I.U.N.A. Local 1081.....	34
	(13) L.I.U.N.A. Local 1089.....	35

Appendix 'B' - L.I.U.N.A. Local 1036..... 36

Appendix 'C' - L.I.U.N.A. Local 1089..... 37

Appendix 'D' - Geographical Areas

(1)	L.I.U.N.A. Local 247.....	38
(2)	L.I.U.N.A. Local 491.....	38
(3)	L.I.U.N.A. Local 493.....	38
(4)	L.I.U.N.A. Local 506.....	38
(5)	L.I.U.N.A. Local 527.....	38
(6)	L.I.U.N.A. Local 597.....	39
(7)	Construction and Allied Workers Local Union 607.....	39
(8)	L.I.U.N.A. Local 625.....	39
(9)	L.I.U.N.A. Local 837.....	39
(10)	L.I.U.N.A. Local 1036.....	39
(11)	L.I.U.N.A. Local 1059.....	39
(12)	L.I.U.N.A. Local 1081.....	40
(13)	L.I.U.N.A. Local 1089.....	40

<u>Article</u>	<u>Page</u>
Appendix 'E' - Pension, Welfare, Training, Vacation and Holiday Pay Contributions	
<hr/>	
L.I.U.N.A. Local 247.....	41
L.I.U.N.A. Local 491.....	41
L.I.U.N.A. Local 493.....	42
L.I.U.N.A. Local 506.....	42
L.I.U.N.A. Local 527.....	42
L.I.U.N.A. Local 597.....	43
Construction and Allied Workers Local Union 607.....	43
L.I.U.N.A. Local 625.....	43
L.I.U.N.A. Local 837.....	44
L.I.U.N.A. Local 1036.....	44
L.I.U.N.A. Local 1059.....	45
L.I.U.N.A. Local 1081.....	45
L.I.U.N.A. Local 1089.....	45
<u>Appendix 'F' - Asbestos Abatement.....</u>	46
1 <u>Applicability.....</u>	46
2    Workers Categories.....	46
3    Supply of Labour.....	47
4    Rates of Pay and Benefits.....	47
(1) L.I.U.N.A. Local 247.....	48
(2) L.I.U.N.A. Local 491.....	49
(3) L.I.U.N.A. Local 493.....	50
(4) L.I.U.N.A. Local 506.....	51
(5) L.I.U.N.A. Local 527.....	52
(6) L.I.U.N.A. Local 597.....	53
(7) Construction and Allied Workers Local Union 607...	54
(8) L.I.U.N.A. Local 625.....	55
(9) L.I.U.N.A. Local 837.....	56
(10) L.I.U.N.A. Local 1036.....	57
(11) L.I.U.N.A. Local 1059.....	58
(12) L.I.U.N.A. Local 1081.....	59
(13) L.I.U.N.A. Local 1089.....	60
<u>Appendix 'G' - Association and Local Union Information.....</u>	61

***THIS AGREEMENT shall become effective the 1st day of May, 1998.***

BETWEEN:

**METROPOLITAN TORONTO DEMOLITION  
CONTRACTORS INC.**

(hereinafter referred to as the "Association")

OF THE FIRST PART

- and -

**THE LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA  
AND THE LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA,  
ONTARIO PROVINCIAL DISTRICT COUNCIL,  
on behalf of its affiliated Local Unions,  
247, 491, 493, 506, 527, 597, 607, 625,  
837, 1036, 1059, 1081 and 1089**

(hereinafter referred to as the "Council")

OF THE SECOND PART

**WHEREAS** the Council and the Association are desirous of establishing a form of standard Province-wide Collective Agreement with respect to certain employees of the Employers engaged in all phases of demolition and wrecking as defined in Articles 1 and 2 of this Collective Agreement and within the geographical area defined herein so as to provide uniform interpretation, application and administration of the relationship established;

**IT IS EXPRESSLY AGREED AND DECLARED** by and between the parties hereto as follows:

**ARTICLE 1 - RECOGNITION**

- 1.01 The Association recognizes the Council as the sole and exclusive bargaining agent for all employees coming within the jurisdiction of this Agreement as defined in Article 2 of this Agreement, save and except non-working foremen and persons above the rank of non-working foreman, office and clerical staff, engineering staff, yard employees and watchmen; in the Province of Ontario.
- 1.02 The Council recognizes the Association as the bargaining agent for all Employers

whose employees are represented by the Union, engaged in construction work as specified by Article 2 of this Agreement, within the Province of Ontario.

- 1.03 The Association recognizes the Council and its affiliated Local Unions to be the administrative party of this Collective Agreement, including the right to file grievances under Section 133 of the *Ontario Labour Relations Act (c.232 as amended)* for work performed within the geographical area and/or jurisdiction of the Local Unions as per Appendix 'D' attached hereto.
- 1.04 The geographical area of this Agreement shall be the Province of Ontario.
- 1.05 The term "Union" as set out in this Agreement shall include, where the context requires, the Local Unions set out in Appendix 'D' hereto and in such cases, the Local Union shall be deemed to represent the Council.

## **ARTICLE 2 - SCOPE**

- 2.01 It is agreed that the following types of work fall within the jurisdiction of this Collective Agreement.
- 2.02 The Council undertakes and agrees that it has jurisdiction and its members will do and perform all work required to be performed by the Association in connection with the "wrecking industry", including wrecking, demolition, dismantling and salvage of any buildings, bridges, houses, fences, hoarding, platforms, loading docks and/or miscellaneous structures of all types, including the erection and removal of scaffolding, canopies, fences, hoarding, outriggers, platforms, chutes, barricades, asbestos decontamination enclosures, barriers and partitions, including all asbestos abatement work tools and associated equipment, in whole or in part and all incidental work characteristics traditionally performed, and will do and perform all work of every nature whatsoever as required to completely and/or partially remove and transport any structures and all component, attached or included parts, materials and articles, and will do and make repairs and adjustments as required, and the Council undertakes and agrees that it will to these ends defend all its rights to do all this work in the event of any jurisdictional disputes and further agrees that, should any of this work be claimed by any other craft or Union, that this work will not cease in the event of a threatened strike or strikes called by crafts or Unions over the jurisdiction contained herein whether or not employed thereon.
- 2.03 It is expressly understood and agreed that all work in connection with renovations **is** not covered **by** this Agreement. It is also expressly understood and agreed that the term "renovation" as used herein, means reconstruction, building and new construction work commencing after demolition, wrecking or salvage, but does not include any work defined in Article 2.02 above.
- 2.04 It is expressly understood and agreed that the terms and conditions of this Agreement, save and except as provided in the Appendices, shall apply.

### **ARTICLE 3 - MANAGEMENT RIGHTS**

- 3.01 The Union agrees that it is the exclusive function of each Employer covered by this Agreement:
- (a) 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;
  - (b) 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 just cause shall be subject to the provisions of the grievance procedure;
  - (c) to make, alter from time to time, and enforce reasonable rules of conduct and procedure to be observed by the employees;
  - (d) it is agreed that these functions shall not be exercised in a manner inconsistent with the express provisions of this Agreement.

### **ARTICLE 4 - UNION DUES AND CHECK-OFF**

- 4.01 **As** a condition of employment, each Employer will deduct from the first (1st) pay of each employee, regular monthly Union Dues each calendar month. Each 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, if permission is granted by the Local Union, employees may have this amount deducted in two (2) successive steps, and if **so**, the Employer may deduct the initiation fee in this manner, upon notification from the Union.
- 4.02 **By** the fifteenth (15th) day of the month following the month for which deductions were made for union dues and/or initiation fees, the Employer will forward the amount deducted to a designated officer of the appropriate Local Union in whose jurisdiction the work **is** being performed, together with a list of the employees from whom deductions were made, together with their social insurance numbers.
- 4.03 Each Employer further agrees to remit all working dues on behalf of all his employees covered by this Collective Agreement in accordance with Article 24 hereof.

- 4.04 The Employer agrees to remit pension contributions to the Labourers' Pension Fund of Central and Eastern Canada on a form prescribed by the Trustees, or such alternate form which is acceptable to the Trustees.
- 4.05 Notwithstanding any other provisions of this Agreement, Appendix or Local Union Schedule, the Employer shall pay the sum of five cents (\$0.05) for each hour worked to the Labourers' International Union of North America, Canadian Tri-Fund and remit same to the Labourers' Pension Fund of Central and Eastern Canada on the fifteenth (15th) day of the calendar month following the month in which these hours were worked.
- 4.06 Each Employer bound by this Collective Agreement shall contribute five cents (\$0.05) per hour for each hour earned by each employee covered by this Collective Agreement, and shall remit such contributions to the Metropolitan Toronto Demolition Contractors Inc. at:

**P.O. Box 564**  
**1057 Steeles Avenue West**  
**North York, Ontario M2R 3X1**

by the fifteenth (15th) day of the month following the month in which the hours were earned. These amounts represent each Employer's contribution to the costs of negotiating and administrating this Collective Agreement. The Council and its affiliated Local Unions agree to advise the Association in writing forthwith when a new Employer becomes bound to this Collective Agreement. The Council agrees to provide the Association with any Employer filings which show the number of hours for which each Employer performing demolition or related work made dues or benefit contributions.

#### **ARTICLE 5 - UNION SECURITY**

- 5.01 Each Employer agrees to employ only members in good standing of the Local Union as provided for and specified in Article 1.03 for work covered by this Agreement, subject to the provisions of Article 6.01.
- 5.02 As a condition of continuing employment, all employees shall maintain in good standing their membership in the Local Union.
- 5.03 Each Employer acknowledges and agrees that the work covered by this Agreement is within the exclusive jurisdiction of the Council and its affiliated bargaining agents, notwithstanding the claims of any other Trade Union.
- 5.04 Each Employer agrees that notwithstanding the claims of any other Trade Unions, it shall assign exclusively to members of the Union and its affiliated bargaining agents all of the work covered by this Agreement.



- 5.05 Each Employer shall provide to the Council a list of employees showing such employees' classifications when requested, to a maximum of two (2) times per year.

#### **ARTICLE 6 - HIRING OF EMPLOYEES**

- 6.01 Each Employer agrees to call the Local Union office for his needed supply of qualified men within the geographical area defined in Article 1.03 and Appendix 'D' attached hereto.
- 6.02 Should the Local Union find it impossible to supply the Employer with such personnel within forty-eight (**48**) hours, the Employer shall be free to employ workers from other sources, provided however, such workers are informed that as a condition of employment, that they apply for membership in the Union within seven (7) days or be terminated from employment. During this period, an employee shall be subject to all provisions of this Agreement.
- 6.03 Employees permitted to work in an area with a lower wage package will maintain their home wage package. If the home total wage package is lower, the differential will be added to the employees basic wage rate.

#### **ARTICLE 7 - NO STRIKE OR LOCKOUT**

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

#### **ARTICLE 8 - WAGE RATES AND OTHER CONDITIONS**

- 8.01 Wages and working conditions shall be as per attached Appendices 'A', 'B', 'C' and 'F' forming part of this Agreement.

#### **ARTICLE 9 - JURISDICTIONAL DISPUTES**

- 9.01 When a work claim dispute arises between the Local Union and/or Council which is a party to this Agreement, and any other Union, person or organization which cannot be settled to the satisfaction of all parties concerned, such dispute shall only be processed as a Complaint under Section 99 of the Ontario *Labour Relations Act*. In the meantime, work will continue as assigned to the Labourers by the Employer unless otherwise directed by the Ontario Labour Relations Board.

ARTICLE 10 - RECOGNIZED HOLIDAYS AND VACATIONS

10.01 All work performed on Sundays or on the following recognized holidays shall be paid at double the regular rate of wages:

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

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

10.03 Accrued vacation and holiday pay shall be recorded on pay stubs and shall be paid to each employee covered by this Agreement in accordance with a Local Union Schedule, or every three months and on termination, to be paid no later than the second pay day of January, April, July and October. Vacation and holiday pay shall be paid by a separate cheque covering only vacation and holiday pay.

ARTICLE 11 - PAYMENT OF WAGES

11.01 Wages shall be paid weekly or bi-weekly by cash or cheque on the job at the option of the Employer and shall be accompanied by a slip outlining all hours of work, the hourly rate, overtime hours, deductions for income tax, employment insurance, pension, etc., where applicable. In the event that wages are paid by cheque, pay day shall be not later than Thursday of the following week. 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 exceeding one hundred dollars (\$100.00) shall be made by separate cheque.

11.02 In the case of lay-off, all employees will receive one (1) hour's notice in advance of the lay-off or pay in lieu of notice.

11.03 Whenever unemployment insurance forms, vacation and statutory holiday pay credits and pay cheques 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 two (2) working days of the time of termination provided that if the Employer defaults, the employees shall be paid waiting time at straight time rates not to exceed eight (8) hours in any day for each regular working day he is required to wait after giving notice to the Employer giving him four (4) hours to correct such default.

- 11.04 When an employee quits, he shall provide the Employer with three (3) days notice. On doing so, he shall be paid all his wages and given possession of all his documents upon termination where practical. On failure to provide three (3) days notice, he shall receive all his wages and documents on the next regular pay.
- 11.05 Payment for travel expenses and out-of-town allowances will be clearly identified on cheque slips and will be also identified as required for tax returns.
- 11.06 Employees are to be paid for job orientation time and costs including specific training and medicals as required by the Owner.

#### **ARTICLE 12 - GOVERNMENT LEGISLATION AND CONFLICTS**

- 12.01 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. It is understood and specifically agreed that should any part of this Agreement be rendered invalid, the recognition and scope provisions of Articles 1 and 2 shall remain in full force and effect.
- 12.02 In the event of a conflict between the provisions of this Agreement **and** any other Agreement to which the Employer is a party, then the provisions of this Agreement shall apply.

