

OPC BRICK PROVINCIAL COLLECTIVE AGREEMENT 2004 – 2007

**FOR ■ BRICKLAYERS
■ STONEMASONS
AND ■ PLASTERERS
■ THEIR RESPECTIVE
APPRENTICES, IMPROVERS
AND WORKING FOREPERSONS**

Between:

The Ontario Provincial Conference
("OPC" or "the Union")

- and -

**The Masonry Industry Employers
Council of Ontario**
("MIECO" or "the Employer")

October 8, 2004 – April 30, 2007

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■ PURPOSE

WHEREAS, the general purpose of this Agreement is to establish mutually satisfactory arrangements between the Employers and their Employees and to provide a mechanism for the prompt and equitable disposition of grievances, and to establish and maintain satisfactory working conditions, hours of work, wages and fringe benefits for all the Employees who are subject to the provisions of this Agreement.

THEREFORE, it is expressly agreed and declared by and between the parties, both individually and collectively as follows:

■ ARTICLE 1 RECOGNITION, CONTRACTING AND PROJECT MANAGEMENT

- (a) The Employer recognizes the Union as the exclusive bargaining agent for Bricklayers, Stonemasons and Plasterers, their respective Apprentices, Improvers and Working forepersons in its employ in the Province of Ontario.
- (b) The Union recognizes the Employer as the exclusive bargaining agent for all employers in those Board Areas in the Province of Ontario in which the Union holds ICI bargaining rights for its employees;
- (c) For the purpose of clarity in **1(a)** and **1(b)**, the Employer does not include any contractor in any individual Board Area(s) in which the BACU holds the ICI bargaining rights for such contractor.
- (d) An Employer desirous of contracting or sub-contracting any work encompassing the skills of members of the Union shall only contract or sub-contract same to a contractor or sub-contractor who is bound to an ICI collective agreement with the BACU or the OPC/MIECO ICI collective agreement and who makes Industry and Training Fund contributions to both MIECO and OBBC, as applicable, for all hours earned by employees with respect to all work in the ICI Sector, whether a member or not. This means that where the con-

tractor is bound to the OPC in the Board Area where the work is performed, employer contributions, in accordance with OPC/MIECO agreement. will be made to MIECO. Where the contractor is bound to the BACU in the Board Area where the work is performed, employer contributions, in accordance with the BACU-OBBC agreement, will be made to OBBC.

The provisions of Article 1(d) are subject to the provision of the Appendix H Letter of Understanding.

- (e) Without restricting in any way the application of the sub-contracting provision contained in Article 1(d) of this Agreement, an Employer who undertakes a contract with an owner to provide construction management services shall be subject to Article 1(d) unless:
- (i) The owner selects contractor(s) not bound to this Agreement to bid on work covered by this Agreement and solely and directly solicits or obtains bid(s) for such work from such contractor(s) without any involvement or participation by the employer in the selection of such contractor(s) (except as to the validity of the bids) or the solicitation or obtaining of any bid(s) from any contractor(s) regardless of whether it (they) is (are) bound or otherwise to this Agreement;
 - (ii) The owner accepts bid(s) from contractor(s) not bound to this Agreement; and,
 - (iii) The owner contracts or subcontracts directly with contractor(s) not bound to this Agreement without contractual obligation of the Employer for the work of such contractor(s), other than for the negligent acts or omissions of the Employer.
- (f) Any failure to comply with Article 1(e) of this Agreement shall render the Employer liable for damages equivalent to those for the breach of the contracting and subcontracting provision set forth in Article 1(d) above.

- (g) The Employer shall advise the owner of the provisions of Articles 1(e) and 1(f) when undertaking the construction management services contract.
- (h) The parties agree and acknowledge that the BACU and its Locals administer the collective agreement including all hiring matters in all areas of the Province except within the territorial jurisdiction of Locals 6, 7 and 25 where Local 6, 7 and 25 respectively administer the collective agreement including all hiring matters.

■ ARTICLE 2 TERM OF AGREEMENT

This Agreement shall be in effect from October 8th, 2004 until April 30th, 2007, and thereafter every three years unless written notice be given not more than one hundred and twenty (120) days and not less than sixty (60) days before the expiry day (or its anniversary as the case may be) by the Party desirous of change. On receipt of such written notice the Parties to this Agreement shall convene a meeting within thirty (30) days and endeavour to reach an agreement.

■ ARTICLE 3 GRIEVANCE AND ARBITRATION PROCEDURE

- (a) Any dispute between a Local Union and a Local Employer or any grievance by any Employee covered under this Agreement which arises out of the interpretation, application, administration or alleged violation of this Agreement shall be adjusted if possible by the Local Union Representative and the Local Employer or his designated Representative. A meeting between the Local Union Representative and the Local Employer or his designated Representative shall be called within two (2) working days of receipt of the dispute or grievance by the party grieved against. If the dispute or grievance is not settled within three (3) working days of such receipt then the grieving party shall refer it to its bargaining Agent (the Union or the Masonry Industry Employers Council of Ontario, as the case

may be). Copies of all grievances and the decisions of all local grievance meetings must be initialled and submitted to the Ontario Joint Conference Board. On receipt of the dispute or grievance the grieving parties Bargaining Agent will meet with the Bargaining Agent of the other party within ten **(10)** working days to attempt to **settle** the grievance. Should the dispute or grievance not be settled within fifteen **(15)** days from the date of the receipt of the grievance, then the dispute or grievance may be **submitted** to the Ontario Joint Conference Board. It is understood that the Union and the Employer will make every effort to use the above three step procedure on interpretations disputes, before referring the dispute to the Ontario Labour Relations Board.

- (b)** Where any difference between the Employer and the Union arises from the interpretation, application, administration or alleged contravention of the Agreement then either party may submit a grievance to the Ontario Joint Conference Board. The Board shall meet as soon as conveniently possible to consider the grievance.
- (c)** The object of the Ontario Joint Conference Board is to establish fair working conditions and regulations for both the Employer and the Employee in the construction industry and to maintain industrial peace by resolving disputes and grievances which arise under this Agreement from time to time. Its duties shall include:
 - (i)** attempting to resolve disputes and grievances prior to arbitration;
 - (ii)** investigating and recommending methods **to improve** trade practices, **efficiency**, productivity and standards of workmanship in the industry;
 - (iii)** attempting to improve labour relations between Employers and the Union;
 - (iv)** promoting the best interest of the industry generally.

The Ontario Joint Conference Board shall have equal representation from the Employers and the Union. It shall meet at

the request of either party. The Board may from time to time elect a Chairman who shall be neither a Representative of the Union or Employer. Grievances presented to the Board shall be dealt with at meetings of the Board. After fully hearing both sides of the matter, the Chairman may decide on the disposition of the grievance presented to the Board and such disposition shall be submitted to the Board for approval (or disapproval). The decision of the Board shall consequently be recorded as a minute of the Board.

- (d) **Arbitration Procedure** - Where a difference arises between the parties hereto relating to the interpretation, application or administration of this Agreement, including any question as to whether a matter is arbitrable or where an allegation is made that this Agreement has been violated, either of the parties may, after exhausting the grievance procedure established above, **notify** the other party in writing of its desire to submit the difference or allegation to arbitration, and the notice shall contain the name of the first party's Appointee to the Arbitration Board. The recipient of the notice shall within five (5) working days advise the other party of the name of its Appointee to the Arbitration Board. The two Appointees so selected shall, within five (5) working days of the appointment of the second of them, appoint a third person who shall be the Chair. If the recipient of the notice fails to appoint an arbitrator, or if the two Appointees fail to agree upon a Chair within the time limits, the appointment shall be made by the Minister of Labour of Ontario, upon the request of either Party. The Arbitration Board shall hear and determine the difference or allegation and shall issue a decision, and the decision shall be final and binding upon the parties and upon any Employee or Employer affected by it. The decision of a majority shall be the decision of the Arbitration Board, and if there is no majority the decision of the Chair shall govern. The fees and expenses of the Chair shall be borne one-half by the Union and one-half by the Employers. Any other costs or expenses in con-

nection with such Arbitration shall be borne by the party which incurs them.

- (e) **No** dispute or grievance shall be considered by the parties nor shall it be subject to the provisions of this Article unless it is presented within **twenty (20)** working days from the date the Local Union **and/or** Union became aware of the alleged dispute or grievance.
- (f) Where a particular clause or article of this Agreement may be found to work a hardship in a specific geographical jurisdiction of a Local Union, either the Local Union or Local Employers Group may request a meeting with the other to consider the hardship in question. Should the Local Union and Local Employers Group agree to amend the Collective Agreement to address the hardship such Agreement shall be made in writing and referred to the Union and **MIECO** for their endorsement. Where *no* agreement *is* reached the issue will only be referred to the OJCB by agreement of both the Local Union and Local Employers Group.
- (g) Job Targeting - It is understood and agreed by both parties that **it is the intent of the parties** to take all necessary steps through Job Targeting to ensure the survival and orderly growth of the organized masonry construction industry.

In the event that a Local Union unreasonably withholds permission for **job** targeting, then the matter will be referred to the OJCB which shall meet within fourteen (14) days to assist the local parties to reach an agreement.

In the event of failure **of** the local parties at the OJCB to reach an agreement the matter will be referred to the Union Executive Board. The Union Executive Board will, within five **(5)** days, endeavour in good faith to carry out the intent **of** this Article - any alleged violation of this **Article** may be dealt with by referral to expedited arbitration with an arbitrator selected by the parties to this agreement for a final and binding decision.

Where a violation has occurred the arbitrator may make such orders, including order relating to job targeting as the arbitrator determines is appropriate to remedy the breach.

It is further understood and agreed that all Signatory Employers shall co-operate to the fullest extent in bidding those projects targeted by a Local Union. The Employers in all cases of Job Targeting shall request similar arrangements with the Local Labourers' Union.

■ ARTICLE 4 WORK STOPPAGES

During the lifetime of this Agreement the Employer and the Union agree that there will be no strike, and the Employer agrees that he will not cause a lock out. The parties further agree that they will not threaten to take any of the action which, under the provisions of this Article. they have expressly agreed they will not take.

■ ARTICLE 5 UNION SECURITY

- (a) The Employer agrees to first hire members of the Local Union on projects within the territorial area of the Local Union. The Employer shall hire through the Local Union Office fifty percent (50%) of all Bricklayers, Masons and Plasterers who are members of the Union as long as the Local Union is able to supply members in sufficient numbers to take care of the needs of the Employer. This ratio shall be maintained at all times. It is agreed that the Employer may transfer members from one job to another within the territorial jurisdiction of the Local Union. It is agreed that all members must produce a referral slip signed by the Business Representative before being hired or starting work.
- (b) This also applies to out-of-town men coming to work within the jurisdiction of the Local Union and no other means of hiring will be allowed. All Employees in the employ of the Employer shall be members in good standing as long as they

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ere employed by the Employer. It is agreed that the Union will give preference to the Employers in the employment of its Union members and the Employers agree to first hire and to employ Local Union members.

- (c) Where a Union has more than one Hiring Hall list in the area where the work is to be performed, and if there are insufficient members available in the area to take care of the needs of the Employer, then the Employers have the right to bring in members of the Local Union who do not reside in the area where the work is being performed until such members residing in the area where the work is being performed become available.
- (d) Should the Employer's requirement not be met within two (2) working days, he shall have the right to hire employees from other sources, providing such employees make application to become members of said Local Union prior to commencement of work.
- (e) However, should members of the Local Union become available at any time during the regular work week, it is understood that out-of-town employee(s) shall be allowed to complete the work week employment before being replaced by the local employee(s).
- (f) Transfer of employees from one Employer to another shall only be by mutual agreement of the Parties to this Agreement.
- (g) Notwithstanding the above, it is agreed that the employer may name hire up to fifty percent (50%) of Union members on a project.

it is also agreed that the employer may transfer one foreperson per project from outside the Local Union area in which the project is located.

The Local union is entitled to supply the first journeyman on-site. The employer may select and transfer from any Local Union area, the second journeyman.

When the employer transfers a journeyperson from another Local Union, each journeyperson **so** transferred shall be included in the above fifty percent (50%) name hiring limits.

The parties agree that Article 5(g) is an agreement under Section 163.5 (7) of the **Ontario Labour Relations Act** to opt out of Section 163.5.

■ ARTICLE 6 MANAGEMENT RIGHTS

The Union agrees and acknowledges that the Employer has the exclusive right to manage the business and to exercise such right without restriction save and except as such prerogatives of management may **be** specifically modified by the terms and conditions of this Agreement. Without restricting the generality of the foregoing paragraph it is the exclusive function of the Employer:

- (i) To hire, direct, promote, demote, lay off, transfer, discipline and discharge any Employee and to increase and decrease working forces, providing that a claim for discriminatory promotion, demotion or transfer, or a claim that an Employee has been discharged or disciplined without just cause may **be** the subject of a grievance and dealt with as herein provided.
- (ii) To determine the materials to be used, design of the products to be handled, the facilities and equipment required, scheduling of work and location of equipment.

■ ARTICLE 7 SAFETY AND HUMAN RIGHTS

- (a) It is mutually agreed by both the Employer and the Union that they shall comply with the **Occupational Health and Safety Act**, and Regulations for Construction Projects and as amended from time to time.
- (b) It is mutually agreed by both the Employer and the Union that they shall comply with the **Ontario Human Rights Code**.

■ ARTICLE 8 APPRENTICES AND IMPROVERS

- (a) The Employer and the Union mutually agree that, in the best interest of the Industry, Apprentices shall be hired and properly trained and accordingly there shall be contributions and deductions for training as set out in Article 19 and 29 of this agreement.
- (b) Indentured Apprentices must be registered with the Industrial Training Branch, Ministry of Skills Development.
- (c) The Parties agree to establish and maintain Local Apprenticeship Committees consisting of equal representation of the Employers and Union. The Apprenticeship Committee shall be responsible to ensure that Apprentices receive proper training in all aspects of the Trade and to review the progress of the Apprentices at regular intervals.
- (d) The minimum rate for Apprentices and Improvers shall be:
 - (i) 50% of a Journeyman's rate for the first period.
 - (ii) 65% of a Journeyman's rate for the second period.
 - (iii) 80% of a Journeyman's rate for the third period.
 - (iv) 90% of a Journeyman's rate for the fourth period.
- (e) Unless an Apprentice or Improver is registered and recognized as an insulation or air barrier installer, then no Apprentice or Improver shall operate a masonry saw, install insulation or air barriers for more than twelve (12) hours in any one (1) work week.
- (f) For the purpose of continued employment Apprentices or Improvers may be transferred to any local of the Union, providing that the Local Union in which the Apprentice is to work does not have any Apprentices or Improvers available for employment.
- (g) The ratio of Apprentices or Improvers to be applicable to any one project shall be one (1) Apprentice or Improver for the first Journeyman employed plus an additional Apprentice or Improver for each additional four (4)

Journeypersons employed; said Apprentices or Improvers will be registered with the Union and will be paid rate of wages not less than stated above.

■ **ARTICLE 9** **FOREMEN/FOREPERSONS**

- (a) It is hereby agreed by the Union that the Employer has the right to transfer one Foreperson per project within the Province of Ontario provided the Foreperson is a member in good standing in the Union.
- (b) A Foreperson shall receive not less than Two Dollars and Fifty Cents (**\$2.50**) per hour, calculated on the Hourly Wage Rate, above a Journeyperson's rate as defined in Article 29.
- (c) It is understood that when a refractory project is of more than one shift operation the Employer shall be permitted one Foreperson per shift.

■ **ARTICLE 10** **HOLIDAYS AND OVERTIME**

- (a) Work performed in excess of regular hours of work Monday to Friday shall be paid at the rate of one and one-half times the minimum wage rate as defined in Article 29 (Wages) during the first two (2) hours. Double the minimum wage rates as defined in Article 29 (Wages) shall be paid for work performed in excess of the first two (2) hours. For Local 1 Hamilton, Local 5 Windsor, Local 23 Sarnia, Local 29 Sault Ste. Marie, and Local 29 Thunder Bay, work performed in excess of regular hours of work Monday to Friday shall be paid at the rate of double the minimum wage rate as defined in Article 29.
- (b) Work performed on Saturdays, Sundays and the following Holidays: New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday (Local), Labour Day, Thanksgiving Day, Christmas Day and Boxing Day, Heritage Day (whenever Heritage Day shall be declared a holiday by the Government of Ontario under the Employment

Standards Act, shall be paid at double time at the minimum wage rate as defined in Article 29 (Wages).

- (c) When a **holiday** named above falls on a Saturday or Sunday, then the following Monday or ~~the~~ next regular scheduled workday shall be taken as the holiday (**i.e.** if Christmas falls on a Sunday and Boxing Day is Monday then both Monday and Tuesday shall be considered holidays). Should Canada Day fall on a **Monday to Friday** weekday, it shall be taken on the day ~~on~~ which it falls.

■ **ARTICLE 11** **BUSINESS AGENT**

The Employer shall not prevent the Business **Agent(s)** of the Union from having access to ~~the~~ employer's projects. Upon arrival at the project, the Business Agent(s) shall advise the Project Office of his presence.

■ **ARTICLE 12** **STEWARDS**

- (a) No discrimination shall be shown against any Steward for carrying out his duties. It is also agreed that the Local Union will advise the Foreperson of the appointment **of Steward(s)**. It is further agreed that Steward(s) will be appointed on all jobs of the Employer by the Local Union and that he shall be one of the **last two** Journeypersons retained by the Employer on the job. The Foreperson shall advise the Local **Union** before discharging a Steward. Should a **Partner** or Employer be directing the Bricklayers, Stonemasons **and/or** Plasterers an a project he shall be considered as being the Foreperson. Should a **project** experience a cessation of work it is agreed that upon resumption of **work the** Steward, if available, shall be one of the first Employees recalled.
- (b) When a project is of more than one shift operation the Union may appoint a steward far each shift.

- (c) A steward may take such action as is necessary to stop a job due to unsafe working conditions.

■ ARTICLE 13 LAY OFF AND QUITTANCE

- (a) One hour's advance notice shall be given and paid for whenever employees are laid off or dismissed. Layoffs shall **only take place** at the end of the regular working day/or designated **shift** except for incompetence. Employees shall receive their pay and record of employment at the time of lay off and be **permitted** to leave the job after notice is given. One hours' pay in lieu of notice shall be paid when a layoff for lack of work other than for reasons of adverse weather conditions continues for a period of seven **(7)** consecutive days and the employee had not obtained other employment and chooses to request his separation slip and one hour's pay in lieu of notice.
- (b) On Refractory shift work as outlined in Article 22, should job completion on a designated shift be less than four **(4)** hours, then the **Employee(s)** shall receive a minimum of four (4) hours pay at the designated **shift** rate. If job **completion** on a designated shift exceeds eight **(8)** hours then the **Employee(s)** shall receive the minimum pay of the designated shift rate as if the entire **shift** were worked.
- (c) Any Employee who voluntarily leaves his employment shall have his wages and record of employment by the next regular pay day.
- (d) Employees who do not receive their pay and record of employment at the time of layoff or who voluntarily leave their employment and do not receive their pay and record of employment by the next regular pay date shall receive, after notice to the employer, *two* (2) hours pay at the regular hourly rate for each working day or designated shift until such time as the Employer mails the Employee's pay by registered or certified mail. The days for which the allowance of *two* (2) hours is paid shall not include the day on which

the Employee's pay was mailed. In the case of work carried out under the refractory conditions (Article 21), Employers must issue layoff pay and necessary forms within **forty eight (48)** hours, except weekends and holidays.