#### **ARTICLE 13 - REFRESHMENT AND LUNCH BREAK**

- 13.01 An employee will be allowed a refreshment break of fifteen (15) minutes during the hours of work on each half of his designated working shift without loss of pay.
- 13.02 Regular day shift employees shall be allowed one-half (1/2) hour lunch break near the **mid-point of the shift**. It is understood that no employee be required to work more than five (5) consecutive hours without a lunch break. Where an employee is required to work through his lunch break, he will be paid at the applicable overtime rate for the lunch period and will be allowed a one-half (1/2) hour later to eat his lunch.
- 13.03 Each employee shall be allowed a further fifteen (15) minute break to be taken prior to the start of any overtime work provided the anticipated overtime will be of two (2) hours' duration or more.

**ARTICLE 14 - PRE-JOB CONFERENCE**

- 14.01 Where an Employer is awarded a contract within the geographical jurisdiction of a Local Union, which is outside the geographical jurisdiction of the Local Union having geographic jurisdiction over the Employer's point of origin, the Employer agrees to notify the Ontario Provincial District Council and the Local Union having jurisdiction where the work is to be performed, and the Employer shall give the Union in writing their job location(s), nature of the work and probable starting date prior to commencement of such work. A Pre-Job Conference shall be held at the request of either party where the project is outside the geographical jurisdiction of the Local Union having geographic jurisdiction over the Employer's point of origin and where the project involves five (5) working days or more; or five (5) or more employees covered by this Collective Agreement.
- 14.02 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. At the said conference, once the manpower needs are agreed upon, the Employer agrees to notify the Local Union of their needs at least one week before the commencement of the job and the Local Union agrees to provide a list of members to be referred at least two (2) working days before the said job commences.

**ARTICLE 15 - MOBILITY OF KEY MEN**

- 15.01 For the purpose of this Agreement, the Employer's yard or basis of operations is designated as the point of origin for employees covered by this Agreement.
- 15.02 All point of origin employees shall be members and maintain membership in good standing in the Labourers' International Union of North America.
- 15.03 It is hereby agreed by and between the parties to this Collective Agreement that a request by an Employer for mobility of key men on the job shall be discussed at a job conference as defined in Article 14. Such request shall not be unreasonably denied. Truck drivers and equipment operators shall have no restrictions on their mobility. In addition to truck drivers and equipment operators, two general labourers per job who shall be considered key men, shall have no restrictions on their mobility. The Employer shall remit the regular monthly dues on behalf of such key men and equipment operators and truck drivers to the Local Union to which the key men and equipment operators and truck drivers belong, and the Union agrees to save the Employer harmless from any and all claims which may be made against the Employer for amounts deducted and remitted as herein provided.

**ARTICLE 16 - COMPLAINTS AND GRIEVANCES**

- 16.01 It is the mutual desire of the parties to this Agreement that complaints of employees shall be dealt with as quickly as possible.
- 16.02 Grievances arising under this Agreement shall be adjusted and settled as follows. Within ten (10) days after the circumstances giving rise to the grievance occurred or originated (except in the case of a discharge grievance, which may be presented within five (5) working days), the grievance shall be presented to the Employer in writing and the parties shall meet within five (5) working days in an endeavour to settle the grievance. 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, and not later, and if a satisfactory settlement is not reached within five (5) days from this meeting, the grievance may be submitted to arbitration as provided for in Article 17 below.
- 16.03 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, pension and welfare contributions, reporting allowances and dues may be brought forward within one-hundred and twenty (120) days after the circumstances giving rise to the grievance were known by Union Representative.

**ARTICLE 17 - ARBITRATION**

- 17.01 No grievance may be submitted to arbitration which has not been properly processed through the grievance procedure as herein provided.
- 17.02 When either party requests that a grievance be submitted to arbitration, the party making the request shall do so in writing addressed to the other party and at the same time appoint an arbitrator. Within five (5) working days thereafter, the other party shall appoint an arbitrator. The two (2) arbitrators so appointed will meet at their earliest convenience and attempt to select, by agreement, a third (3rd) person who shall act as Chairman of the Arbitration Board. If they are unable to agree on a Chairman within five (5) days, they will then request the Minister of Labour of the Province of Ontario to appoint an impartial Chairman.
- 17.03 No person may be appointed as an arbitrator who has been involved in an attempt to settle the grievance.
- 17.04 Each of the parties hereto will bear the expense of the arbitrator it appoints. The parties will jointly bear the expenses, if any, of the Chairman.

- 17.05 The Arbitration Board shall not be authorized to make any decision inconsistent with the provisions of this Agreement, nor to alter, add to, modify or amend any part of the said Agreement or its schedules.
- 17.06 The proceedings of the Arbitration Board will be expedited by the parties hereto, and the decision of the Chairman will be final and binding upon the parties hereto.

#### **ARTICLE 18 - ANAGEMENT N AND UNION GRIEVANCES**

- 18.01 It is understood that the Association, on its own behalf or on behalf of any of its members 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 Section 16.02 of the grievance procedure set out above.
- 18.02 A Council and/or Local Union's grievance, which is defined as an alleged violation of this Agreement involving all or a substantial number of employees in the bargaining unit, in regard to which a substantial 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 16 and to be processed in accordance with the provisions of Section 16.02 above.

#### **ARTICLE 19 - PROTECTIVE CLOTHING**

- 19.01 Each Employer shall provide employees with such protective clothing and equipment in relation to dangerous, corrosive and toxic materials, including and without limiting the generality of the foregoing, asbestos and wet weather clothing, including rainsuits, as needed.
- 19.02 The Union recognizes the right of each Employer to economically supervise the distribution of the clothing and equipment provided and will co-operate with each Employer to prevent wasteful practices.
- 19.03 The parties shall establish a Joint Health and Safety Committee to establish rules in connection with safety, sanitation, shelter, protective clothing and equipment.
- 19.04 The Employer will supply non-prescription safety glasses and replace same when damaged, to all employees who require them, without cost or deposit to the employee, provided he or she returns the safety glasses on termination.
- 19.05 The Employers shall at their own expense, furnish to any workman working as a torchman, suitable protective clothing or coveralls and proper gloves.

**ARTICLE 20 - UNION REPRESENTATION**

- 20.01 (a) The Business Manager and/or Business Representative of the Local Union and/or Council shall have access to all jobs of each Employer during working hours, but in no case shall his visits unduly interfere with the progress of work. When visiting a job, he will first report to the Employer Superintendent or other supervisory personnel of the Employer in charge of the job.
- (b) In circumstances where the Employer does not have the authority to allow access, the Employer agrees to make a joint application with the Union to the owner to gain such access.
- 20.02 Each Employer agrees to recognize the right of the Union to select or otherwise appoint up to a maximum of two (2) stewards per company to assist employees in presenting any complaints or grievances they may have to representative of management. The Union shall be required to notify the job foreman of names of stewards before they will be recognized. The steward shall be allowed a reasonable amount of time to deal with Union business on the project. The stewards, provided they are capable of performing the regular work, shall be the last men retained **by** the Employer.
- 20.03 Where a job is performed within the geographical jurisdiction of a Local Union, which is outside the geographical jurisdiction of the Local Union having geographic jurisdiction over the Employer's point of origin, the Employer acknowledges the right **of** the Local Union where the work is performed to appoint a job steward for the duration of the project. The Local Union shall be required to notify the job foreman of the name of the job steward before he will be recognized. The job steward shall be allowed a reasonable amount of time to deal with proper Union business directly connected with the project. The job steward shall be the last man retained by the Employer on such job provided he is capable of performing the regular work.

**ARTICLE 21 - SAFETY, SANITATION AND SHELTER**

- 21.01 Each Employer shall provide a proper and adequate place of shelter, sufficiently heated and securely locked in which the labourers may eat their lunch and store their clothing. Sanitary toilets shall be provided in accordance with the regulations of the *Occupational Health and Safety Act*, as amended. This provision will have been complied with if the Employer has made arrangements with the general contractor or other parties for the use of existing facilities.
- 21.02 In co-operation with each Employer's overall program of accident control and prevention, it is expected that an employee will report to the foreman or if the foreman is not available, to any person responsible for management of the site, for immediate corrective action, any unsafe conditions, unsafe acts or violation of the *Occupational Health and Safety Act*. The Employer shall not take any disciplinary action or discharge an employee making such a report to the foreman or other competent authority.

- 21.03 Each employee shall, as a condition of employment, be required to own and wear a safety helmet of a type approved by the Canadian Standards Association. An employee may purchase such helmet from the Employer at cost.
- 21.04 Every employee shall, as a condition of employment, own and wear suitable protective footwear and other personal protective equipment required in the normal course of his duties. This does not include special clothing which will be supplied by his Employer, at no cost to the employee, where an employee is required to work under abnormal conditions or involving dangerous, corrosive or toxic substances or during inclement weather as provided in Article 19.
- 21.05 The Employers shall, at their own expense, furnish to any workman injured in his employment, who is in need of it, immediate conveyance and transportation to a hospital or to a physician. It is further agreed that an ambulance shall be used where necessary and possible.
- 21.06 An employee who is injured during working hours and is required to leave for treatment, or is sent home for such injury, shall receive payment for the remainder of the shift at his regular rate of pay.
- 21.07 The vehicle to be used to transport employees will be enclosed and tools will be secured in tool boxes. No materials will be carried in the trucks in a manner endangering the safety of the employees being transported.
- 21.08 No employee will be discharged or disciplined by his Employer because he refuses to work in unsafe conditions.

## **ARTICLE 22 - REINSTATEMENT OF EMPLOYEES UPON RETURN FROM INDUSTRIAL ACCIDENT**

---

- 22.01 An employee injured in the performance of his duties may resume his regular work if he applies and if work is available, provided he first provides the Employer with a medical certificate from a duly qualified medical practitioner indicating he is fit to resume his regular work. The job of an injured worker shall be deemed to be available if upon his application to return, any work within his classification on any project under this Agreement is being performed by an employee who, subsequent to the time of the injury, was hired by the Employer or transferred or otherwise assigned to perform any work within the said classification on any project of the Employer 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 16 and 17 of the Agreement.
- 22.02 The above shall not apply if the injury is attributable to the willful neglect or misconduct of the employee.



**ARTICLE 23 - WELFARE. PENSION & TRI-FUND**

- 23.01 It is agreed that the established Local Unions' Employee Benefit Trusts shall continue and the Employer shall pay an amount so specified in Appendix 'A' per hour earned by each employee covered by this Agreement. Such monies shall be entered on a form as designated by the Trustees from time to time and remitted directly to the said Welfare Fund by the fifteenth (15th) day of the month following the month for which contributions are made.
- 23.02 The established Welfare Plans of Local Unions' members of Council shall be complied with as required herein, provided that the total payment of wages, vacation pay, welfare, pension and training shall be equal to the total provided herein, applicable to each Local Union and wages shall, if necessary, be adjusted to comply with this requirement.
- 23.03 **It is** agreed that the Employers shall pay into the established Labourers' Pension Fund of Central and Eastern Canada, the amount specified in Appendix 'A', per hour for each hour earned by each employee covered by this Agreement. Such contribution 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 form for each employee on a form prescribed **by** the Trustees of the Fund or such alternate form which is acceptable to the Trustees. 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.
- 23.04 **Employer Remittances**  
Any Provincial or Federal taxes required to be paid by the Employer on contributions pursuant to this Agreement, are not included in and are in addition to the specified amounts. The Employer agrees to pay such taxes along with the contributions to which they pertain.
- 23.05 At no time shall Employer contributions due to the various Funds provided herein, be paid directly to the employee.
- 23.06 In the event the Employer fails to forward or deliver contributions and/or deductions and supporting information in accordance with Articles 4 and 23, the Employer shall pay to the Trustees, as liquidated damages and ~~not as~~ penalty, an amount of two percent (2%) of the arrears for each month or part thereof, (which is the equivalent of ~~twenty-four~~ percent (24%) per annum), from the due date for any delinquent contributions fifteen (15) days in arrears, provided the Employer has received five (5) days prior written notice to correct such delinquency and has not done **so**.

- 23.07 With reasonable cause, the Trustees of a Trust Fund to which an Employer is obliged to contribute, may appoint an independent chartered accountant to enter upon the Employer's premises during regular business hours to perform an audit of the Employer's payroll records, only with respect to Employer contributions to the required Employee Benefit Funds, or at the option of the Employer, he shall direct his chartered accountant to provide a Certified Audited Statement in reply to questions submitted by the Trustees in this regard.
- 23.08 All fees and costs in connection with the Trustee appointed auditors shall be borne by the applicable Trust Fund.
- 23.09 Where an Employer opts to direct his chartered accountant to provide a Certified Audited Statement, the cost of such audit shall be borne by the Employer.
- 23.10 (i) In the event that a grievance alleging that an Employer has failed to make the proper payments to any Trust Fund or party as required by this Agreement, the parties agree that for the purposes of determining any issue, the following presumption shall apply:
- A statement signed by a business representative, a trustee or the administrator of the Trust Fund, shall be prima facie evidence of the number of hours worked by members of the Union, and of a failure to make the appropriate payments as required by this Agreement. This evidence shall establish only a rebuttable presumption and may be challenged by the Employer.
- (ii) If the Ontario Labour Relations Board or a Board of Arbitration to which a grievance alleging failure to make applicable payments required by this Agreement, determines that an Employer has violated Articles 4 and 23, then the Ontario Labour Relations Board or the Board of Arbitration shall also require the Employer to pay all reasonable costs incurred by the grieving party in prosecuting the grievance including but not limited to, all arbitration and/or Ontario Labour Relations Board fees, legal fees and costs on a solicitor and client basis, travel, meal and accommodations, costs of all witnesses and business representatives, conduct money, costs incurred in serving a summons, any expenses incurred by the grieving party pursuant to section 133 or otherwise, for the Board of Arbitration and/or Ontario Labour Relations Board.
- 23.11 When a delinquent Employer commences business or undertakes a project in the area of a Local Union, the Local Union may require an Employer to post or secure a letter of credit to cover any past or potential delinquencies to Trust Funds or Administrators, or amounts owing for wages, as required by this Agreement. The maximum amount of the letter of credit shall be the amount the Employer would be expected to contribute for a four (4) month period.