■ **ARTICLE 14** **SUPPLIES BY EMPLOYERS**

Mason lines, paper cups and potable drinking water shall be supplied to the Employees, from a clean covered container having a drain faucet, and an adequate supply of potable drinking water and paper cups shall be readily accessible for the workmen at all times. **All** such cups shall be deposited in receptacles as provided.

The Employer agrees to supply all special tools and equipment which are not normally contained in the tool kits of the Employees covered by this Agreement including rubber gloves, aprons and goggles where required for the work to be performed.

■ **ARTICLE 15** **WORK BREAK**

It is agreed that Employees shall be given **two (2)** ten **(10)** minute breaks on each regular working, evening or night work, or designated **shift** with **no loss** of pay. The Employer or Foreperson shall exercise his discretion as to when the breaks shall occur, but every reasonable **effort** shall be made to schedule such break at the mid-way points of the working period as defined. Where refreshments are available, arrangements shall be made to have orders taken on behalf of and delivered to the Employees in the work area.

■ **ARTICLE 16** **WORKING CONDITIONS**

- (a) It is agreed that Employees shall be paid for lost time up to the end of the regular working day or designated shift in which there have been delays caused due to shortage of

materials or equipment or failure of equipment which is under the direct control of the Employer.

- (b) It is agreed that when using 20cm solids (100%) 25cm and 30cm regular, semi-solids (75%) and solid (100%) standard aggregate concrete blocks, two (2) employees shall work in pairs to lay said blocks. It is further agreed that other masonry units that weigh in excess of twenty-five kilograms (25 kgs), two (2) employees shall work in pairs to lay said units. This shall not however, apply to lightweight blocks such as cinder, haydite or slag other than 25cm (100% solid) and 30cm semi-solid (75%) or solid (100%) cinder, haydite or slag.
- (c) The Employer recognizes and agrees that it is in the interest of productivity to maintain all scaffolds at a safe and proper working height. The Employer also agrees that where possible side brackets will be utilized on all scaffolds.
- (d) It is agreed that if a company is comprised of two or more Principals or Owners not more than one Principal or Owner shall be permitted to work with the tools of the trade on any one project. Any Principal or Owner working with the tools of the trade or any member of the Union shall only do so in compliance with same working conditions having particular regard to the hours of work and other related working conditions.
- (e) Employees covered by this Agreement shall only provide service on the hourly rated basis as defined in Article 29 and any Union member contracting masonry work shall abide by the provisions of this Agreement.
- (f) Should an Employee receive an injury or become ill which causes him to leave the jobsite the Employer shall instruct an Employee to arrange for the safekeeping of such Employee's tools and clothes without loss of pay.
- (g) When an Employee is injured on the jobsite and must leave the job for medical attention or when the Doctor decides he is unable to return to the job because of the injury, or if

instructed by the Foreperson or Superintendent to go home he shall be paid his regular wages and other benefits for the full eight (8) hours per day or designated shift, whichever is the greater. If in the opinion of the Employer another Employee is required to leave the **jobsite** with the injured or ill Employee, to assist him in getting medical attention, he shall be paid his regular wages and other benefits for any lost time incurred in this way. Transportation when necessary shall be arranged by the Employer to a Doctor's office or hospital. The Local Union Office and the Employer shall be notified immediately of an accident to an Employee where **loss** of time is involved.

- (h) Members of the Union will not be permitted to work for out of Province Employers working in Ontario unless that Employer is **party** to the Ontario Provincial Agreement and agrees to abide by all terms and conditions of that Agreement.
- (i) An Employee injured in the performance of his duties and who is medically fit to return to work shall be reinstated where practicable and where the job is not yet completed.

For Plasterers Only

- (j) Closed scaffolds shall be provided by the Employer on all stationary scaffolds.
- (k) The **Employer** shall supply **darbies**, straight edges, feather edges, plumb and cornice rods when necessary.
- (l) All **bullnoses**, chamfers and coves one to six inches must be run by mold conforming to the usual methods.
- (m) **All** brick, tile, block or gypsum block walls in the browning must **be screeded** with rod, both vertical and horizontal and all browning must be floated. Screeds must be true and straight and all angles must be feather edged straight and true in the finishing coat.

■ ARTICLE 17 BENEFIT PLANS

- (a) It is agreed that contributions to a Provincial, National or Local Employee Benefit Plan referred to in this agreement, and deductions in respect of Union or Local Union dues may be amended by the Union during the course of this agreement by letter advising the Employer of the changes to be effective not **earlier than thirty (30)** days from the date of the letter, **so** long as the total negotiated compensation package is not increased thereby. It is understood that in accordance with this Article, the Union may unilaterally establish a new benefit plan of any kind, and require the Employer to make contributions to that plan upon written notice to the Employer **so** long as the total negotiated compensation package is not increased thereby. Any fringe benefit in the collective agreement that is discontinued for any reason shall revert and be added to the hourly wage rate of the Local Union affected.
- (b) All deductions and contributions **as** outlined in Article 29 shall be paid not later than the fifteenth (15th) day of the Month following the Month in which they were earned. The **combined** payments shall be deposited in accordance with the designated place appearing on the Employers Monthly Contribution Report Form.
- (c) There shall be a maximum of **two (2)** remittance forms used when contributions are sent in by the Employers each month.
- (d) The first form shall have the Local Union's Administered Plans and **Employer/Employee** Contributions (refer to Article 29) such as, Local Union's Dues check-off, S.U.B. Plans, Welfare & Dental Plans, and Local Pension. Basic Monthly Dues as described in Appendix "E" shall be deducted from the employee's first pay of the work month. These contributions shall be broken down individually on the form and then totalled at the bottom with only one **(1)** cheque written to the Local Union or designate.

- (e) The second form shall include all of the Provincial Benefit Plans and Employer/Employee contributions including, Employer Industry and Training Funds and Provincial or National check-off as spelled out in the Collective Agreement (refer to Article 29). These contributions shall be broken down individually on the form and then totalled with only one (1) cheque written to the designate.
- (f) If the Employer does not have any members in his employ a Nil Report shall be filed by the Employer on a Monthly report Form in accordance with Section (e) above. All Report Forms shall be required to contain a space in which an Employer can indicate that he is filing his last report for that Local.
- (g) The Parties agree that the following rules shall apply to employees who work in locations other than their home locals. All local union working dues check-off that are deducted under the collective agreement shall be paid to the Local Union in whose territory the work is being performed. All benefit contributions including all Welfare, Dental, Pension, SUB Plans shall be paid to the members' home Local Union or plan(s). Where the total compensation package in the member's home local is different from the total Compensation package in the area where the work is being performed, the Employer will, as a minimum pay the prevailing wage package for the area where the work is being performed.
- (h) See Appendix 'F' for all Union and Local Union Benefit Plans.

■ ARTICLE 18 TRAVEL, ROOM & BOARD

The territorial jurisdictions of Local #1 Hamilton and #2 Toronto shall remain as defined in Appendix "B" and the Free Travel Zones shall be as follows:

1. Local 1 Hamilton

Free Travel Zone - shall be Sixteen (16) kilometres from the Hamilton City Hall using the most practical direct route.

Travel Allowance - When an Employee who is a member of Local 1 Hamilton works outside the Free Travel Zone as defined above he shall receive a travel allowance per kilometre to the project and return per day of:

Forty-One Cents (~~41¢~~) as of October 8, 2004

Forty-Three Cents (~~43¢~~) as of May 1st, 2005

Forty-Five Cents (~~45¢~~) as of May 1st, 2006

The number of kilometers in question shall be based on the most practical route from the boundary of the Free Traveling area to the jobsite. Travel Allowance shall not exceed Board Allowance as defined in Section 5 hereinafter.

2. Local 2 Toronto

(a) Zone 1 -Downtown Expenses

The following downtown expenses shall be paid when an Employee is required to work within an area bounded by the East boundary of Dufferin Street on the West, inclusive of C.N.E. grounds to the Lake and the Toronto Islands on the South, the South boundary of Bloor Street on the North, and the West boundary of Jarvis Street on the East.

Effective October 8th, 2004 - Ten Dollars (\$10.00) per day

Also Public Transit costs to and from daily, the area known as the Toronto Islands or any subsequent title given to that geographical location.

(b) Zone 2 – Free Zone

From the boundaries of Zone 1 to the area bounded by the East boundary of Highway 427 (~~27~~) on the West, the South Boundary of Highway 7 on the North, and the West boundary of Kennedy Road on the East.

(c) Zone 3 – Travel Allowance Daily

Effective October 8th, 2004 -Twelve Dollars (\$12.00)per day

From the boundaries of Zone 2, to the boundaries of the territorial jurisdiction defined in Schedule B.

(d) Barrie and Oshawa

Free Travel Zone shall be twenty-five (25) kilometres measured by the most practical route from Oshawa (City Post Office), and Barrie Town Hall and Huntsville Town Hall) based on the nearest point to the residence of the employee.

- (e) Travel Allowance for all other Local 2 members shall be paid regardless of point of residence. Territorial Jurisdiction defined in Appendix "B" as amended.
- (f) Where an employee who is a member of Local 2 works outside the geographic area of Local 2 as defined in Appendix "B", travel allowance at the applicable rate as defined in Section 4 hereinafter measured from the boundary of the Free Travel **Zone** (Zone 1) to the project end return using **the** most practical route shall be paid.
- (g) Travel Allowance shall not exceed the Board Allowance as defined in Section 5 hereinafter.

3. **Free Travel Zone**

- (a) All other Local Unions' Free Travel **Zone** shall be twenty-five (25) kilometres measured by the most direct practical route from the City Hall of the Cities in which the Local Union is located except **as** in Local 4 St. Catharines (Centre of Allensburg), IU Local 6 Windsor (Union Hall) and Chatham City Hall, IU Local 7 Ottawa (Chateau Laurier, Federal Post Offices of Pembroke, Renfrew, **Arnprior**, Egansville, Barry's Bay, Deep River, Cornwall and Hawkesbury), Local 12 Kitchener (Waterloo Wellington Airport Tower, **Brantford** City Hall, **Owen** Sound City Hall, Mount Forest Post Office) based on the nearest point to the residence of employee. IU Local 25 Thunder Bay (Labour Centre, Federal Buildings of Ignace, Sioux Lookout, Dryden, Kenora, Emo, Fort Frances, Atikokan, **Nipigon**, Terrace Bay and Marathon), Local 28 Sudbury (The Federal Buildings of **Sudbury**, North Bay, Kirkland Lake, Timmins, Kapuskasing, Cochrane, **Timiskaming** and Parry Sound), Local 29. Sault Ste. Marie (Civic Centre), and Local 10 Kingston (City Halls of Belleville, Brockville, Kingston and Peterborough).

- (b) Local 7 Ottawa - the Free Travel Zone measured by the most practical route shall be sixteen (16) kilometres from the City Hall of Smith Falls, Perth, Carleton Place and Kemptville.

4. **Travel Allowance**

- (a) When an Employee who is a member of a Local Union works outside the free Travel Zone of the Local of which he is a member and as defined in Section 3 herein, he shall be paid travel allowance from the boundary of the Free Travel Zone at the following applicable rate per kilometre to the project and return per day using the most practical direct route:

Effective October 8th, 2004Forty-Five Cents (45¢)

Effective May 1st, 2005Forty-Seven Cents (47¢)

Effective May 1st, 2006Forty-Nine Cents (49¢)

- (b) When the employee elects to travel in the employer's van the employer shall pay to said employee sixty five (60%) of the mileage as required in (a) above.

- (c) Travel Allowance shall not exceed Room and Board Allowance as defined in Section 5 hereinafter.

5. **Room and Board Allowance**

- (a) Room and Board Allowance shall apply whenever the Travel Allowance in respect of a particular project exceeds the amount specified for Room and Board Allowance in this agreement.

Room and Board Allowance for all Local Unions shall be as follows:

Effective October 8th, 2004 Seventy-Five Dollars (\$75.00)

Effective May 1st, 2006Eighty Dollars (\$80.00)

- (b) On projects where Room and Board Allowance applies, and located two hundred and one (201) kilometres or less from the boundary of the Free Travel Zone of all Local Unions the applicable Board Allowance shall be paid on the basis of five (5) days per week. However should an employee be required to work on the 6th and or 7th day of the week, the

employee shall be paid Room and Board Allowance and Travel expense where applicable for such **day(s)**.

- (c) Travel Allowance at the applicable rates as defined in Section 4 herein shall be paid to the project and return to the Free Travel Zone boundary once per project in addition to the applicable Room and Board Allowance. Should an employee not report to work due to confirmed medical illness when work is available Room and Board Allowance shall be paid up to three (3) days for such illness. An employee absent for any other reason may have his Room and Board Allowance.
 - (d) On the projects where Room and Board Allowance applies and located more than two hundred and **one (201)** kilometres from the boundary of the Free Travel Zones of all Local Unions, the applicable Room and Board Allowance shall be paid on the basis of seven **(7)** days per week. Travel Allowance at the applicable rates as defined in Section 4 herein shall be paid to the project and return to the Free Travel Zone Boundary once per project in addition to the applicable Room and Board Allowance.
6. Employees instructed to travel from **one** project to another during the regular working day after having reported to the initial **jobsite** shall **be** paid Travel Allowance at the **applicable** rate as defined in Section 4 herein, using the most practical direct route in addition to his regular hourly rate.
 7. All Travel Allowances and **Room** and Board Allowances shall be paid weekly by cash or cheque and within four **(4)** working days of the closing day of the pay period and identified **separately** from wages.
 8. When an Employee works on a project located more than two hundred and **one (201)** kilometres from the Free Travel Zone Boundary of **his/her** Local Unions and return, the Employer shall pay the cost for all such transportation and meals. The Employer shall be required to pay traveling time based on the applicable regular straight time hourly rate of the area in which The Employee resides and holds member-

ship to a maximum of eight **(8)** hours in any one day. When the time required to travel to the project is **less** than eight **(8)** hours, the Employee shall work the balance of his regular working period when requested to do **so**.

9. (a) Return public transportation shall be paid to any Employee by the Employer on the following basis on projects located from the boundary of the Free Travel Zone of the Employee's Local from which he was hired:
- 322 kilometres up to 644 kilometres - one round trip every **two (2)** months.
 - 644 kilometres up to 966 kilometres - one round trip every four **(4)** months
 - Over 966 kilometres - one round trip every six **(6)** months
- (b) On projects of more than ninety **(90)** days duration should an Employee leave prior to completion of the project, for reasons other than compassionate grounds, Travel Allowance and Travel Time **may** be withheld.
10. When camp conditions are of necessity in lieu of the Board Allowance defined in Section 5 herein, it is agreed that such camp conditions shall be of first class accommodations and such accommodation conditions shall be established prior to the commencement of work.

■ ARTICLE 19 EMPLOYER AND EMPLOYEE DEDUCTIONS & CONTRIBUTIONS

- (a) The Union with the consent of the Trustees and on behalf of the Trustees, may enforce any part of this Article 20 that relates to the matters arising between an employer and the Trustees. Within such proceedings and again on behalf of the Trustees, the Union may seek all of the remedies contemplated in this Agreement or in the Trust Agreement. Nothing herein precludes the union on behalf of the Trustees from filing a grievance and proceeding pursuant to the Lien Act or Section 133 of the Ontario Labour Relations Act or utilizing any other section of the Act in addition to or in conjunction with the aforesaid.

In addition to all other remedies available to the Union and the Trustees in this Article or in any other portion of the Collective Agreement, should the Trustees deem an Employer to be delinquent in forwarding or delivering contributions or deductions, the Trustees may, upon written notice require the employer to deliver contributions and/or deductions on a weekly basis, commencing with the week beginning the Monday after such notice is delivered by the Trustees. Contributions and/or deductions for each work week shall be remitted to the Trustees or appropriate administrator at the same time as wages are due to employees pursuant to Article 29 hereof.

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 member of the Union, a business representative, a trustee or the administrator of a trust fund, shall be prima facie evidence of the number of hours worked by members of the Union, and of a failure to make the appropriate payments as required by this Agreement.

This evidence shall establish only a rebuttable presumption and may be challenged by the employer **with** proper documentary evidence.

If the Ontario Labour Relations Board or the Board of Arbitration, to which a grievance alleging failure to **pay** wages to employees of a failure to make appropriate payments to a trust fund or an administrator as required by the Agreement, determines that an employer has violated the Collective Agreement on the above **grievance(s)** then the OLRB or the Board of Arbitration shall also require the employer to pay all reasonable costs incurred by the Union in **prosecuting** the grievance including but not limited to, all **legal** costs on a **solicitor-and-client** basis, **travel**, meal and accommodation cost of all witness and Business Representatives, conduct money, cost incurred in serving a summons, any expenses incurred **by** the Union pursuant to Section 133 or otherwise, **for** the Board of Arbitration.

- (b) The BACU, on receipt of such remittance shall within five **(5)** working days remit relevant amounts as per Article 29 per hour for each hour earned by each employee **to** the MIECO Association together with a photocopy of the Employers Report Forms.
- (c) MIECO **agrees to pay the BACU four percent (4%) of the total employer contributions contained in Article 29 as remitted monthly for administration for the** collection and processing of said monies. This **administration** fee will be paid **quarterly to** the BACU from MIECO.
- (d) Each Employer shall **contribute the relevant amount as per Article 29** per hour for each hour earned by each Employee covered by this Agreement Overtime work shall be considered on a straight time basis. All fringe benefits and Local Union deductions shall be paid on the basis of hours earned.

Hours earned shall mean the **amount** received by the Employee (before deductions and **not** including vacation pay) divided by the hourly wage rate.

■ **ARTICLE 20** **DELINQUENT REMITTANCES**

- (a) **When** remittances in accordance with Articles 17 and 19 are **over ten (10)** days in arrears, the Employer shall pay **to** the Trustees, as liquidated damages and not as a penalty, an amount equal to five percent **(5%) per month, or portion thereof up to sixty percent (60%) per annum** of such delinquent contributions, unless the Employer has corrected

such delinquency within five (5) days of being given written notice.

- (b) In addition, the delinquent employer shall be required to pay all costs of collection of such liquidated damages and may be required, upon request of the Trustees, to deposit with the Trustees a Cash Deposit, Irrevocable Letter of Credit or Equivalent Acceptable Security to a maximum of Fifty Thousand Dollars (\$50,000.00) .
- (c) Should a delinquent Employer refuse to pay the penalty herein provided, it is agreed the Employees of such delinquent Employer may refuse to work for such Employer until the Employer has complied with all obligations regarding remittances and /or penalties.