## 23.12 Prepaid Legal Services

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

#### **ARTICLE 24 - LABOURERS' UNION ADMINISTRATION FUND DEDUCTIONS AND CONTRIBUTIONS**

---

24.01 The Employer agrees to deduct from each employee covered by the terms of this Agreement, Local Union working dues and Ontario Provincial District Council dues at the rate specified in Appendix 'A' per hour worked, of which the rate specified in Appendix 'A' per hour shall be remitted directly to the Secretary-Treasurer of the applicable Local Union having jurisdiction where the work is performed, by the fifteenth (15th) day of the month following the month in which such deductions were made. Effective January 1, 1999, ten cents (\$0.10) per hour of such deduction, which includes the Construction Secretariat Fund shall be remitted by the Local Union to the Secretary-Treasurer of the Ontario Provincial District Council. The Employer shall, when remitting such dues, submit a list of names and social insurance numbers for and on whose behalf such deductions were made on one (1) standard benefit reporting form, showing all applicable deductions and/or contributions.

24.02 The Council undertakes to hold harmless and agrees to indemnify the Employer, its successors, administrators and assigns against any liability incurred by each or all of them by reason of their having made payments into the Labourers' Administrative Fund.

#### **ARTICLE 25 - SUB-CONTRACTING**

25.01 Each Employer agrees to engage only sub-contractors who are in contractual relations with the Union and/or its affiliated bargaining agents. \*

#### **ARTICLE 26 - CO-OPERATION**

26.01 If the Employer engages in construction work other than the work described in Article 2 of this Collective Agreement and such work comes within the scope of existing collective agreements established either by the Council and/or its affiliated Local Unions, then the Employer agrees to be bound by the rates and conditions within the collective agreement applicable for such work.

**ARTICLE 27 - ASBESTOS REMOVAL**

27.01 Asbestos removal work shall be performed in accordance with Appendix 'F' of this Collective Agreement.

**ARTICLE 28 - LOCAL APPENDIX EXEMPTIONS OR AMENDMENTS**

28.01 With the exception of work falling within Appendix 'B' and 'C' of this Collective Agreement on projects where the contractors are primarily non-Union, it is agreed that the hourly rate and overtime rate provisions may be amended by mutual agreement between the Employer and the Local Union having jurisdiction over the project, to enable the Employer to be on a fair and competitive basis. It is further agreed that such consent will not be unreasonably withheld.

28.02 Any such Memorandum of Local Exemption or Amendment shall be submitted to the parties to this Agreement designated by the Minister of Labour for their adoption and endorsement. Any such Memorandum of Local Exemption or Amendment shall have no force or effect unless and until the designated parties to this Agreement adopt and endorse the said Memorandum of Local Exemption or Amendment, whereupon it shall be effective and apply only to the geographic area within the jurisdiction of the Local Union as specified therein.

28.03 Any such Memorandum of Local Exemption or Amendment, when adopted and endorsed by the designated parties to this Agreement, shall amend the specific clauses, articles or provisions applicable as necessary from time to time. Any such Memorandum of Local Exemption or Amendment shall expire in accordance with its terms or on the expiry date of this Agreement, whichever occurs first, at which time the operative provisions shall be as originally agreed to between the parties in accordance with the *Labour Relations Act*.

**ARTICLE 29 - DURATION**

29.01 This Agreement shall become effective on the 1st day of May, 1998, and shall continue to remain in effect until the 30th day of April, 2001. Either party shall furnish the other with notice of termination, or proposed revision of this Agreement within a period of no more than one hundred and twenty days (120) and not less than thirty days (30) before its expiry.

**ARTICLE 30 - NEW ENTRY LABOURER**

30.01 On projects where there is a significant non-Union competitive factor, the following provisions shall apply: A new entry labourer is a labourer with less than one (1) year experience in the demolition industry. A new entry labourer will be paid seventy-five percent (75%) of base labourer's rate and all applicable

benefits. The ratio per new entry labourer will be no greater than one (1) new entry labourer out of every four (4) employees. It is being understood and agreed that in case of lay-off, new entry labourers shall be the first employees to be laid off.

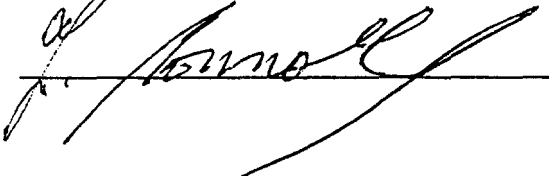
**ARTICLE 31 - EMPLOYMENT EQUITY**

- 31.01 The Employer Bargaining Agency and the Union mutually recognize the need for employment equity initiatives. Following joint investigation and consultation, the parties agree to meet to develop an Employment Equity Plan as required by law.
- 31.02 Gender Neutrality - In this Agreement, any references to the masculine gender shall include the feminine gender and references to the feminine gender shall include the masculine gender.

**ARTICLE 32 - MEMORANDUM OF AGREEMENT - APPRENTICESHIP TRAINING**

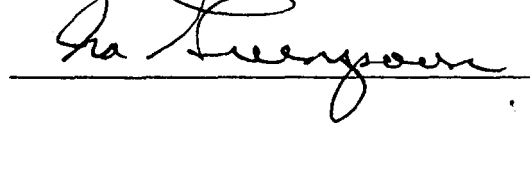
- 32.01 The Employers agree to contribute ten cents (\$0.10) per hour into the Local 506 Training Fund to develop an Apprenticeship Programme for the Demolition Industry. The Apprenticeship Programme will be developed by the Apprenticeship Committee of the Ontario Provincial District Council which shall include, basic level training, skills development, criteria and testing, graduated wage rate for apprentices including ratios and a date for implementation. The Employer contribution will also be available to other Local Unions of the Council who wish to train workers for the Demolition Industry by using the Programme Curriculum criteria developed by the Apprenticeship Committee.

FOR THE COUNCIL:



\_\_\_\_\_

FOR THE ASSOCIATION:



\_\_\_\_\_

**APPENDIX 'A'****ARTICLE 1 - HOURS OF WORK**

- 1.01 (a) Overtime at the rate of time and one-half (1-1/2) of the employee's basic hourly wage rate shall be paid for all hours worked in excess of forty-four (44) hours per week or nine (9) hours per day.
- (b) **Truck Drivers - Hours of Work**  
Ten (10) hours per day, Monday to Friday, fifty (50) hours per week. Work on Saturday at the regular day shift rate shall be on a voluntary basis. Overtime provisions will apply to all other hours worked.

**ARTICLE 2 - SHIFT WORK**

- 2.01 All shift work including all work performed between 4:30 p.m. and 1:00 a.m., Monday to Saturday inclusive, shall be paid at one dollar and seventy-five cents (~~\$1.75~~) per hour, effective May 1, 1999, this amount shall increase to one dollar and eighty-five cents (~~\$1.85~~) per hour and effective May 1, 2000, this amount shall increase to two dollars (\$2.00) per hour over and above the regular day shift rate for all hours worked.

**ARTICLE 3 - OVERTIME**

- 3.01 (a) Time and one-half (1-1/2) the regular day shift rate shall be paid for all work performed in excess of forty-four (44) hours per week or nine (9) hours per day.
- (b) Time and one-half (1-1/2) the regular day shift rate shall be paid for all work performed on Saturdays.
- (c) Double the regular day shift rate for all work performed on Sundays and statutory holidays.

**ARTICLE 4 - VACATION AND RECOGNIZED HOLIDAY PAY**

- 4.01 (a) The Employer agrees to pay ten percent (10%) of gross wages earned to cover vacation and recognized holiday pay on the following basis: five percent (5%) of gross wages earned, covers recognized holidays listed in Article 10 of this Collective Agreement and five percent (5%) covers vacation pay. Where a Local Union Appendix indicates the Employer shall pay eight percent (8%) of gross wages earned to cover vacation and holiday pay, four percent (4%) of gross wages earned, covers recognized holidays listed in Article 10 of this Collective Agreement and four percent (4%) covers vacation pay.

**ARTICLE 5 - WAGES AND CLASSIFICATIONS (By Local Union Jurisdiction)****(1) L.I.U.N.A. LOCAL 506**

Labourer:

	Wage	V.P.	Welf.	Pens.	Pre-Paid Lcl	Tri-Fund	Total Pkg.	Local Union W.D.	Dist. ** Coun. W.D.	*Ind. Fund
Sept 14/98	18.15	1.82	1.15	1.40	.05	.05	22.62	2%	.05	.05
May 01/99	18.43	1.84	1.15	1.60	.05	.05	23.12	2%	.10	.05
May 01/00	18.93	1.89	1.25	1.80	.05	.05	23.97	2%	.10	.05

Truck Driver/Machine Operator:

	Wage	V.P.	Welf.	Pens.	Pre-Paid Lcl	Tri-Fund	Total Pkg.	Local Union W.D.	Dist. ** Coun. W.D.	*Ind. Fund
Sept 14/98	19.38	1.94	1.15	1.40	.05	.05	23.97	2%	.05	.05
May 01/99	19.65	1.97	1.15	1.60	.05	.05	24.47	2%	.10	.05
May 01/00	20.15	2.02	1.25	1.80	.05	.05	25.32	2%	.10	.05

Qualified Burners shall receive a premium of eighty cents (\$0.80) per hour over the above noted Labourers' rate when using a torch.

\*Industry Fund: The Employer shall contribute five cents (\$0.05) per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

Vacation and Holiday Pay: Ten percent (10%) of gross wages, payable quarterly in accordance with Article 10.03.

\*\*Note: Effective January 1, 1999, District Council Dues shall be increased to ten cents (\$0.10) per hour.

**ARTICLE 5 - WAGES AND CLASSIFICATIONS (By Local Union Jurisdiction)****(2) L.I.U.N.A. LOCAL 506 - Demolition Apprenticeship Program****Ratio of Workers:**

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

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

The Employer agrees to hire one (1) apprentice for every three (3) journeymen (where a journeyman is defined as a full time labourer). The Union shall be entitled to refer apprentices to the Employer sufficient to maintain a minimum ratio of one (1) apprentice for every three (3) journeymen. The allowable number of apprentices to be determined should be based on total number of labourers employed by a company, rather than on a job site basis.

**First 900 Hours - 70% of full wage package:**

						Pre-				Local Dist.**		
						Paid	Tri-	Train-	Total	Union	Coun.	*Ind.
	Wage	V.P.	Welf.	Pens.	Lgl	Fund	ing	ing	Pkg.	W.D.	W.D.	Fund
Sept 14/98	13.23	1.32	1.15	0.00	.05	.05	.10		15.90	2%	.05	.05
May 01/99	13.55	1.35	1.15	0.00	.05	.05	.10		16.25	2%	.10	.05
May 01/00	14.00	1.40	1.25	0.00	.05	.05	.10		16.85	2%	.10	.05

**Second 900 Hours - 80% of full wage package**

						Pre-				Local Dist.**		
						Paid	Tri-	Train-	Total	Union	Coun.	*Ind.
	Wage	V.P.	Welf.	Pens.	Lgl	Fund	ing	ing	Pkg.	W.D.	W.D.	Fund
Sept 14/98	14.03	1.40	1.15	1.40	.05	.05	.10		18.18	2%	.05	.05
May 01/99	14.21	1.42	1.15	1.60	.05	.05	.10		18.58	2%	.10	.05
May 01/00	14.55	1.45	1.25	1.80	.05	.05	.10		19.25	2%	.10	.05

**Final 900 Hours - 90% of full wage package**

						Pre-				Local Dist.**		
						Paid	Tri-	Train-	Total	Union	Coun.	*Ind.
	Wage	V.P.	Welf.	Pens.	Lgl	Fund	ing	ing	Pkg.	W.D.	W.D.	Fund
Sept 14/98	16.09	1.61	1.15	1.40	.05	.05	.10		20.45	2%	.05	.05
May 01/99	16.32	1.63	1.15	1.60	.05	.05	.10		20.90	2%	.10	.05
May 01/00	16.74	1.67	1.25	1.80	.05	.05	.10		21.66	2%	.10	.05

\*Industry Fund: The Employer shall contribute five cents (\$0.05) per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

Vacation and Holiday Pay: Ten percent (10%) of gross wages, payable quarterly in accordance with Article 10.03.

\*\*Note: Effective January 1, 1999, District Council Dues shall be increased to ten cents (\$0.10) per hour.



**Room and Board Allowance Allowance:**

When employees are required to stay overnight at a remote job location, they shall be provided with clean and adequate lodging and shall be paid a meal allowance of thirty dollars (\$30.00) per day, increasing to thirty-two dollars and fifty cents (\$32.50) per day, effective May 1, 1999 and thirty-five dollars (\$35.00) per day effective May 1, 2000.