Refusal to work by Employees shall not be a violation of this agreement or an unlawful stoppage of work within the provisions of the Ontario Labour Relations Act, and the Employer shall not institute or commence any applications, actions or proceedings of any nature whatsoever under the Ontario Labour Relations Act, this Agreement or otherwise against the Union or any of its Officers, Officials, Servants, Employees, Agents or Members in connection with any such refusal to work.

- (d) Each Employer bound by this Agreement agrees that where the Trustees of any employee benefit plan to which the Employer is required to contribute payments, the Union or MIECO have just cause to believe that an Employer has not made proper or any contributions and reports in relation to the Benefit Plan or has not made proper or any contributions with respect to Industry or Training Funds, the Employer shall produce complete employment and payroll records to permit review of these records by a chartered accountant appointed by the Trustees, the Union or MIECO, to determine whether the Employer has made the required contributions.

In the event such review reveals that an Employer has failed to properly contribute or report to any Benefit Plan, the

Trustees of any such trust fund, the Union or the MIECO, may require such Employer to pay the cost of review where the Trustees, the Union or the MIECO, are of the opinion that such Employer deliberately failed or omitted to properly contribute or report as aforesaid. If no such failure is revealed, the individual party originally requesting the audit shall bear the costs.

■ ARTICLE 21 REFRACTORY CONDITIONS

Meaning: Firebrick, Acid Resistant Structural Materials, Carbon, Graphite Materials, Gunnite, Acid Resistant, Tar Impregnated Brick and All Other Refractory Materials

1. Saw Operator

- 1a) Employees, while engaged as a Saw Operator, shall receive a premium of Forty Cents (~~40¢~~) an hour above the basic refractory rate for the hours spent operating the saw and shall wear all safety clothing provided.
- (b) All protective equipment to be supplied by the Employer.
- (c) Employers will, where practical, assign one Bricklayer for each saw.

2. Stackwork

- (a) For work on a stack the wage rate shall be the base rate as stipulated in the Provincial Agreement Article 21 (6), refractory conditions plus a premium of Two Dollars (\$2.00) per hour commencing at the base of the structure and shall cease when the structure is completed. The premium pay shall not apply to reporting pay and further shall not be multiplied by overtime premiums.
- (b) The above premium shall not apply to blast furnace work.

3. Transportation

If Bricklayers are required to walk more than one-half (1/2) mile from the centre of the parking lot assigned to the contractor to the project, transportation between the parking

lot and the project shall be provided. This may be varied by agreement at a pre-job conference.

4. Facilities

- (a) As warranted when graphite, carbon, acid, tar impregnated brick, gunnite work and on ell work on lime kilns, blast furnace relines and coke oven repairs, coveralls and gloves shall be provided by the Employer and such clothing shall remain the property of the Employer.
- (b) The Employer agrees to provide clean hot and cold water, soap and clean individual paper towels and provide sufficient time to wash up. Such facilities described herein shall be provided at commencement of the appropriate work herein.
- (c) Where dust conditions prevail, adequate ventilation will be provided, and Employee will be provided with proper respiratory equipment.
- (c) When working with refractory ceramic fibre, NIOSH approved full face respirator masks, coveralls, disposable coveralls, tape and gloves shall be provided by the Employer and safety training shall be provided by competent trainers on the Employer's time and at the Employer's expense.

5. Laid Off or Dismissed

The Employers agree to notify the Steward forthwith when an Employee has been laid off or dismissed.

6. Basic Refractory Wages and Premiums

- (a) Minimum basic refractory rate shall be paid at a premium of Forty Cents (~~40¢~~) per hour earned over the established rate as set out in Article 29, Wages, Deductions and Contributions.
- (b) Employees working with carbon and/or graphite materials shall be paid a premium of Fifty-Five Cents (~~55¢~~) per hour earned over the prescribed basic refractory rate as set out in (a) above.

(c) Employees working where the temperature of the immediate working area is one hundred and fifty degrees (150°) Fahrenheit or sixty-five degrees (65°) Celsius, shall be paid a premium of Fifty-Five Cents (55¢) per hour earned over the prescribed basic refractory rate as set out in (a) above.

7. Notwithstanding the Refractory Conditions established in the above, the following items shall form part of this Agreement.

(a) Conditions in the Geographical Area of Local 23 Sarnia shall be as defined in Appendix "D".

(b) It is understood and agreed that when refractory work is carried out in Local 12, the base rate of wages shall be the same as that shown for Local 1 under Article 29.

(c) Gunnite - Local unions agree to cooperate in providing nozzle operators whenever requested. When nozzle operators are not available, Employers will be permitted to bring employees from another Local Union.

8. **Casthouse Floor**

Ongoing day to day repairs that are carried out while the blast furnace is under wind and include the taphole face through to the tilting runners, including the tilting runners when they are refined off-site, shall be performed under the following rates and conditions:

(a) minimum wage rates shall be paid at eighty-five percent (85%) of current rates as per Article 29;

(b) fringe benefits shall be remitted as per Article 19 (a);

(c) overtime shall be paid in accordance with Article 10(a) except that the minimum rate shall be as defined in (a) above;

(d) no standard starting or finishing time shall apply to this work; and

(e) the rates and conditions in the sub Article do not apply during a blast furnace relining.

ARTICLE 22 SHIFT WORK CHART

Working Period	Starting Time	Work Break	Lunch Break	Work Break	Work Break	Finish Work	Actual Hours Worked	Hours to be Paid	Sat. Sun. & Holiday
Regular Hours**	8:00 am	10:00-10:10 am	12:00-12:30 pm	2:30-2:40 pm*		4:30 pm	8	8	16
Two Shift Operation 12 Hour shifts	8:00 am	10:00-10:10 am	12:00-12:30 pm	2:30-2:40 pm*		8:00 pm	11	16	24
	8:00 pm	10:00-10:10 pm	12:00-12:30 am	2:30-2:40 am*		8:00 am	11	17	25
10 Hour shifts	8:00 am	10:00-10:10 am	12:00-12:30 pm	2:30-2:40 pm	4:20-4:30 pm	6:30 pm	10	12	20
	8:00 pm	10:00-10:10 pm	12:00-12:30 pm	2:30-2:40 pm	4:30-4:40 am	6:30 am	10	13	21
8 Hour shifts	8:00 am	10:00-10:10 am	12:00-12:30 pm	2:30-2:40 pm		6:30 pm	9	10	18
	8:00 pm	10:00-10:10 pm	9:30-10:00 pm	Mid- 12:10 am		3:00 am	8	11	19
8 Hour shifts	8:00 am	10:00-10:10 am	12:00-12:30 pm	2:30-2:40 pm		4:30 pm	8	8	16
	8:00 pm	10:00-10:10 pm	8:30-9:00 pm	11:00-11:10 pm		1:00 am	8	9	17
Three Shift Operation 12 Hour shifts	8:00 am	10:00-10:10 am	12:20-12:30 pm	2:30-2:40 pm		4:00 pm	7.5	8	15
	8:00 pm	10:00-10:10 pm	8:00-8:30 pm	2:30-2:40 pm		12:00 am	7.5	9	16
	8:00 am	10:00-10:10 am	4:00-4:30 am	2:30-2:40 am		8:00 am	7.5	9	16

** All overtime on 1hr regular hours of work shall be paid at the rate of double time the applicable refractory rates.

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

* On work over ten (10) hour shift and a hot meal cannot be provided the employer agrees to pay the equivalent of one half hourly wages rate at the regular time in lieu of the cost of the hot meal.

NOTES: Starting time may be adjusted by mutual agreement

Time of second lunch break and third coffee break to be arranged by mutual agreement for the 12 hour shift operation.

Saturday commences at 12:01am and Sunday ends at 11:59 pm. Any work done between 12:01 am Saturday and 11:59 pm Sunday will

be paid at the rate of double time.

This schedule shall apply to Local Union #2 for regular shift hours for refractory work only.

(a) Holiday as named in Article 10 will commence at 12:01 am and continue for 24 hours on the calendar day on which it occurs

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

■ ARTICLE 23 SHELTER

- (a) The Employer shall provide accommodation with adequate tables and seating facilities for Employees covered by this Agreement and it shall be properly constructed, heated and lighted. Said shelter shall be provided at the commencement of the work. There shall be room and provision for the safe storage of the Employees' tools and clothes and free from materials and equipment. Shelters shall be kept cleaned and sanitary daily by both parties.
- (b) Employees' tools and clothing lost by fire or theft from the shelter provided for their Storage, shall be compensated for by the Employer, on written proof of loss.

■ ARTICLE 24 PAYMENT OF WAGES

- (a) Payment of Wages shall be made not later than Thursday of each week on the jobsite during working hours by cash or cheque or other negotiable instruments. Time books to be closed weekly and pay day shall be within four working days of the closing time of the books. The Union, in individual cases, for reasonable cause, may require that the payment shall be made by cash or certified cheque until such cause has been removed.
- (b) Accompanying the Pay, the Employer shall provide a statement for each Employee showing the Company Name, the Employee's Name, the Dates of Pay Period, the Number of Hours worked, the Rate per Hour, the Gross Pay, Traveling Allowances, Vacation Pay, Board Allowance, Deductions and Contributions and Net Pay.
- (c) Any Employee failing to receive his pay on his regular pay day shall give notice to his Employer or his representative. If the Employer does not make payment of wages before twelve (12) noon on the following working day the Employer shall pay two (2) hours pay at the applicable straight time hourly rate in addition to his wages to the Employee for

each regular work day (Monday through Friday) the delinquency continues.

U ARTICLE25 INITIAL REPORTING TIME

When a member reports for work at the Employer's Shop or Job at the request of the Employer, and is told that he is not required he shall be paid a minimum of three (3) hours Wages plus Travel Allowance and/or Board Allowance when applicable.

U ARTICLE26 REPORTING TIME

- (a) Where an Employee reports for Work at the Employer's Job and work **is** not available (for reasons other than inclement weather) and where the Employee had reason to believe that work in progress would be available, the Employer shall pay the Employee three (3) hours pay at the regular rate and Travel Allowance and/or Board Allowance when applicable.

Inclement Weather Reporting Time

- (b) The Parties agree that when an Employer or his Representative makes no attempt to notify the Employees by the regular starting time whether work **will** or will not commence a penalty of three (3) hours shall be paid for each Employee affected and such Employer shall pay the assessment immediately. Where an employee reports for work at the Employer's job and work is not available because of inclement weather and where the employee has reason **to** believe that work in progress would be available the Employer shall pay the employee the applicable Travel Allowance and/or Board Allowance.

U ARTICLE27 HOURS OF WORK

- (a) The regular hours of work for work performed on Monday to Friday inclusive, shall be from 8:00 a.m. until 4:30 p.m. each day. This is no guarantee of daily or weekly hours by the Employer. The starting time may vary up to thirty (30) minutes.

- (b) No work shall be performed at any time other than during the regular hours and days as defined in (a) unless mutually agreed by the Parties to this Agreement.
- (c) When work cannot be done during the regular work day defined in (a) above on Monday to Friday inclusive, such work may be done as an evening or night work at one and one-eighth ($1 \frac{1}{8}$) times the regular day rate.
- (d) On all buildings of **less** than eight (**8**) storeys, the starting point at starting time shall be the shelter as defined in Article 23. The Employee shall leave the shelter at 8:00 a.m. and proceed to work on the Employer's time. The Employee shall leave the job at 12:00 Noon and proceed to lunch on his own time. The Employee shall proceed to work at 12:30 p.m. on the Employer's time and shall leave the job at quitting time and return to the shelter on his own time. On all buildings of eight (**8**) storeys or more in height, the shelter shall be provided closely adjacent to the starting point, and the eighth (**8th**) floor shall be known **as** the starting point and the Employee shall proceed to his work from this point on the Employer's time.
- (e) By mutual consent of the Local Union and the affected Employer, should inclement weather cause employees on a project to lose eight (**8**) hours or more during a Monday to Friday regular work week, then Saturday may be worked as make-up time, at straight time rates. Employees working on Saturday shall not work in excess of the regular work week hours on a Monday to Saturday basis. If the Employee works over the number **of** hours of a regular work week then double time shall apply to the excess hours. It is understood and agreed that make-up time is on a voluntary basis only. Employees not wishing to work the make-up time shall not be subject to **disciplinary** action or layoff.
- (f) This clause is not applicable to Refractory or Maintenance work.

■ ARTICLE 28 VACATION PAY

Vacation Pay shall be paid weekly. Vacation and Holiday pay shall be at the rate of ten percent (10%) of the Employee's gross wages earned, This amount includes four percent (4%) in lieu of payment for statutory holidays.

Local 6 Windsor -- Vacation pay shall be deducted weekly and remitted **monthly** to the Local 6 Vacation Pay Trust Fund. Vacation and Holiday pay shall be at the rate of ten percent (10%) of the Employee's gross wages earned. This amount includes four percent (4%) in lieu of payment for statutory holidays.

■ ARTICLE 29 WAGES, BENEFITS AND CONTRIBUTIONS

Total Wage Packages as Set Out In Article 29 Shall Be Amended As Follows:

Effective October 8th, 2004 . . Two Dollars (\$2.00)

May 1st, 2005 Increase of . . One Dollar (\$1.00)

May 1st, 2006 Increase of . . Seventy-Five Cents (75¢)

Total Increase of Three Dollars and Seventy-Five Cents (\$3.75) per hour over the term of this Agreement.

The increases are incorporated into the following schedules.

The allocation of the wage package shall be provided by the applicable Local Union in writing. The parties agree, a Local Union may amend the breakdown of the wage package with thirty (30) days written notice but in no case will it affect the amount of the total wage package.

■ Article 29 – WAGES, BENEFITS, CONTRIBUTIONS AND DEDUCTIONS
 BACU/OPC Agreements-Bricklayers, Masons and Plasterers
 Effective October 8th, 2004 and Expiring April 30th, 2007

BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS															
EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007															
LOCAL #1 HAMILTON				EMPLOYEE DEDUCTIONS				INDUSTRY CONTRIBUTIONS							
Date	Hrly. Wage Rate	V.P. * 10% Round	Local Dues	BAC Deduct	Organizing Fund	Local Training	Pension	Local Pension	Welfare	Dental	SUB	Total Wage Pkg.	Ind. Fund	Training & Dev. Fund	Local Funds
Oct 8th, 2004	29.87	2.99	0.62	0.28	0.25	0.08	3.00	3.00	2.15		0.35	41.36	0.50	0.14	
2005, May 1st	30.78	3.08	0.64	0.28	0.25	0.11	3.00	3.00	2.15		0.35	42.36	0.50	0.14	
2006, May 1st	31.01	3.10	0.65	0.28	0.25	0.11	3.50	3.00	2.15		0.35	43.11	0.50	0.14	

**Article 29 – WAGES, BENEFITS, CONTRIBUTIONS AND DEDUCTIONS
BACU/OPC Agreements-Bricklayers, Masons and Plasterers
Effective October 8th, 2004 and Expiring April 30th, 2007**

BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS															
EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007															
LOCAL #2 TORONTO				EMPLOYEE DEDUCTIONS					INDUSTRY CONTRIBUTIONS						
Date	Hrly. Wage Rate	V.P. * 10% Round	Local Dues	BAC Deduct	Organizing Fund	Local Training	Pension	Local Pension	Welfare	Dental	SUB	Total Wage Pkg.	Ind. Fund	Training & Dev. Fund	Local Funds
Oct. 8th, 2004	31.60	3.16	0.67	0.28	0.25	0.05	0.30	5.00	2.30			42.36	0.50	0.14	0.13
2005, May 1st	32.51	3.25	0.67	0.28	0.25	0.05	0.30	5.00	2.30			43.86	0.50	0.14	0.13
2006, May 1st	33.20	3.31	0.67	0.28	0.25	0.05	0.30	5.00	2.30			44.11	0.50	0.14	0.13

Article 29 – WAGES, BENEFITS, CONTRIBUTIONS AND DEDUCTIONS
BACU/OPC Agreements-Bricklayers, Masons and Plasterers
Effective October 8th, 2004 and Expiring April 30th, 2007

BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS															
EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007															
LOCAL #2 BARRIE			EMPLOYEE DEDUCTIONS					INDUSTRY CONTRIBUTIONS							
Date	Hrly. Wage	V.P.* 10%	Local Dues	BAC Deduct	Organizing Fund	Local Training	Pension	Local Pension	Welfare	Dental	SUB	Total Wage	Ind. Fund	Training & Dev	Local Funds
Uct. 8th, 2004	31.06	3.10	0.67	0.28	0.25	0.05	0.30	3.90		2.30		40.66	0.50	0.14	
2005, May 1st	31.97	3.19	0.67	0.28	0.25	0.05	0.30	3.90		2.30		41.66	0.50	0.14	
2006, May 1st	32.65	3.26	0.67	0.28	0.25	0.05	0.30	3.90		2.30		42.41	0.50	0.14	

■ Article 29 – WAGES, BENEFITS, CONTRIBUTIONS AND DEDU
 BACU/OPC Agreements-Bricklayers, Masons and Plasterers
 Effective October 8th, 2004 and Expiring April 30th, 2007

BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS															
EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007															
LOCAL #4 ST. CATHARINES				EMPLOYEE DEDUCTIONS									INDUSTRY CONTRIBUTIONS		
Date	Hrly. Wage Rate	V.P. * 10% Round	Local Dues	BAC Deduct	Organizing Fund	Pension	Local Pension	Welfare	Dental	SUB	Total Wage Pkg.	Ind. Fund	Training & Dev. Fund	Local Funds	
Oct. 8th, 2004	30.83	3.08	0.60	0.28	0.25	4.20	1.00	2.25			41.36	0.50	0.14		
2005, May 1st	31.74	3.17	0.60	0.28	0.25	4.20	1.00	2.25			42.36	0.50	0.14		
2006, May 1st	32.15	3.21	0.60	0.28	0.25	4.50	1.00	2.25			43.11	0.50	0.14		

Article 29 – WAGES, BENEFITS, CONTRIBUTIONS AND DEDUCTIONS
BACU/OPC Agreements-Bricklayers, Masons and Plasterers
Effective October 8th, 2004 and Expiring April 30th, 2007

BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS																
EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007																
LOCAL #5 LONDON			EMPLOYEE DEDUCTIONS					INDUSTRY CONTRIBUTIONS								
Date	Hrly. Wage Rate	V.P. * 10% Round	Local Dues	Local RRSP	BAC Deduct	Organizing Fund	Pension	Local Pension	Local Training Fund	Welfare	Dental	SUB	Total Wage Pkg.	Ind. Fund	Training & Dev. Fund	Local Funds
Oct. 8th, 2004	33.05	3.30	0.57	2.00	0.28	0.25	2.00		0.15	0.95	0.86	0.35	40.66	0.50	0.14	
2005, May 1st	33.96	3.39	0.57	3.00	0.28	0.25	2.00		0.15	0.95	0.86	0.35	41.66	0.50	0.14	
2006, May 1st	34.84	3.48	0.57	3.75	0.28	0.25	2.00		0.15	0.95	0.86	0.35	42.61	0.50	0.14	