**Travel and Mileage Allowances:**

- (a) When employees are requested to provide their own transportation to get to job sites, they shall be paid a travel expense as follows:
  - i. for job sites located within Zone 1 (i.e. the rectangle which is bounded by the east side of Highway 427 on the west, the south side of Steeles Avenue on the north and the west side of Highway 48 on the east and Lake Ontario on the south ) - no allowance;
  - ii. for job sites located within Zone 2, (i.e. outside the Zone 1, but within a forty (40) kilometre radius of Toronto City Hall - six dollars and thirty cents (\$6.30) per day;
  - iii. for **job** sites located outside Zone 2 - twenty-five cents (\$0.25) per road kilometre each way computed from the Employer's "point of origin".
- (b) When employees are required to be away from the point of origin for an extended period of time, the following shall apply:
  - i. they shall have transportation paid for or supplied from the destination point back to the "point of origin" and return, at least once every two (2) weeks if the job location is within a four hundred and eighty (480) kilometre radius of the Employer's Head Office.
  - ii. for all time involved travelling **to** and from the project, they shall be paid a wage of seven dollars (\$7.00) per hour effective on ratification, increasing to eight dollars (\$8.00) per hour effective May 1, 1999 and increasing to nine dollars (\$9.00) per hour effective May 1, 2000.
  - iii. the Employer agrees to pick-up employees at a convenient location when travelling out of town.
  - iv. where Key Men are required to work beyond the Province of Ontario boundaries, they shall not be paid less than the home-based conditions contained herein.

**Show-up (Reporting) Pay:**

- (a) Two (2) hours' pay, together with applicable travel and mileage allowances, if any, shall be allowed by the Employer when an employee who is covered by this Agreement reports to work at the Employer's shop or job site, but work is not available due to any reason, other than inclement weather. However, no reporting pay shall be allowed where an employee has been informed not to report for work and such information has been given to him before quitting time on the previous day.
  
- (b) One (1) hours' pay, together with applicable travel and mileage allowances, if any, shall be allowed by the Employer when an employee who is covered by this Agreement reports for work at the Employer's shop or job site, but work is not available due to inclement weather, provided the employee remains on the job for one (1) hour after his designated starting time, whenever requested by the superintendent or foreman. However, no reporting pay shall be allowed where an employee has been informed not to report for work and such information has been given to him before quitting time on the previous day.

## Appendix "A" - Continued

(2) L.I.U.N.A. LOCAL 247

Labourer :

										Local**Dist.		
		Wage	V.P.	Welf.	Pens.	ing	GRSP	Tri- Fund	Total Pkg.	Union W.D.	Coun. W.D.	*Ind. Fund
Sept 14/98		16.25	1.62	1.10	1.66	.20	.75	.05	21.63	.35	.08	.08
May 1/99		16.52	1.65	1.30	1.66	.20	.75	.05	22.13	.36	.10	.05
May 1/00		17.11	1.71	1.50	1.66	.20	.75	.05	22.98	.37	.10	.05

Truck Driver/Machine Operator:

										Local**Dist.		
		Wage	V.P.	Welf.	Pens.	ing	GRSP	Tri- Fund	Total Pkg.	Union W.D.	Coun. W.D.	*Ind. Fund
Sept 14/98		17.47	1.75	1.10	1.66	.20	.75	.08	22.98	.35	.08	.08
May 1/99		17.35	1.77	1.30	1.66	.20	.75	.05	23.48	.36	.10	.05
May 1/00		18.34	1.83	1.50	1.66	.20	.75	.08	24.33	.37	.10	.05

Qualified Burners shall receive a premium of eighty cents (\$0.80) per hour over the above noted Labourers' rate when using a torch.

\*Industry Fund: The Employer shall contribute five cents (\$0.05) per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

\*\*Council Dues: Effective January 1, 1999, District Council Working Dues shall be increased to ten cents (\$0.10) per hour.

Vacation and Holiday Pay: Ten percent (10%) of gross wages shall be paid weekly/bi-weekly to the employee.

**APPENDIX "A" - CONTINUED****(3) L.I.U.N.A. LOCAL 491****Labourer :**

								Local**Dist.			
		Wage	V. P.	Welf.	Pens.	Train- ins	Tri- Fund	Total Pkg.	Union W. D.	Coun. W. D.	*Ind. Fund
Sept	14/98	16.72	1.67	1.30	1.72	.15	.05	21.61	.50	.05	.05
May	1/99	16.72	1.67	1.50	2.02	.15	.05	22.11	.50	.10	.05
May	1/00	16.90	1.69	1.60	2.52	.20	.05	22.96	.50	.10	.05

**Truck Driver/Machine Operator:**

								Local**Dist.			
		Wage	V. P.	Welf.	Pens.	Train- ins	Tri- Fund	Total Pkg.	Union W. D.	Coun. W. D.	*Ind. Fund
Sept	14/98	17.95	1.80	1.30	1.72	.15	.05	22.97	.53	.05	.05
May	1/99	17.95	1.80	1.50	2.02	.15	.05	23.47	.53	.10	.05
May	1/00	18.14	1.81	1.60	2.52	.20	.05	24.32	.54	.10	.05

Qualified Burners shall receive a premium of eighty cents (\$0.80) per hour over the above noted Labourers' rate when using a torch.

\*Industry Fund: The Employer shall contribute five cents (\$0.05) per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

\*\*Council Dues: Effective January 1, 1999, District Council Working Dues shall be increased to ten cents (\$0.10) per hour.

Vacation and Holiday Pay: Ten percent (10%) of gross wages shall be paid weekly/bi-weekly to the employee.

**APPENDIX "A" - CONTINUED****(4) L.I.U.N.A. LOCAL 493**

Labourer:

		Wage	V.P.	Welf.	Pens.	Tri- Fund	Total Pkg.	Local**Dist. Union W.D.	Coun. W.D.	*Ind. Fund
Sept	14/98	15.97	1.60	1.60	2.40	.05	21.62	.47	.05	.05
May	1/99	16.43	1.64	1.60	2.40	.05	22.12	.49	.10	.05
May	1/00	17.20	1.72	1.60	2.40	.05	22.97	.51	.10	.05

Truck Driver/Machine Operator:

		Wage	V.P.	Welf.	Pens.	Tri- Fund	Total Pkg.	Local**Dist. Union W.D.	Coun. W.D.	*Ind. Fund
Sept	14/98	17.21	1.72	1.60	2.40	.05	22.98	.51	.05	.05
May	1/99	17.66	1.77	1.60	2.40	.05	23.48	.52	.10	.05
May	1/00	18.44	1.84	1.60	2.40	.05	24.33	.55	.10	.05

Qualified Burners shall receive a premium of eighty cents (\$0.80) per hour over the above noted Labourers' rate when using a torch.

\*Industry Fund: The Employer shall contribute five cents (\$0.05) per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

\*\*Council Dues: Effective January 1, 1999, District Council Working Dues shall be increased to ten cents (\$0.10) per hour.

Vacation and Holiday Pay: Ten percent (10%) of gross wages shall be paid weekly/bi-weekly to the employee.

**APPENDIX "A" - CONTINUED****(5) L.I.U.N.A. LOCAL 527****Labourer :**

		Wage	V.P.	Welf.	Pens.	Tri- Fund	Total Pkg.	Local Union W.D.	**Dist. Coun. W.D.	*Ind. Fund
Sept	14/98	16.54	1.65	1.85	1.52	.05	21.61	--	.05	.05
May	1/99	16.90	1.69	1.85	1.62	.05	22.11	--	.10	.05
May	1/00	17.49	1.75	1.85	1.82	.05	22.96	--	.10	.05

**Truck Driver/Machine Operator:**

		Wage	V.P.	Welf.	Pens.	Tri- Fund	Total Pkg.	Local Union W.D.	**Dist. Coun. W.D.	*Ind. Fund
Sept	14/98	17.79	1.78	1.85	1.52	.05	22.99	--	.05	.05
May	1/99	18.15	1.82	1.85	1.62	.05	23.49	--	.10	.05
May	1/00	18.75	1.87	1.85	1.82	.05	24.34	--	.10	.05

Qualified Burners shall receive a premium of eighty cents (\$0.80) per hour over the above noted Labourers' rate when using a torch.

\*Industry Fund: The Employer shall contribute five cents (\$0.05) per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

\*\*Council Dues: Effective January 1, 1999, District Council Working Dues shall be increased to ten cents (\$0.10) per hour.

Vacation and Holiday Pay: Ten percent (10%) of wages to be remitted to the L.I.U.N.A. Local 527 Vacation Pay Trust Fund.

**APPENDIX "A" - CONTINUED****(6) L.I.U.N.A. Local 597****Labourer :**

									Local**Dist.		
	Wage	V.P.	Welf.	Pens.	Train- ing	Tri- Fund	Total Pkg.	Union W.D.	Coun. W.D.	*Ind. Fund	
Sept 14/98	17.15	1.71	1.56	1.04	.10	.08	21.61	.34	.05	.08	
May 1/99	17.52	1.75	1.65	1.04	.10	.05	22.11	.34	.10	.08	
May 1/00	18.20	1.82	1.75	1.04	.10	.08	22.96	.34	.10	.08	

**Truck Driver/Machine Operator:**

									Local**Dist.		
	Wage	V.P.	Welf.	Pens.	Train- ing	Tri- Fund	Total Pkg.	Union W.D.	Coun. W.D.	*Ind. Fund	
Sept 14/98	18.39	1.84	1.56	1.04	.10	.08	22.98	.34	.05	.05	
May 1/99	18.76	1.88	1.65	1.04	.10	.05	23.48	.34	.10	.05	
May 1/00	19.45	1.94	1.75	1.04	.10	.08	24.33	.34	.10	.05	

Qualified Burners shall receive a premium of eighty cents (\$0.80) per hour over the above noted Labourers' rate when using a torch.

\*Industry Fund: The Employer shall contribute five cents (\$0.05) per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

\*\*Council Dues: Effective January 1, 1999, District Council Working Dues shall be increased to ten cents (\$0.10) per hour.

Vacation and Holiday Pay: Ten percent (10%) of gross wages shall be paid weekly/bi-weekly to the employee.

**APPENDIX "A" - CONTINUED****(7) Construction and Allied Workers Local Union 607****Labourer:**

		Wage	V. P.	Welf.	Pens.	Train- ins	Tri- Fund	Total Pkg.	Local**Dist. Union W.D.	Coun. W.D.	*Ind. Fund
Sept 14/98		16.45	1.64	1.50	1.82	.15	.08	21.61	.30	.08	.05
May 1/99		16.58	1.66	1.55	2.12	.15	.05	22.11	.30	.10	.05
May 1/00		16.95	1.69	1.60	2.42	.25	.05	22.96	.30	.10	.05

**Truck Driver/Machine Operator:**

		Wage	V. P.	Welf.	Pens.	Train- ins	Tri- Fund	Total Pkg.	Local**Dist. Union W.D.	Coun. W.D.	*Ind. Fund
Sept 14/98		17.68	1.77	1.50	1.82	.15	.05	22.97	.30	.05	.05
May 1/99		17.82	1.78	1.55	2.12	.15	.05	23.47	.30	.10	.05
May 1/00		18.18	1.82	1.60	2.42	.25	.05	24.32	.30	.10	.05

Qualified Burners shall receive a premium of eighty cents (\$0.80) per hour over the above noted Labourers' rate when using a torch.

\*Industry Fund: The Employer shall contribute five cents (\$0.05) per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

\*\*Council Dues: Effective January 1, 1999, District Council Working Dues shall be increased to ten cents (\$0.10) per hour.

Vacation and Holiday Pay: Ten percent (10%) of gross wages shall be paid weekly/bi-weekly to the employee.



**APPENDIX "A" - CONTINUED****(7) Construction and Allied Workers Local Union 607 - Continued****TRAVELLING - Board and Mileage Allowance**

- (i) This section is applicable only to employees hired in Local 607's geographic area.
- (ii) When employees of an Employer are required to work outside of the free zone, which is defined as the zone within a forty (40) kilometre radius from the employee's permanent residence, the following travel allowance shall be paid each way, computed from the employee's residence.
- (iii) When employees are requested to use their own transportation, twenty-five cents (\$0.25) per road kilometre shall be paid.
- (iv) Employees required to stay overnight shall receive a meal allowance of thirty dollars (\$30.00) per day for each day they are away and shall be provided with clean, adequate lodging. Effective May 1, 1999, this amount shall increase to thirty-two dollars and fifty cents (\$32.50) per day and effective May 1, 2000, this amount shall increase to thirty-five dollars (\$35.00) per day.
- (v) Employees who are obliged to be away from the point of origin for an extended period of time shall have transportation paid for, or supplied, from destination back to the "point of origin" and return, at least once every three (3) weeks and shall be paid on ratification, the amount of seven dollars (\$7.00) per hour, effective May 1, 1999, this amount shall increase to eight dollars (\$8.00) per hour and effective May 1, 2000, this amount shall increase to nine dollars (\$9.00) per hour for all time involved travelling to and from the project.

**APPENDIX "A" - CONTINUED****(8) L.I.U.N.A. Local 625****Labourer:**

			(8%)			Train-	Tri-	Total	Local**Dist.		*Ind.
	Wage	V.P.	Welf.	Pens.	ing	Fund	Pkg.	W.D.	W.D.	Fund	
Sept 14/98	19.49	1.56	.95	1.62	.09	.05	23.76	.30	.05	.05	.05
May 1/99	19.86	1.59	1.05	1.62	.09	.05	24.26	.30	.10	.10	.05
May 1/00	20.56	1.64	1.15	1.62	.09	.05	25.11	.30	.10	.10	.05

**Truck Driver/Machine Operator:**

		(8%)				Train-	Tri-	Total	Local**Dist.		*Ind.
	Wage	V.P.	Welf.	Pens.	ins	Fund	Pkg.	W.D.	W.D.	Fund	
Sept 14/98	20.59	1.65	.95	1.62	.09	.05	24.95	.30	.05	.05	.05
May 1/99	20.96	1.68	1.05	1.62	.09	.05	25.45	.30	.10	.10	.05
May 1/00	21.66	1.73	1.15	1.62	.09	.05	26.30	.30	.10	.10	.05

Qualified Burners shall receive a premium of eighty cents (\$0.80) per hour over the above noted Labourers' rate when using a torch.

\*Industry Fund: The Employer shall contribute five cents (\$0.05) per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

\*\*Council Dues: Effective January 1, 1999, District Council Working Dues shall be increased to ten cents (\$0.10) per hour.

Vacation and Holiday Pay: Eight percent (8%) of gross wages shall be paid weekly/bi-weekly to the employee.

**APPENDIX "A" - CONTINUED****(9) L.I.U.N.A. Local 837****Labourer :**

		Local**Dist.											
		Wage	V.P.	Welf.	Pens.	ing	Health	Fund	Pkg.	Total	Union	Coun.	*Ind.
										W.D.	W.D.	Fund	
Sept	14/98	17.22	1.72	1.25	1.07	.25	.05	.05	21.61	.45	.05	.05	.05
May	1/99	17.35	1.74	1.40	1.27	.25	.05	.05	22.11	.45	.10	.05	.05
May	1/00	17.72	1.77	1.60	1.52	.25	.05	.05	22.96	.50	.10	.05	.05

**Truck Driver/Machine Operator:**

		Local**Dist.											
		Wage	V.P.	Welf.	Pens.	ing	Health	Fund	Pkg.	Total	Union	Coun.	*Ind.
										W.D.	W.D.	Fund	
Sept	14/98	18.45	1.85	1.25	1.07	.25	.05	.05	22.97	.45	.05	.05	.05
May	1/99	18.59	1.86	1.40	1.27	.25	.05	.05	23.47	.45	.10	.05	.05
May	1/00	18.95	1.90	1.60	1.52	.25	.05	.05	24.32	.50	.10	.05	.05

Qualified Burners shall receive a premium of eighty cents (\$0.80) per hour over the above noted Labourers' rate when using a torch.

\*Industry Fund: The Employer shall contribute five cents (\$0.05) per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

\*\*Council Dues: Effective January 1, 1999, District Council Working Dues shall be increased to ten cents (\$0.10) per hour.

Vacation and Holiday Pay: Ten percent (10%) of gross wages to be remitted to the Local 837 Vacation with Pay Trust Fund.

**APPENDIX "A" - CONTINUED****(10) L.L.U.N.A. Local 1036 (Subject to Appendix 'B')****Labourer:**

		Wage	V.P.	Welf.	Pens.	Train- ing	Tri- Fund	Total Pkg.	Local**Dist. Union Coun. *Ind.	W.D.	W.D.	Fund
Sept 14/98		16.38	1.64	1.30	2.10	.15	.08	21.62	.80	.05	.08	
May 1/99		16.84	1.68	1.30	2.10	.15	.08	22.12	.80	.10	.05	
May 1/00		17.61	1.76	1.30	2.10	.15	.05	22.97	.80	.10	.05	

**Truck Driver/Machine Operator:**

		Wage	V.P.	Welf.	Pens.	Train- ing	Tri- Fund	Total Pkg.	Local Dist. Union Coun. *Ind.	W.D.	W.D.	Fund
Sept 14/98		17.64	1.76	1.30	2.10	.15	.08	23.00	.80	.08	.08	
May 1/99		18.09	1.81	1.30	2.10	.15	.05	23.50	.80	.10	.05	
May 1/00		18.86	1.89	1.30	2.10	.15	.08	24.35	.80	.10	.08	

Qualified Burners shall receive a premium of eighty cents (\$0.80) per hour over the above noted Labourers' rate when using a torch.

\*Industry Fund: The Employer shall contribute five cents (\$0.05) per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

\*\*Council Dues: Effective January 1, 1999, District Council Working Dues shall be increased to ten cents (\$0.10) per hour.

Vacation and Holiday Pay: Ten percent (10%) of gross wages shall be paid weekly/ bi-weekly to the employee.

**APPENDIX "A" - CONTINUED****(11) L.I.U.N.A. Local 1059****Labourer :**

			(8%)				Total	Local	**Dist.	
	Wage	V.P.	Welf.	Pens.	Train-	Pkg.	Union	Coun.	*Ind.	Fund
					ing		W.D.	W.D.		
Sept 14/98	17.07	1.37	1.40	1.54	.20	21.58	.34	.05	.05	
May 1/99	17.35	1.39	1.60	1.54	.20	22.08	.35	.10	.05	
May 1/00	18.14	1.45	1.60	1.54	.20	22.93	.36	.10	.05	

**Truckdriver/Machine Operator:**

			(8%)				Total	Local	**Dist.	
	Wage	V.P.	Welf.	pens.	Train-	Pkg.	Union	Coun.	*Ind.	Fund
					ing		W.D.	W.D.		
Sept 14/98	18.37	1.47	1.40	1.54	.20	22.98	.34	.05	.05	
May 1/99	18.65	1.49	1.60	1.54	.20	23.48	.35	.10	.05	
May 1/00	19.44	1.55	1.60	1.54	.20	24.33	.36	.10	.05	

Qualified Burners shall receive a premium of eighty cents (\$0.80) per hour over the above noted Labourers' rate when using a torch.

\*Industry Fund: The Employer shall contribute five cents (\$0.05) per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

\*\*Council Dues: Effective January 1, 1999, District Council Working Dues shall be increased to ten cents (\$0.10) per hour.

Vacation and Holiday Pay: Eight percent (8%) of gross wages shall be paid weekly/bi-weekly to the employee.

**APPENDIX "A" - CONTINUED****(12) L.I.U.N.A. Local1081****Labourer:**

		Wage	V. P.	Welf.	Pens.	Train- ing	Tri- Fund	Total Pkg.	Local**Dist. Union	Coun. W.D.	*Ind. W.D. Fund
Sept 14/90		17.49	1.75	1.20	1.07	.05	.05	21.61	.35	.05	.05
May 1/99		17.67	1.77	1.40	1.17	.05	.05	22.11	.35	.10	.05
May 1/00		18.17	1.82	1.50	1.37	.05	.05	22.96	.35	.10	.05

**Truck Driver/Machine Operator:**

		Wage	V. P.	Welf.	Pens.	Train- ing	Tri- Fund	Total Pkg.	Local**Dist. Union	Coun. W.D.	*Ind. W.D. Fund
Sept 14/98		18.73	1.87	1.20	1.07	.05	.05	22.97	.37	.05	.05
May 1/99		18.91	1.89	1.40	1.17	.05	.05	23.47	.37	.10	.05
May 1/00		19.41	1.94	1.50	1.37	.05	.05	24.32	.37	.10	.05

Qualified Burners shall receive a premium of eighty cents (\$0.80) per hour over the above noted Labourers' rate when using a torch.

\*Industry Fund: The Employer shall contribute five cents (\$0.05) per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

\*\*Council Dues: Effective January 1, 1999, District Council Working' Dues shall be increased to ten cents (\$0.10) per hour.

Vacation and Holiday Pay: Ten percent (10%) of gross wages shall be paid weekly/ bi-weekly to the employee.

**APPENDIX "A" - CONTINUED****(13) L.I.U.N.A. Local 1089 (Subject to Appendix 'C')****Labourer :**

		(8%)			Train-		Total	Local**Dist.		
	Wage	V.P.	Welf.	Pens.	ing	GRSP	Pkg.	Union	Coun.	*Ind.
								W.D.	W.D.	Fund
Sept 14/98	16.00	1.28	1.00	1.44	.10	1.75	21.57	.77	.05	.05
May 1/99	16.42	1.31	1.00	1.44	.15	1.75	22.07	.79	.10	.05
May 1/00	17.16	1.37	1.00	1.44	.20	1.75	22.92	.81	.10	.05

**Truck Driver/Machine Operator:**

		(8%)			Train-		Total	Local**Dist.		
	Wage	V.P.	Welf.	Pens.	ing	GRSP	Pkg.	Union	Coun.	*Ind.
								W.D.	W.D.	Fund
Sept 14/98	17.25	1.38	1.00	1.44	.10	1.75	22.92	.77	.05	.05
May 1/99	17.67	1.41	1.00	1.44	.15	1.75	23.42	.79	.10	.05
May 1/00	18.41	1.47	1.00	1.44	.20	1.75	24.27	.81	.10	.05

Qualified Burners shall receive a premium of eighty cents (\$0.80) per hour over the above noted Labourers' rate when using a torch.

\*Industry Fund: The Employer shall contribute five cents (\$0.05) per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

\*\*Council Dues: Effective January 1, 1999, District Council Working Dues shall be increased to ten cents (\$0.10) per hour.

Vacation and Holiday Pay: Eight percent (8%) of gross wages shall be paid weekly/bi-weekly to the employee.

APPENDIX "B"

Work within the scope of this Agreement performed in mining, smelting, refining, steel or other metal manufacturing, pulp and paper mills, and electrical power systems installations and projects in the geographic region established in Appendix 'D' for Local 1036; in which case, for such work, the terms and conditions of the Provincial Agreement between the Employer Bargaining Agency - Labourers' and the Labourers' International Union of North America and the Labourers' International Union of North America, Ontario Provincial District Council applicable in the industrial, commercial and institutional sector of the construction industry, in force from time to time, shall apply, save and except that the labourer's rate of **wages** shall be:

Local 1036

		Wage	V.P.	Welf.	pens.	Train- ing	Tri- Fund	Total Pkg.	Local**Dist. Union W.D.	Coun. W.D.	*Ind. Fund
Sept 14/98	18.37	1.84	1.30	2.10	.15	.05	23.81	.77	.05	.05	
May 1/99	18.83	1.88	1.30	2.10	.15	.05	24.31	.77	.10	.05	
May 1/00	19.60	1.96	1.30	2.10	.15	.05	25.16	.77	.10	.05	

\*Industry Fund: The Employer shall contribute five cents (\$0.05) per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

\*\*Council Dues: Effective January 1, 1999, District Council Working Dues shall be increased to ten cents (\$0.10) per hour.

Vacation and Holiday Pay: Ten percent (10%) of gross wages shall be paid weekly/bi-weekly to the employee.



APPENDIX "C"

Work within the scope of this Agreement performed on "Industrial In-plant" projects or installations, including but without limiting the generality of the foregoing, chemical, petro-chemical and refinery projects and installations in the geographic region established in Appendix 'D' for Local 1089; in which case for such work, the terms and conditions of the Provincial Agreement between the Employer Bargaining Agency - Labourers and the Labourers' International Union of North America and the Labourers' International Union of North America, Ontario Provincial District Council, applicable in the industrial, commercial and institutional sector of the construction industry, in force from time to time, shall apply, save and except that the labourer's rate of wages shall be:

Local 1089

			(8%)						Local**Dist.		
		Wage	V.P.	Welf.	Pens.	Train- ing	GRSP	Total Pkg.	Union W.D.	Coun. W.D.	*Ind. Fund
Sept	14/98	20.88	1.68	1.00	1.44	.10	1.75	26.85	.77	.05	.05
May	1/99	21.30	1.71	1.00	1.44	.15	1.75	27.35	.79	.10	.05
May	1/00	22.04	1.77	1.00	1.44	.20	1.75	28.20	.81	.10	.05

\*Industry Fund: The Employer shall contribute five cents (\$0.05) per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

\*\*Council Dues: Effective January 1, 1999, District Council Working Dues shall be increased to ten cents (\$0.10) per hour.

Vacation and Holiday Pay: Eight percent (8%) of gross wages shall be paid weekly/bi-weekly to the employee.

APPENDIX "D"L.I.U.N.A. Local 247

Area 29, the Counties of Lennox, Addington, Frontenac and Leeds. Area 12, Prince Edward County and the Townships of Lake Tudor, Grimsthorpe, Marmora, Madoc, Elzevir, Rawson, Huntingdon, Hungerford, Sidney, Thurlow and Tyendinaga in the County of Hastings. Zone IV, all of the County of Hastings outside Area 12.

L.I.U.N.A. Local 491

Board Area 19 within fifty (50) mile radius of Timmins Federal Building and west along Highway 101, including the Town of Chapleau up to the District of Algoma borderline and north along the District of Algoma line up to the 83rd longitude to the Hudson Bay and all area east to the Quebec border, including the Towns of Opastika, Harty, Kapuskasing, Smooth Rock Falls and Cochrane, save and except that area which belongs to Local 493, south of the 49th parallel.

L.I.U.N.A. Local 493

District of Sudbury, excluding that portion lying north of Highway 101 west to the border of the District of Algoma, including the Town of Chapleau, Manitoulin Island, Nipissing, Algonquin Provincial Park, Temiskaming, Parry Sound and part of the District of Cochrane lying south of the 49th parallel, excluding a fifty (50) mile radius of the Timmins Federal Building, Cockburn Island and all other islands situated in Georgian Bay of Lake Huron, shall be recognized as being the exclusive territory jurisdiction of Local 493.

L.I.U.N.A. Local 506

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

L.I.U.N.A. Local 527

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

**L.I.U.N.A. Local 597**

The Counties of Peterborough, Victoria and Haliburton, east part of Northumberland County on a line running from Lake Ontario to Rice Lake, including Cramahe, Percy, Seymore, Brighton and Murray Township. The County of Ontario (with the exception of part of Pickering Township on a line running from the south of Lake Ontario to the north at the third concession on Pickering Beach Road) and including all towns and townships therein; namely, the Town of Whitby, Whitby Township, Uxbridge 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.

**Construction and Allied Workers Local Union 607**

Districts of Thunder Bay, Rainy River and those portions of the Districts of Kenora, Kenora-Patricia and Cochrane which are west of 83 degrees longitude.

**L.I.U.N.A. Local 625**

The Counties of Essex and Kent.

**L.I.U.N.A. Local 837**

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

**L.I.U.N.A. Local 1036**

The District of Algoma, including that portion of the District of Algoma which lies north of the 49th parallel of latitude and which is not within the Ontario Labour Relations Board Area 21.

**L.I.U.N.A. Local 1059**

The Counties of Middlesex, Huron, Bruce, Perth, Oxford and Elgin, recognized as Ontario Labour Relations Board Area 3.

**L.I.U.N.A. Local 1081**

The Counties of Waterloo, Wellington, Dufferin, Grey, Norfolk and Brant, recognized as Ontario Labour Relations Board Areas 4, 6, 7, 27 and 28.

**L.I.U.N.A. Local 1089**

The County of Lambton.

**APPENDIX "E"**

**PENSION, WELFARE, TRAINING, VACATION AND HOLIDAY PAY CONTRIBUTIONS**

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

Pension: For all Local Unions, make cheque payable to:  
  
The Labourers' Pension Fund of Central and Eastern Canada  
and shall be remitted directly to:  
  
The Labourers' Pension Fund of Central and Eastern Canada  
P.O. **Box** 40, Station 'Q'  
Toronto, Ontario M4T 1L0

**L.I.U.N.A. Local 247**

Welfare:  
Make cheque payable to: The Labourers' Multi-Local Welfare Trust Fund

Mail remittance to: Global Benefit Plan Consultants Inc.  
2300 Yonge Street, 27th Floor  
P.O. **Box** 2467  
Toronto, Ontario M4P 1E4

**G.R.S.P.:**  
Make cheque payable to: Local 247 G.R.S.P. Fund

Training:  
Make cheque payable to: L.I.U.N.A. Local 247 Training and Rehabilitation Fund

Mail remittances to: L.I.U.N.A. Local 247  
145 Dalton Avenue, Suite 1  
Kingston, Ontario K7K 6C2

**L.I.U.N.A. Local 491**

Welfare:  
Make cheque payable to: Trustees of L.I.U.N.A. Local 491 Employee Benefit Trust

Mail remittance to: J.J. McAteer & Associates  
Employee Benefit Plan Services  
Suite 600, 300 John Street  
Thornhill, Ontario L3T 5W4

**L.I.U.N.A. Local 491 continued:**

Training:

Make cheque payable to: Labourers' Local 491 Training Trust Fund

Mail remittance to:

J.J. McAteer & Associates  
Employee Benefit Plan Services  
Suite 600, 300 John Street  
Thornhill, Ontario L3T 5W4

**L.I.U.N.A. Local 493**

Welfare:

Make cheque payable to: Labourers' Local Union 493 Welfare Trust Fund

Training:

Make cheque payable to: Local 493 Training Trust Fund

Mail remittances to:

J.J. McAteer & Associates  
Employee Benefit Plan Services  
Suite 600, 300 John Street  
Thornhill, Ontario L3T 5W4

**L.I.U.N.A. Local 506**

Welfare:

Make cheque payable to: Trustees of Labourers' Union Local 506 (Industrial Division)  
Employee Benefit Trust

Mail remittance to:

The Bank of Nova Scotia  
1 St. Clair Avenue East  
Toronto, Ontario M4T 1Z3

Training:

Remit with welfare contributions

**L.I.U.N.A. Local 527**

Welfare, Vacation Pay & Training

Make cheque payable to: L.I.U.N.A. Local 527 Benefit Funds

Mail remittances to:

L.I.U.N.A. Local 527  
1194 Evans Avenue  
Ottawa, Ontario K1H 7Z8

**L.I.U.N.A. Local 597**

Welfare:

Make cheque payable to: The Labourers' Multi-Local Welfare Trust Fund

Mail remittance to:

Global Benefit Plan Consultants Ltd.  
2300 Yonge Street, 27th Floor  
P.O. Box 2467  
Toronto, Ontario M4P 1E4

Training:

Make cheque payable to: The L.I.U.N.A. Local 597 Training and Rehabilitation Fund

Mail remittance to:

L.I.U.N.A. Local 597  
400 Hopkins Street  
Whitby, Ontario LIN 2B9

**Construction and Allied Workers Local Union 607**

Welfare:

Make cheque payable to: The Labourers' Multi-Local Welfare Trust Fund

Mail remittance to:

Global Benefit Plan Consultants Ltd.  
2300 Yonge Street, 27th Floor  
P.O. Box 2467  
Toronto, Ontario M4P 1E4

Training:

Make cheque payable to: Construction and Allied Workers Local Union 607 Training and Education Fund

Mail remittance to:

Construction and Allied Workers Local Union 607  
730 Balmoral Street  
Thunder Bay, Ontario P7C 5V3

**L.I.U.N.A. Local 625**

Welfare:

Make cheque payable to: Trustees of the L.I.U.N.A. Ontario Participating Locals 1981 Benefit Trust

Mail remittance to:

The Bank of Nova Scotia  
1 St. Clair Avenue East  
Toronto, Ontario M4T 1Z3

**L.I.U.N.A. Local 625 Continued**

## Training:

Make cheque payable to: L.I.U.N.A. Local 625 Training Fund

## Mail remittance to:

L.I.U.N.A. Local 625  
4320 Seminole Street  
Windsor, Ontario N8Y 1Z7

**L.I.U.N.A. Local 837**

## Welfare:

Make cheque payable to: L.I.U.N.A. Local 837 Welfare Fund

## Training:

Make cheque payable to: Labourers' Local 837 Training Trust

## Vacation with Pay:

Make cheque payable to: Local 837 (Hamilton) Vacation Pay Trust Fund

## Mail remittances to:

L.I.U.N.A. Local 837  
44 Hughson St. South  
Hamilton, Ontario L8N 2A7

**L.I.U.N.A. Local 1036**

## Welfare:

Make cheque payable to: Labourers' Local 1036 Employee Benefit Trust Fund

## Mail remittance to:

The Canadian Imperial Bank of Commerce  
530 Queen St. East  
Sault Ste. Marie, Ontario P6A 2A1

## Training:

Make cheque payable to: Labourers' Local 1036 Training Fund

## Mail remittance to:

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



**L.I.U.N.A. Local 1059**

## Welfare:

Make cheque payable to: The Labourers' Multi-Local Welfare Trust Fund

## Mail remittance to:

Global Benefit Plan Consultants Ltd.  
2300 Yonge Street, 27th Floor  
P.O. Box 2467  
Toronto, Ontario M4P 1E4

## Training:

Make cheque payable to: L.I.U.N.A. Local 1059 Training Trust Fund

## Mail remittance to:

L.I.U.N.A. Local 1059  
56 Firestone Blvd.  
London, Ontario N5W 5L4

**L.I.U.N.A. Local 1081**

## Welfare:

Make cheque payable to: The Labourers' Multi-Local Welfare Trust Fund

## Mail remittance to:

Global Benefit Plan Consultants Ltd.  
2300 Yonge Street, 27th Floor  
P.O. Box 2467  
Toronto, Ontario M4P 1E4

## Training:

Make cheque payable to: Labourers' Local 1081 Training Trust Fund

## Mail remittance to:

L.I.U.N.A. Local 1081  
812 Lawrence Street  
Cambridge, Ontario N3H 2N1

**L.I.U.N.A. Local 1089**

## Welfare:

Make cheque payable to: Labourers' Local 1089 (Sarnia) Benefit Trust Fund

**G.R.S.P. :**

Make cheque payable to: Labourers' Local 1089 G.R.S.P. Fund

## Training:

Make cheque payable to: The Administrator of Local 1089 Training Fund

## Mail remittances to:

L.I.U.N.A. Local 1089  
1255 Confederation Street  
Sarnia, Ontario N7S 4M7

**APPENDIX "F"****ASBESTOS ABATEMENT****ARTICLE 1 - APPLICABILITY**

- 1.01 This Appendix shall apply to work consisting of asbestos abatement when:
- a) such work is a significant component of a demolition project or is Type 3 removal; or
  - b) such work is priced and/or tendered separately from demolition work.
- 1.02 Asbestos removal which is incidental to demolition work and is either Type 1 or Type 2 abatement, shall be done under the terms and conditions of the demolition provisions of this Collective Agreement.

**ARTICLE 2 - WORKERS CATEGORIES**

- 2.01 Employees who perform work under this Appendix shall be classified under one of the three (3) worker categories:
- a) Asbestos Journeyman:
    - minimum of one (1) year experience in asbestos abatement;
    - having training and expertise on all asbestos abatement skills;
    - capable of working with minimal instruction and without continuous supervision.
  - b) Journeyman's Assistant:
    - minimum of one (1) year experience in asbestos abatement;
    - having training and expertise in some, but not all, asbestos abatement **skills**.
  - c) General Asbestos Labourer:
    - less than one (1) year experience in asbestos abatement
- 2.02 For the purpose of calculation, a year shall be defined as twenty-two hundred (2200) hours worked, accumulated within a period of twenty-four (24) calendar months working for an Employer covered by this Agreement performing asbestos abatement work.

- 2.03 When employees are laid-off, they shall receive a statement from the Employer showing the number of hours worked in asbestos abatement work. If the statements are not given to employees at the time of termination, such statements shall be given in accordance with Article 11.03. A copy shall also be sent to the Local Union.

### **ARTICLE 3 - SUPPLY OF LABOUR**

- 3.01 The applicable Local Union in whose jurisdiction the work is to be performed shall have the option of supplying the Employer with the needed labour. Should the Local Union not be able to supply such labour under the terms and conditions of this Appendix, then the Employer may hire from outside the Local Union.
- 3.02 For general asbestos labourers hired from outside the Local Union, the Employer shall be responsible for the payment of Local Union working dues. Otherwise, the terms and conditions of this Agreement shall not apply to such labourers, and such labourers shall not be required to become members of the Local Union, until such time as they have been employed by the particular Employer for a period of one hundred and twenty (120) days.
- 3.03 Should the Employer hire any general labourers from outside the Local Union, in accordance with paragraph 3.02 of this Article, at less than the total wage package set out herein, then the Local Union shall have the right to supply up to fifty percent (50%) of the required number of general asbestos labourers at a total wage package which results in an overall average total wage package which is equal to that set out herein.
- 3.04 In the case of lay-off and/or overtime, the ratio of employees hired under Article 3.03 shall be maintained.

### **ARTICLE 4 - RATES OF PAY AND BENEFITS**

- 4.01 The Employer agrees to deduct from each employee covered by the terms of this Agreement, working dues at the rate specified in Appendix "A" per hour worked and remit same in accordance with Article 24.01
- 4.02 For any asbestos workers who are employed by an Employer who is bound to this Agreement at the date of its ratification, whose total wage package exceeds the amount that would otherwise apply under this Agreement, then the total wage package applicable under the previous Agreement shall continue to apply.

**Appendix "F" Continued****(1) L.I.U.N.A. Local 247****Asbestos Journeyman:**

									Local**Dist.		
				Train-			Tri-	Total	Union	Coun.	*Ind.
	<u>Wage</u>	<u>V.P.</u>	<u>Welf.</u>	<u>Pens.</u>	<u>ing</u>	<u>GRSP</u>	<u>Fund</u>	<u>Pkg.</u>	<u>W.D.</u>	<u>W.D.</u>	<u>Fund</u>
Sept 14/98	15.99	1.60	1.10	1.66	.20	.75	.05	21.35	.35	.05	.05
May 1/99	16.26	1.63	1.30	1.66	.20	.75	.05	21.85	.36	.10	.05
May 1/00	16.85	1.69	1.50	1.66	.25	.75	.05	22.70	.37	.10	.05

**Journeyman's Assistant:**

									Local**Dist.		
				Train-			Tri-	Total	Union	Coun.	*Ind.
	<u>Wage</u>	<u>V.P.</u>	<u>Welf.</u>	<u>Pens.</u>	<u>ing</u>	<u>GRSP</u>	<u>Fund</u>	<u>Pkg.</u>	<u>W.D.</u>	<u>W.D.</u>	<u>Fund</u>
Sept 14/98	11.95	1.20	1.30	1.66	.20	.75	.05	17.11	.35	.05	.05
May 1/99	12.41	1.24	1.30	1.66	.20	.75	.05	17.61	.36	.10	.05
May 1/00	13.00	1.30	1.50	1.66	.25	.75	.05	18.51	.37	.10	.05

**General Labourer:**

									Local**Dist.		
				Train-			Tri-	Total	Union	Coun.	*Ind.
	<u>Wage</u>	<u>V.P.</u>	<u>Welf.</u>	<u>Pens.</u>	<u>ing</u>	<u>GRSP</u>	<u>Fund</u>	<u>Pkg.</u>	<u>W.D.</u>	<u>W.D.</u>	<u>Fund</u>
Sept 14/98	11.95	1.20	1.30	1.66	.20	.75	.05	17.11	.35	.05	.05
May 1/99	12.41	1.24	1.30	1.66	.20	.75	.05	17.61	.36	.10	.05
May 1/00	13.00	1.30	1.50	1.66	.25	.75	.05	18.51	.37	.10	.05

\*Industry Fund: The Employer shall contribute five cents (\$0.05) per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

\*\*Council Dues: Effective January 1, 1999, District Council Working Dues shall be increased to ten cents (\$0.10) per hour.

Vacation and Holiday Pay: Ten percent (10%) of gross wages shall be paid weekly/bi-weekly to the employee.

**Appendix "F" - Continued****(2) L.I.U.N.A. Local 491****Asbestos Journeyman:**

	Wage	V.P.	Welf.	Pens.	Train- ing	Tri- Fund	Total Pkg.	Local**Dist, Union W.D.	Coun. W.D.	*Ind. Fund
Sept 14/98	16.48	1.65	1.30	1.72	.15	.05	21.35	.47	.05	.0S
May 1/99	16.57	1.66	1.40	2.02	.15	.05	21.85	.48	.10	.0S
May 1/00	16.66	1.67	1.60	2.52	.20	.05	22.70	.48	.10	.0S

**Journeyman's Assistant:**

	Wage	V.P.	Welf.	Pens.	Train- ing	Tri- Fund	Total Pkg.	Local**Dist, Union W.D.	Coun. W.D.	*Ind. Fund
Sept 14/98	12.62	1.26	1.30	1.72	.15	.05	17.10	.47	.05	.0S
May 1/99	12.71	1.27	1.40	2.02	.15	.05	17.60	.48	.10	.0S
May 1/00	12.80	1.28	1.60	2.52	.20	.0S	18.45	.48	.10	.0S

**General Labourer:**

	Wage	V.P.	Welf.	Pens.	Train- ing	Tri- Fund	Total Pkg.	Local**Dist, Union W.D.	Coun. W.D.	*Ind. Fund
Sept 14/98	10.00	1.00	1.30	0.00	.15	.05	12.50	.47	.05	.05
May 1/99	10.36	1.04	1.40	0.00	.15	.0S	13.00	.48	.10	.0S
May 1/00	10.91	1.09	1.60	0.00	.20	.0S	13.85	.48	.10	.0S

\*Industry Fund: The Employer shall contribute five cents (\$0.05) per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

\*\*Council Dues: Effective January 1, 1999, District Council Working Dues shall be increased to ten cents (\$0.10) per hour.

Vacation and Holiday Pay: Ten percent (10%) of gross wages shall be paid weekly/bi-weekly to the employee.

**Appendix "F" - Continued****(3) L.I.U.N.A. Local 493****Asbestos Journeyman:**

							Local	**Dist.	
	Wage	V.P.	Welf.	Pens.	Tri- Fund	Total Pkg.	Union W.D.	Coun. W.D.	*Ind. Fund
Sept 14/98	15.73	1.57	1.60	2.40	.05	21.35	.46	.05	.05
May 1/99	16.18	1.62	1.60	2.40	.05	21.85	.46	.10	.05
May 1/00	16.95	1.70	1.60	2.40	.05	22.70	.47	.10	.05

**Journeyman's Assistant:**

							Local	**Dist.	
	Wage	V.P.	Welf.	Pens.	Tri- Fund	Total Pkg.	Union W.D.	Coun. W.D.	*Ind. Fund
Sept 14/98	11.86	1.19	1.60	2.40	.05	17.10	.33	.05	.05
May 1/99	12.32	1.23	1.60	2.40	.05	17.60	.34	.10	.05
May 1/00	13.09	1.31	1.60	2.40	.05	18.45	.35	.10	.05

**General Labourer:**

							Local	**Dist.	
	Wage	V.P.	Welf.	Pens.	Tri- Fund	Total Pkg.	Union W.D.	Coun. W.D.	*Ind. Fund
Sept 14/98	9.86	0.99	1.60	0.00	.05	12.50	.20	.05	.05
May 1/99	10.32	1.03	1.60	0.00	.05	13.00	.22	.10	.05
May 1/00	11.09	1.11	1.60	0.00	.05	13.85	.23	.10	.05

\*Industry Fund: The Employer shall contribute five cents (\$0.05) per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

\*\*Council Dues: Effective January 1, 1999, District Council Working Dues shall be increased to ten cents (\$0.10) per hour.

Vacation and Holiday Pay: Ten percent (10%) of gross wages shall be paid weekly/bi-weekly to the employee.

**Appendix "F" - Continued**

**(4) L.I.U.N.A. Local 506**

**Asbestos Journeyman:**

	Wage	V.P.	Welf.	Pens.	Pre-Paid Lal	Train- ins	Tri- Fund	Total Pkg.	Local**Dist, Union Coun. W.D.	*Ind. W.D.	Fund
Sept 14/98	16.91	1.69	1.15	1.40	.05	.10	.05	21.35	2%	.05	.05
May 1/99	17.18	1.72	1.15	1.60	.05	.10	.05	21.85	2%	.10	.05
May 1/00	17.68	1.77	1.25	1.80	.05	.10	.05	22.70	2%	.10	.05

**Journeyman's Assistant:**

	Wage	V.P.	Welf.	Pens.	Pre-Paid Lal	Train- ins	Tri- Fund	Total Pkg.	Local**Dist, Union Coun. W.D.	*Ind. W.D.	Fund
Sept 14/98	13.05	1.30	1.15	1.40	.05	.10	.05	17.10	2%	.05	.05
May 1/99	13.32	1.33	1.15	1.60	.05	.10	.05	17.60	2%	.10	.05
May 1/00	13.82	1.38	1.25	1.80	.05	.10	.05	18.45	2%	.10	.05

**General Labourer:**

	Wage	V.P.	Welf.	Pens.	Pre-Paid Lal	Train- ins	Tri- Fund	Total Pkg.	Local**Dist, Union Coun. W.D.	*Ind. W.D.	Fund
Sept 14/98	8.86	0.89	1.15	1.40	.05	.10	.05	12.50	2%	.05	.05
May 1/99	9.14	0.91	1.15	1.60	.05	.10	.05	13.00	2%	.10	.05
May 1/00	9.64	0.96	1.25	1.80	.05	.10	.05	13.85	2%	.10	.05

\*Industry Fund: The Employer shall contribute five cents (\$0.05) per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

\*\*Council Dues: Effective January 1, 1999, District Council Working Dues shall be increased to ten cents (\$0.10)per hour.

Vacation and Holiday Pay: Ten percent (10%) of gross wages, payable quarterly in accordance with Article 10.03.

**Appendix "F" - Continued****(5) L.I.U.N.A. LOCAL 527****Asbestos Journeyman:**

							Local	**Dist.	
	Wage	V.P.	Welf.	Pens.	Tri- Fund	Total Pkg.	Union W.D.	Coun. W.D.	*Ind. Fund
Sept 14/98	16.30	1.63	1.85	1.52	.05	21.35	--	.05	.05
May 1/99	16.66	1.67	1.85	1.62	.05	21.85	--	.10	.05
May 1/00	17.25	1.73	1.85	1.82	.05	22.70	--	.10	.05

**Journeyman's Assistant:**

							Local	**Dist.	
	Wage	V.P.	Welf.	Pens.	Tri- Fund	Total Pkg.	Union W.D.	Coun. W.D.	*Ind. Fund
Sept 14/98	12.44	1.24	1.85	1.52	.05	17.10	--	.05	.05
May 1/99	12.80	1.28	1.85	1.62	.05	17.60	--	.10	.05
May 1/00	13.39	1.34	1.85	1.82	.05	18.45	--	.10	.05

**General Labourer:**

							Local	**Dist.	
	Wage	V.P.	Welf.	Pens.	Tri- Fund	Total Pkg.	Union W.D.	Coun. W.D.	*Ind. Fund
Sept 14/98	8.25	0.83	1.85	1.52	.05	12.50	--	.05	.05
May 1/99	8.62	0.86	1.85	1.62	.05	13.00	--	.10	.05
May 1/00	9.21	0.92	1.85	1.82	.05	13.85	--	.10	.05

\*Industry Fund: The Employer shall contribute five cents (\$0.05) per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

\*\*Council Dues: Effective January 1, 1999, District Council Working Dues shall be increased to ten cents (\$0.10) per hour.

Vacation and Holiday Pay: Ten percent (10%) of gross wages to be remitted to the L.I.U.N.A. Local 527 Vacation Pay Trust Fund.

For any asbestos workers who are employed by an Employer who is bound to this Agreement at the date of its ratification, whose total wage package exceeds the amount that would otherwise apply under this Agreement, then the total wage package applicable under the previous Agreement shall continue to apply.



**Appendix "F" - Continued****(6) L.I.U.N.A. LOCAL 597**

Asbestos Journeyman:

		Wage	V.P.	Welf.	Pens.	Train- ing	Tri- Fund	Total Pkg.	Local**Dist.		
									Union W.D.	Coun. W.D.	*Ind. Fund
Sept	14/98	16.29	1.63	1.26	2.02	.10	.05	21.35	.34	.05	.05
May	1/99	16.53	1.65	1.50	2.02	.10	.05	21.85	.34	.10	.05
May	1/00	17.21	1.72	1.60	2.02	.10	.05	22.70	.34	.10	.05

Journeyman's Assistant:

		Wage	V.P.	Welf.	Pens.	Train- ing	Tri- Fund	Total Pkg.	Local**Dist.		
									Union W.D.	Coun. W.D.	*Ind. Fund
Sept	14/98	12.43	1.24	1.26	2.02	.10	.05	17.10	.34	.05	.05
May	1/99	12.66	1.27	1.50	2.02	.10	.05	17.60	.34	.10	.05
May	1/00	13.35	1.34	1.60	2.02	.10	.05	18.46	.34	.10	.05

General Labourer:

		Wage	V.P.	Welf.	Pens.	Train- ins	Tri- Fund	Total Pkg.	Local**Dist.		
									Union W.D.	Coun. W.D.	*Ind. Fund
Sept	14/98	10.08	1.01	1.26	0.00	.10	.05	12.50	.34	.05	.05
May	1/99	10.32	1.03	1.50	0.00	.10	.05	13.00	.34	.10	.05
May	1/00	11.00	1.10	1.60	0.00	.10	.05	13.85	.34	.10	.05

\*Industry Fund: The Employer shall contribute five cents (\$0.05) per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

\*\*Council Dues: Effective January 1, 1999, District Council Working Dues shall be increased to ten cents (\$0.10) per hour.

Vacation and Holiday Pay: Ten percent (10%) of gross wages shall be paid weekly/bi-weekly to the employee.

**Appendix "F" - Continued****(7) Construction and Allied Workers Local Union 607****Asbestos Journeyman:**

		Wage	V.P.	Welf.	Pens.	Train- ing	Tri- Fund	Total Pkg.	Local**Dist. Union W.D.	Coun. W.D.	*Ind. Fund
Sept 14/98	16.21	1.62	1.50	1.82	.15	.05	21.35	.30	.05	.05	
May 1/99	16.35	1.63	1.55	2.12	.15	.05	21.85	.30	.10	.05	
May 1/00	16.71	1.67	1.60	2.42	.25	.05	22.70	.30	.10	.05	

**Journeyman's Assistant:**

		Wage	V.P.	Welf.	Pens.	Train- ing	Tri- Fund	Total Pkg.	Local**Dist. Union W.D.	Coun. W.D.	*Ind. Fund
Sept 14/98	12.35	1.24	1.50	1.82	.15	.05	17.11	.30	.05	.05	
May 1/99	12.48	1.25	1.55	2.12	.15	.05	17.60	.30	.10	.05	
May 1/00	12.85	1.29	1.60	2.42	.25	.05	18.46	.30	.10	.05	

**General Labourer:**

		Wage	V.P.	Welf.	Pens.	Train- ing	Tri- Fund	Total Pkg.	Local**Dist. Union W.D.	Coun. W.D.	*Ind. Fund
Sept 14/98	9.82	0.98	1.50	0.00	.15	.05	12.50	.30	.05	.05	
May 1/99	10.23	1.02	1.55	0.00	.15	.05	13.00	.30	.10	.05	
May 1/00	10.86	1.09	1.60	0.00	.25	.05	13.85	.30	.10	.05	

\*Industry Fund: The Employer shall contribute five cents (\$0.05) per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

\*\*Council Dues: Effective January 1, 1999, District Council Working Dues shall be increased to ten cents (\$0.10) per hour.

Vacation and Holiday Pay: Ten percent (10%) of gross wages shall be paid weekly/bi-weekly to the employee.

**Appendix "F" - Continued****(8) L.I.U.N.A. LOCAL 625****Asbestos Journeyman:**

		(8%)				Train-	Tri-	Total	Local**Dist.		*Ind.
		Wage	V.P.	Welf.	Pens.	ing	Fund	Pkg.	Union	Coun.	Fund
		W.D.	W.D.								
Sept	14/98	17.27	1.38	.95	1.62	.09	.05	21.36	.25	.05	.05
May	1/99	17.60	1.40	1.05	1.62	.09	.05	21.86	.30	.10	.05
May	1/00	18.38	1.47	1.15	1.62	.09	.05	22.71	.30	.10	.05

**Journeyman's Assistant:**

		(8%)				Train-	Tri-	Total	Local**Dist.		*Ind.
		Wage	V.P.	Welf.	Pens.	ins	Fund	Pkg.	Union	Coun.	Fund
		W.D.	W.D.								
Sept	14/98	13.33	1.06	.95	1.62	.09	.05	17.10	.25	.05	.05
May	1/99	13.65	1.09	1.05	1.62	.09	.05	17.60	.30	.10	.05
May	1/00	14.39	1.15	1.15	1.62	.09	.05	18.45	.30	.10	.05

**General Labourer:**

		(8%)				Train-	Tri-	Total	Local**Dist.		*Ind.
		Wage	V.P.	Welf.	Pens.	ing	Fund	Pkg.	Union	Coun.	Fund
		W.D.	W.D.								
Sept	14/98	10.57	0.84	.95	0.00	.09	.05	12.50	.25	.05	.05
May	1/99	10.94	0.87	1.05	0.00	.09	.05	13.00	.30	.10	.05
May	1/00	11.63	0.93	1.15	0.00	.09	.05	13.85	.30	.10	.05

\*Industry Fund: The Employer shall contribute five cents (\$0.05) per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

\*\*Council Dues: Effective January 1, 1999, District Council Working Dues shall be increased to ten cents (\$0.10) per hour.

Vacation and Holiday Pay: Eight percent (8%) of gross wages shall be paid weekly/bi-weekly to the employee.

**Appendix "F" - Continued****(9) L.I.U.N.A. Local 837****Asbestos Journeyman:**

									Local	**Dist.	
									Union	Coun.	*Ind.
	Wage	V.P.	Welf.	Pens.	ins	Health	Fund	Pkg.	W.D.	W.D.	Fund
Sept 14/98	16.99	1.69	1.25	1.07	.25	.05	.05	21.35	.35	.05	.05
May 1/99	17.12	1.71	1.40	1.27	.25	.05	.05	21.85	.35	.10	.05
May 1/00	17.48	1.75	1.10	1.52	.25	.05	.05	22.70	.35	.10	.05

**Journeyman's Assistant:**

									Local	**Dist.	
									Union	Coun.	*Ind.
	Wage	V.P.	Welf.	Pens.	ins	Health	Fund	Pkg.	W.D.	W.D.	Fund
Sept 14/98	13.12	1.31	1.25	1.07	.25	.05	.05	17.10	.35	.05	.05
May 1/99	13.25	1.33	1.40	1.27	.25	.05	.05	17.60	.35	.10	.05
May 1/00	13.62	1.36	1.10	1.52	.25	.05	.05	18.45	.35	.10	.05

**General Labourer:**

									Local	**Dist.	
									Union	Coun.	*Ind.
	Wage	V.P.	Welf.	Pens.	ins	Health	Fund	Pkg.	W.D.	W.D.	Fund
Sept 14/98	8.94	0.89	1.25	1.07	.25	.05	.05	12.50	.35	.05	.05
May 1/99	9.07	0.91	1.40	1.27	.25	.05	.05	13.00	.35	.10	.05
May 1/00	9.44	0.94	1.10	1.52	.25	.05	.05	13.85	.35	.10	.05

\*Industry Fund: The Employer shall contribute five cents (\$0.05) per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

\*\*Council Dues: Effective January 1, 1999, District Council Working Dues shall be increased to ten cents (\$0.10) per hour.

Vacation and Holiday Pay: Ten percent (10%) of gross wages to be remitted to the Local 837 Vacation with Pay Trust Fund.

**Appendix "F" - Continued****(10) L.I.U.N.A. Local 1036**

Asbestos Journeyman:

		Wage	V.P.	Welf.	Pens.	Train- inc	Tri- Fund	Total Pkg.	Local Union W.D.	**Dist. Coun. W.D.	*Ind. Fund
Sept 14/98		16.14	1.61	1.30	2.10	.15	.05	21.35	.73	.05	.05
May 1/99		16.59	1.66	1.30	2.10	.15	.05	21.85	.73	.10	.05
May 1/00		17.36	1.74	1.30	2.10	.15	.05	22.70	.73	.10	.05

Journeyman's Assistant:

		Wage	V.P.	Welf.	Pens.	Train- inc	Tri- Fund	Total Pkg.	Local Union W.D.	**Dist. Coun. W.D.	*Ind. Fund
Sept 14/98		12.27	1.23	1.30	2.10	.15	.05	17.10	.73	.05	.05
May 1/99		12.73	1.27	1.30	2.10	.15	.05	17.60	.73	.10	.05
May 1/00		13.50	1.35	1.30	2.10	.15	.05	18.45	.73	.10	.05

General Labourer:

		Wage	V.P.	Welf.	Pens.	Train- inc	Tri- Fund	Total Pkg.	Local Union W.D.	**Dist. Coun. W.D.	*Ind. Fund
Sept 14/98		8.09	0.81	1.30	0.00	.15	.05	12.50	.73	.05	.05
May 1/99		8.55	0.85	1.30	0.00	.15	.05	13.00	.73	.10	.05
May 1/00		9.32	0.93	1.30	0.00	.15	.05	13.85	.73	.10	.05

"Industry Fund: The Employer shall contribute five cents (\$0.05) per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

\*\*Council Dues: Effective January 1, 1999, District Council Working Dues shall be increased to ten cents (\$0.10) per hour.

Vacation and Holiday Pay: Ten percent (10%) of gross wages shall be paid weekly/bi-weekly to the employee.

**Appendix "F" - Continued****(11) L.I.U.N.A. Local 1059****Asbestos Journeyman:**

			(8%)		Train-	Total	Local	**Dist.	
	Wage	V.P.	Welf.	Pens.	ing	Pkg.	Union	Coun.	*Ind.
							W.D.	W.D.	Fund
Sept 14/98	16.77	1.34	1.40	1.54	.30	21.35	.34	.05	.05
May 1/99	17.05	1.36	1.60	1.54	.30	21.85	.35	.10	.05
May 1/00	17.84	1.42	1.60	1.54	.30	22.70	.36	.10	.05

**Journeyman's Assistant:**

			(8%)		Train-	Total	Local	**Dist.	
	Wage	V.P.	Welf.	Pens.	ins	Pkg.	Union	Coun.	*Ind.
							W.D.	W.D.	Fund
Sept 14/98	12.84	1.02	1.40	1.54	.30	17.10	.34	.05	.05
May 1/99	13.12	1.04	1.60	1.54	.30	17.60	.35	.10	.05
May 1/00	13.90	1.11	1.60	1.54	.30	18.45	.36	.10	.05

**General Labourer:**

			(8%)		Train-	Total	Local	**Dist.	
	Wage	V.P.	Welf.	Pens.	ins	Pkg.	Union	Coun.	*Ind.
							W.D.	W.D.	Fund
Sept 14/98	8.58	0.68	1.40	1.54	.30	12.50	.34	.05	.05
May 1/99	8.86	0.70	1.60	1.54	.30	13.00	.35	.10	.05
May 1/00	9.64	0.77	1.60	1.54	.30	13.85	.36	.10	.05

\*Industry Fund: The Employer shall contribute five cents (\$0.05) per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

\*\*Council Dues: Effective January 1, 1999, District Council Working Dues shall be increased to ten cents (\$0.10)per hour.

Vacation and Holiday Pay: Eight percent (8%) of gross wages shall be paid weekly/ bi-weekly to the employee.

**Appendix "F" - Continued****(12) L.I.U.N.A. Local 1081****Asbestos Journeyman:**

		Wage	V.P.	Welf.	Pens.	Train- ing	Tri- Fund	Total Pkg.	Local**Dist. Union W.D.	Coun. W.D.	*Ind. Fund
Sept 14/98	17.25	1.73	1.20	1.07	.05	.05	21.35	.35	.05	.08	
May 1/99	17.44	1.74	1.40	1.17	.05	.08	21.85	.35	.10	.05	
May 1/00	17.94	1.79	1.50	1.37	.05	.05	22.70	.35	.10	.08	

**Journeyman's Assistant:**

		Wage	V.P.	Welf.	Pens.	Train- ing	Tri- Fund	Total Pkg.	Local**Dist. Union W.D.	Coun. W.D.	*Ind. Fund
Sept 14/98	13.39	1.34	1.20	1.07	.08	.05	17.10	.35	.05	.05	
May 1/99	13.57	1.36	1.40	1.17	.05	.08	17.60	.35	.10	.05	
May 1/00	14.07	1.41	1.50	1.37	.05	.05	18.45	.35	.10	.05	

**General Labourer:**

		Wage	V.P.	Welf.	Pens.	Train- ing	Tri- Fund	Total Pkg.	Local**Dist. Union W.D.	Coun. W.D.	*Ind. Fund
Sept 14/98	9.21	0.92	1.20	1.07	.05	.05	12.50	.35	.05	.08	
May 1/99	9.39	0.94	1.40	1.17	.05	.05	13.00	.35	.10	.05	
May 1/00	9.89	0.99	1.50	1.37	.05	.05	13.85	.35	.10	.05	

\*Industry Fund: The Employer shall contribute five cents (\$0.05) per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

\*\*Council Dues: Effective January 1, 1999, District Council Working Dues shall be increased to ten cents \$0.10) per hour.

Vacation and Holiday Pay: Ten percent (10%) of gross wages shall be paid weekly/bi-weekly to the employee.

**Appendix "F" - Continued****(13) L.I.U.N.A. Local 1089****Asbestos Journeyman:**

		Wage	(8%)		Welf. pens.	Train- ing	GRSP	Total Pkg.	Local**Dist.		*Ind. Fund
			V.P.						Union W.D.	Coun. W.D.	
Sept 14/98		15.80	1.26	1.00	1.44	.10	1.75	21.35	.77	.05	.05
May 1/99		16.22	1.29	1.00	1.44	.15	1.75	21.85	.79	.10	.05
May 1/00		16.96	1.35	1.00	1.44	.20	1.75	22.70	.80	.10	.05

**Journeyman's Assistant:**

		Wage	(8%)		Welf. Pens.	Train- ing	GRSP	Total Pkg.	Local**Dist.		*Ind. Fund
			V.P.						Union W.D.	Coun. W.D.	
Sept 14/98		14.39	1.14	0.00	0.72	.10	0.75	17.10	.77	.05	.05
May 1/99		14.81	1.17	0.00	0.72	.15	0.75	17.60	.79	.10	.05
May 1/00		15.55	1.23	0.00	0.72	.20	0.75	18.45	.81	.10	.05

**General Labourer:**

		Wage	(8%)		Welf. Pens.	Train- ing	GRSP	Total Pkg.	Local**Dist.		*Ind. Fund
			V.P.						Union W.D.	Coun. W.D.	
Sept 14/98		10.58	0.83	0.00	0.24	.10	0.75	12.50	.77	.05	.05
May 1/99		11.00	0.86	0.00	0.24	.15	0.75	13.00	.79	.10	.05
May 1/00		11.74	0.92	0.00	0.24	.20	0.75	13.85	.81	.10	.05

\*Industry Fund: The Employer shall contribute five cents (\$0.05) 'per hour for each hour earned per employee to the Industry Fund and remit in accordance with Article 4.06.

\*\*Council Dues: Effective January 1, 1999, District Council Working Dues shall be increased to ten cents (\$0.10)per hour.

Vacation and Holiday Pay: Eight percent (8%) of gross wages shall be paid weekly/ bi-weekly to the employee.



**APPENDIX "G"****ASSOCIATION AND LOCAL UNION INFORMATION:****Metropolitan Toronto Demolition Contractors Association**

P.O. Box 564

1057 Steeles Avenue West  
North York, Ontario M2R 3X1

Phone: (416) 221-2177

Fax: (416) 221-8003

Contact: Faith Gatsos

**Labourers' International Union of North America,  
Ontario Provincial District Council**1263 Wilson Avenue, Suite 301  
North York, Ontario M3M 3G2

Phone: (416) 240-7254

Fax: (416) 240-7260

District Council Acting Business Manager: Tom Connolly, President: Joseph Mancinelli, Vice-President: Patrick Little, Secretary-Treasurer: Antonio Dionisio, Executive Board: Berardino Carrozzi, Carmen Principato, Manuel Andrade, Robert Leone.

**Labourers' International Union of North America,  
Central and Eastern Canada Regional Office**44 Hughson Street South  
Hamilton, Ontario L8N 2A7

Phone: (905) 522-7177

Fax: (905) 522-9310

Regional Manager: Joseph Mancinelli

**L.I.U.N.A. Local 247**145 Dalton Avenue, Suite 1  
Kingston, Ontario K7K 6C2

Phone: (613) 542-5950

Fax: (613) 542-2781

Business Manager: Victor Claro

**L.I.U.N.A. Local 491**P.O. Box 904  
Timmins, Ontario P4N 1S4

Phone: (705) 264-6595

Fax: (705) 268-7718

Business Manager: Ray Doucette

Appendix "G" - Continued**L.I.U.N.A. Local 493**

392 Montague Avenue  
Sudbury, Ontario P3C 4G5

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

Business Manager: Arthur Adams

**L.I.U.N.A. Local 506**

3750 Chesswood Drive  
Toronto, Ontario M3J 2P6

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

Business Manager: Carmen Principato

**L.I.U.N.A. Local 527**

1194 Evans Avenue  
Ottawa, Ontario K1H 7Z8

Phone: (613) 521-6565  
Fax: (613) 521-6580

Business Manager: Berardino Carrozzi

**L.I.U.N.A. Local 597**

400 Hopkins Street  
Whitby, Ontario L1N 2B9

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

Business Manager: Mike Cummings

**Construction and Allied Workers Local Union 607**

730 Balmoral Street  
Thunder Bay, Ontario P7C 5V3

Phone: (807) 622-0607  
Fax: (807) 622-0454

Business Manager: Patrick Little

**L.I.U.N.A. Local 625**

4320 Seminole Street  
Windsor, Ontario N8Y 1Z7

Phone: (519) 944-3880  
Fax: (519) 974-6029

Business Manager: Walter Dunn

Appendix "G" - Continued

**L.I.U.N.A. Local 837**

44 Hughson Street South  
Hamilton, Ontario L8N 2A7

Phone: (905) 529-1116  
Fax: (905) 529-2723

Business Manager: Manuel Bastos

Niagara Phone: (905) 227-1837

**L.I.U.N.A. Local 1036**

280 Bruce Street  
Sault Ste. Marie, Ontario P6B 1P6

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

Business Manager: William Suppa

**L.I.U.N.A. Local 1059**

56 Firestone Blvd.  
London, Ontario N5W 5L4

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

Business Manager: Jim MacKinnon

**L.I.U.N.A. Local 1081**

812 Lawrence Street  
Cambridge, Ontario N3H 2N1

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

Business Manager: Manuel Andrade

**L.I.U.N.A. Local 1089**

1255 Confederation Street  
Sarnia, Ontario N7S 4M7

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

Business Manager: Robert Leone