**Article 29 – WAGES, BENEFITS, CONTRIBUTIONS AND DEDUCTIONS
BACU/OPC Agreements-Bricklayers, Masons and Plasterers
Effective October 8th, 2004 and Expiring April 30th, 2007**

BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS															
EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007															
LOCAL #6 WINDSOR				EMPLOYEE DEDUCTIONS						INDUSTRY CONTRIBUTIONS					
Date	Hrly. Wage Rate	V.P. * 10% Round	Local Dues	BACU/OPC Secretariat	Local EBA Fund	Local Organizing Fund	Local Training Fund	Local RRSP	Local Pension	Welfare	Dental	Total Wage Pkg.	Ind. Fund	Training & Dev. Fund	Local Funds
Oct. 8th, 2004	29.60	2.96	0.58	0.01	0.27	0.20	0.05	2.00	3.50	2.60		40.66	0.50	0.14	
2005, May 1st	30.42	3.04	0.60	0.01	0.27	0.20	0.05	2.00	3.50	2.70		41.66	0.50	0.14	
2006, May 1st	31.01	3.10	0.62	0.01	0.27	0.20	0.05	1.50	4.00	2.80		42.41	0.50	0.14	

Article 29 – WAGES, BENEFITS, CONTRIBUTIONS AND DEDUCTIONS
BACU/OPC Agreements-Bricklayers, Masons and Plasterers
Effective October 8th, 2004 and Expiring April 30th, 2007

BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS														
EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007														
LOCAL #7 OTTAWA				EMPLOYEE DEDUCTIONS				INDUSTRY CONTRIBUTIONS						
Date	Hrly. Wage Rate	V.P. * 10% Round	Local Dues	BACU/OPC Secretariat	Local Organizing Fund	IU Pension	Local Pension	Welfare	Dental	SUB	Total Wage Pkg.	Ind. Fund	Training & Dev. Fund	Local Funds
Oct. 8th, 2004	31.83	3.18	0.85	0.01	0.20	1.00	3.00	1.65			40.66	0.50	0.14	0.08
2005, May 1st	32.51	3.25	0.85	0.01	0.20	1.25	3.00	1.65			41.66	0.50	0.14	0.08
2006, May 1st	32.97	3.29	0.85	0.01	0.20	1.50	3.00	1.65			42.41	0.50	0.14	0.08

**Article 29 – WAGES, BENEFITS, CONTRIBUTIONS AND DEDUCTIONS
BACU/OPC Agreements-Bricklayers, Masons and Plasterers
Effective October 8th, 2004 and Expiring April 30th, 2007**

BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007														
LOCAL #10 KINGSTON				EMPLOYEE DEDUCTIONS				INDUSTRY CONTRIBUTIONS						
Date	Hrly. Wage Rate	V.P. * 10% Round	Local Dues	BAC Deduct	Organizing Fund	Pension	Local Pension	Welfare	Dental	SUB	Total Wage Pkg.	Ind. Fund	Training & Dev. Fund	Local Funds
Oct 8th, 2004	31.69	3.16	0.63	0.28	0.25	1.50	2.50	0.95	0.86		40.66	0.50	0.14	0.08
2005, May 1st	32.60	3.25	0.63	0.28	0.25	1.50	2.50	0.95	0.86		41.66	0.50	0.14	0.08
2006, May 1st	33.28	3.32	0.63	0.28	0.25	1.50	2.50	0.95	0.86		42.41	0.50	0.14	0.08

Article 29 – WAGES, BENEFITS, CONTRIBUTIONS AND DEDUCTIONS
BACU/OPC Agreements-Bricklayers, Masons and Plasterers
Effective October 8th, 2004 and Expiring April 30th, 2007

BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS														
EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007														
LOCAL #12 KITCHENER				EMPLOYEE DEDUCTIONS				INDUSTRY CONTRIBUTIONS						
Date	Hrly. Wage Rate	V.P. * 10% Round	Local Dues	BAC Deduct	Organizing Fund	Pension	Local Pension (RRSP)	Welfare	Dental	SUB	Total Wage Pkg.	Ind. Fund	Training & Dev. Fund	Local Funds
Oct. 8th, 2004	30.55	3.05	0.50	0.28	0.25	1.50	3.75	0.95	0.86		40.66	0.50	0.14	
2005, May 1st	31.46	3.14	0.50	0.28	0.25	1.50	3.75	0.95	0.86		41.66	0.50	0.14	
2006, May 1st	32.14	3.21	0.50	0.28	0.25	1.50	3.75	0.95	0.86		42.41	0.50	0.14	

**Article 29 – WAGES, BENEFITS, CONTRIBUTIONS AND DEDUCTIONS
 BACU/OPC Agreements-Bricklayers, Masons and Plasterers
 Effective October 8th, 2004 and Expiring April 30th, 2007**

BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007														
LOCAL #12 KITCHENER PLASTERERS				EMPLOYEE DEDUCTIONS				INDUSTRY CONTRIBUTIONS						
Date	Hrly. Wage Rate	V.P. * 10% Round	Local Dues	BAC Deduct	Organizing Fund	Pension	Local Pension (RRSP)	Welfare	Dental	SUB	Total Wage Pkg.	Ind. Fund	Training & Dev. Fund	Local Funds
Oct. 8th, 2004	30.03	3.00	0.50	0.28	0.25	1.50	3.75	0.95	0.86		40.09	0.50	0.14	
2005, May 1st	30.94	3.09	0.50	0.28	0.25	1.50	3.75	0.95	0.86		41.09	0.50	0.14	
2006, May 1st	31.62	3.16	0.50	0.28	0.25	1.50	3.75	0.95	0.86		41.84	0.50	0.14	

**Article 29 – WAGES, BENEFITS, CONTRIBUTIONS AND DEDUCTIONS
BACU/OPC Agreements-Bricklayers, Masons and Plasterers
Effective October 8th, 2004 and Expiring April 30th, 2007**

BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007															
LOCAL #20 OSHAWA				EMPLOYEE DEDUCTIONS				INDUSTRY CONTRIBUTIONS							
Date	Hrly. Wage Rate	V.P. * 10% Round	Local Dues	BAC Deduct	Organizing Fund	Local Training	Pension	Local Pension	Welfare	Dental	SUB	Total Wage Pkg.	Ind. Fund	Training & Dev. Fund	Local Funds
Oct. 8th, 2004	33.05	3.30	0.67	0.28	0.25	0.05	3.20		0.95	0.86		41.36	0.50	0.14	
2005, May 1st	33.50	3.35	0.67	0.28	0.25	0.05	3.70		0.95	0.86		42.36	0.50	0.14	
2006, May 1st	33.96	3.39	0.67	0.28	0.25	0.05	3.95		0.95	0.86		43.11	0.50	0.14	

**Article 29 – WAGES, BENEFITS, CONTRIBUTIONS AND DEDUCTIONS
 BACU/OPC Agreements-Bricklayers, Masons and Plasterers
 Effective October 8th, 2004 and Expiring April 30th, 2007**

BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS EFFECTIVE OCTOBER 8TH, 2004, AND EXPIRING APRIL 30TH, 2007															
LOCAL #23 SARNIA				EMPLOYEE DEDUCTIONS					INDUSTRY CONTRIBUTIONS						
Date	Hrly. Wage Rate	V.P. * 10% Round	Local Dues	BAC Deduc. Fund	Organizing Fund	Local Training Fund	Pension	Local Pension	Welfare	Dental	SUB	Total Wage Pkg.	Ind. Fund	Training & Dev Fund	Local Funds
Oct. 8th, 2004	31.23	3.12	0.60	0.28	0.25	0.10	2.00	2.50	0.95	0.86		40.66	0.50	0.14	
2005, May 1st	32.14	3.21	0.60	0.28	0.25	0.10	2.00	2.50	0.95	0.86		41.66	0.50	0.14	
2006, May 1st	32.82	3.28	0.60	0.28	0.25	0.10	2.00	2.50	0.95	0.86		42.41	0.50	0.14	

**Article 29 – WAGES, BENEFITS, CONTRIBUTIONS AND DEDUCTIONS
BACU/OPC Agreements-Bricklayers, Masons and Plasterers
Effective October 8th, 2004 and Expiring April 30th, 2007**

BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS																
EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007																
LOCAL #25 THUNDER BAY				EMPLOYEE DEDUCTIONS						INDUSTRY CONTRIBUTIONS						
Date	Hrly. Wage Rate	V.P. * 10% Round	Local Dues	BACU/ OPC Secretariat	Local EBA Fund	Local Org. Fund	Local Inag/Bldg Fund	CMPT Pension	Local Pension	Welfare	Dental	SUB	Total Wage Pkg.	Ind. Fund	Training & Dev. Fund	Local Funds
Oct 8th, 2004	30.79	3.08	0.80	0.01	0.27	0.20	0.05	3.00	1.00	1.40	0.97		40.24	0.50	0.14	0.07
2005, May 1st	31.38	3.14	0.90	0.01	0.27	0.20	0.10	3.25	1.00	1.40	1.07		41.24	0.50	0.14	0.07
2006, May 1st	31.75	3.17	1.00	0.01	0.27	0.20	0.15	3.50	1.00	1.40	1.17		41.99	0.50	0.14	0.07

Article 29 – WAGES, BENEFITS, CONTRIBUTIONS AND DEDUCTIONS
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Effective October 8th, 2004 and Expiring April 30th, 2007

BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007														
LOCAL #28 SUDBURY				EMPLOYEE DEDUCTIONS				INDUSTRY CONTRIBUTIONS						
Date	Hrly. Wage Rate	V.P.* 10% Round	Local Dues	BAC Deduct	Organizing Fund	Pension	Local Pension	Welfare	Dental	SUB	Total Wage Pkg.	Ind. Fund	Training & Dev. Fund	Local Funds
Oct. 8th, 2004	29.79	2.98	0.60	0.28	0.25	5.45		2.02			40.24	0.50	0.14	0.05
2005, May 1st	30.59	3.05	0.60	0.28	0.25	5.45		2.15			41.24	0.50	0.14	0.05
2006, May 1st	31.18	3.11	0.60	0.28	0.25	5.45		2.25			41.99	0.50	0.14	0.05

■ Article 29 – WAGES, BENEFITS, CONTRIBUTIONS AND DEDUCTIONS
 BACU/OPC Agreements-Bricklayers, Masons and Plasterers
 Effective October 8th, 2004 and Expiring April 30th, 2007

BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007														
LOCAL #29 S.S. MARIE			EMPLOYEE DEDUCTIONS					INDUSTRY CONTRIBUTIONS						
Date	Hrly. Wage Rate	V.P. * 10% Round	Local Dues	BAC Deduct	Organizing Fund	RRSP	Pension	Local Pension	Welfare	Dental	Total Wage Pkg.	Ind. Fund	Training & Dev Fund	Local Funds
Oct. 8th, 2004	29.59	2.95	0.80	0.28	0.25	2.00	4.60		3.10		40.24	0.50	0.14	0.05
2005, May 1st	30.18	3.01	0.80	0.28	0.25	2.00	4.85		3.20		41.24	0.50	0.14	0.05
2006, May 1st	30.31	3.03	0.80	0.28	0.25	2.00	5.35		3.30		41.99	0.50	0.14	0.05

■ ARTICLE30 PENSION FUND

The Employer agrees to forward to the CMPT Administrator employer contributions at the hourly rate as set out in Article 29 for each person performing work under this collective agreement by the fifteenth of the month following the month in which contributions are earned.

■ ARTICLE31 JURISDICTIONAL DISPUTES

All work assignment and jurisdictional disputes involving any other organization or employees shall be resolved at the Ontario Labour Relations Board in the event the parties cannot resolve the issue. The Employer agrees to recognize and apply the practice of the Local Unions of the OPC to work assignments of Local Unions of the BACU.

Dated at Toronto, this 8th day of October, 2004.

This collective agreement dated at Toronto. as of the **8th** day of October, **2004**.

Signed on behalf of the Masonry Industry Employers Council of Ontario (**MIECO**)

John Blair

Vello Medri

Martin Deeley

Signed on behalf of the Ontario Provincial Conference of the International Union of Bricklayers and Allied **Craftworkers (OPC)**

Jerry Coelho

John Haggis

Ron Smith

Joe Plunkett

Al Leduc

Kerry Wilson

Rick Eade

Mike Gagliano

Dan Plunkett

■ APPENDIX B TERRITORIAL JURISDICTION OF THE LOCAL UNIONS

Local 1 – HAMILTON- BRICKLAYERS AND MASONS

The County of **Wentworth**, the County of Halton, except that portion east of Sixteen Mile Creek, from Lakeshore to Queen Elizabeth Highway, and that portion East of Sixth Line North from Queen Elizabeth Highway Townships of North and South Grimsby, Castor in the County of Lincoln, County of **Haldimand**, except Townships of **Moulton** and **Dunn**.

Local 2 – TORONTO - COUNTY OF YORK, COUNTY OF PEEL

Merger of Local 2 Toronto end Barrie - Local Union. 2 - Toronto (includes former Local Union No. 8 - Barrie) Bricklayers, Masons and Plasterers

County of Halton - all territory lying East of the Sixteen mile Creek from Lakeshore to Queen Elizabeth Highway also all territory lying East of the Sixth Line North from Queen Elizabeth Highway.

In the County of Ontario - Townships of **Pickering**, Village of **Pickering** and the town of **Ajax**.

Local 2 - BARRIE

Townships of **Nottawasaga**, **Sunnisdale**, **Flos**, **Vespra**, **Tosorontio**, **Essa**, **Innisfil**, **Adjala**, **Tecumseth**, **West Gwillimbury** in the County of **Simcoe** and Township of **Mulmur** in the County of **Dufferin** and the Townships of **Oro**, **Orillia**, **Gravenhurst**, **Bracebridge**, **Huntsville**, **Burk Falls**, **Perry Sound**, **Beaverton** and surrounding territories and the Townships of **Tiny** and **Tay** in the County of **Simcoe**, City of **Barrie**, **Orillia**, and District of **Muskoka**.

Local 4 - ST. CATHARINES - BRICKLAYERS, MASONS, PLASTERERS, CEMENT MASONS, TILE AND TERRAZZO AND HELPERS

Townships **Grantherm**, **Louth**, **Clinton**, **Gainsborough** in the County of **Lincoln**.

All territory lying North of No. 20 Highway in the Townships of **Pelham** and **Thorold** in the County of **Welland**. Township of

Niagara in the County of Lincoln. Townships of Stamford, **Willoughby**, Bertie in the County of Welland.

Townships of Humberstone, Wainfleet, Crowland and all territory lying South of Highway No. 20 in Pelham and Thorold in the County of Welland.

County of Welland.

Townships Moulton and Dunn in Haldimand County.

local 5 – LONDON - BRICKLAYERS, MASONS, MARBLE, TILE AND TERRAZZO

County of Middlesex, Elgin and all territory in Oxford County lying West of Highway 59 including the City of Woodstock, Townships Colborne, Goderich, Stanley, Hay, Stephen, Osborne, Tucker-Smith McKillop, Hullet, in the County of Huron, Townships Logan, Ellice, North Easthope, South Easthope, Downie, Fullarton, Hubert, Blanshard, in the County of Perth.

local 6 - WINDSOR

The Counties of Essex and Kent

local 7 – OTTAWA - BRICKLAYERS. MASONS, MARBLE, TILE AND TERRAZZO

The Counties of Carleton, Prescott, Russell, Lanark, Stormont, Glengary, Renfrew, and Dundas. The surrounding townships as follows: North and South Crosby, Bastard, Kitley, Burgess, Elsmley in the County of Leeds, **Wolford**, Oxford, South-Cower and Edwardsburgh in the County of Grenville.

local 10 – KINGSTON - BRICKLAYERS, MASONS AND PLASTERERS

The Counties of Lennox, Addington, Leeds, Frontenac, Grenville, Haliburton, Northumberland, Hastings, Prince Edward, Victoria, and Peterborough. The Townships of Hope and Cavan in the County of Durham.

Local 10 – KINGSTON. CEMENT MASONS

As above and including the Counties of Stormont, Glengary, and Dundas.

Local 10 - KINGSTON - MARBLE TILE AND TERRAZZO

The Counties of Lennox, Addington, Leeds, Frontenac, Grenville, Haliburton, Northumberland, Hasting, Prince Edward, Victoria and Peterborough. The Townships of Hope and Cavan in the County of Durham.

Local 10 - KINGSTON - CEMENT MASONS

As above and including the counties of Stormont, Glengary, and Dundas.

Local 10 - KINGSTON - MARBLE TILE AND TERRAZZO

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

Local 12 - KITCHENER - BRICKLAYERS, MASONS, PLASTERERS, TILE, TERRAZZO AND HELPERS

The County of Waterloo and the Townships: Elma, Mornington, Wallace in the County of Perth, Townships: Ashfield, East Wawanosh, West Wawanosh, Morris, Grey, Turnberry. Howlock in the County of Huron. The Counties of Grey, Bruce, Dufferin and Wellington. The County of Norfolk, the County of Brant and all territories of Oxford County lying East of Highway 59. For plastering only, the area is extended to include the County of Wellington and Dufferin.

Local 20 - OSHAWA - BRICKLAYERS, MASONS, PLASTERERS AND CEMENT MASONS

County of Ontario, except the Townships of Pickering, Rama, Mara and Thora, County of Durham, except the Townships of Hope and Cavan.

Local 23 - SARNIA - BRICKLAYERS AND MASONS AND MARBLE, TILE AND TERRAZZO

County of Lambton

Local 25 - THUNDER BAY - BRICKLAYERS, MASONS, MARBLE, TILE AND TERRAZZO

Districts of Thunder Bay to the Manitoba Border, Kenora and Rainy River to the U.S.A. Border.

Local 28 – SUDBURY - BRICKLAYERS, MASONS, MARBLE, TILE, TERRAZZO AND CEMENT MASONS

Districts of Sudbury, Parry Sound, Nipissing, Temiskaming, Cochrane and Kapuskasing and in addition to the above territory, for Marble, Tile and Terrazzo and Cement Masons the Districts of Algoma and Manitoulin Island.

Local 29 – SAULT STE. MARIE - BRICKLAYERS AND MASONS

Districts of Algoma and Manitoulin Island.

Local 31 – TORONTO AND HAMILTON - MARBLE, TILE, TERRAZZO AND HELPERS

The City of Toronto and the District within approximately thirty (30) miles of the City Limits, including the following: Oakville, Brampton, Newmarket, Oshawa, including the Counties of Simcoe, Peel, York, Ontario, Durham, Victoria, Peterborough, Northumberland and all Districts in between the above places. All territories East of the Sixteen Mile Creek from the Lakeshore to the Queen Elizabeth Highway. Also the territory lying East of the Sixth Line North of the Queen Elizabeth Highway in the County of Halton.

County of Wentworth, County of Halton, except that portion East of Sixteen Mile Creek from Lakeshore to Queen Elizabeth Highway and that portion East of Sixth Line North from Queen Elizabeth Highway.

Townships of North and South Grimsby, Caiston in the County of Lincoln. County of Haldimand except the Townships of Moulton and Dunn.

For the purpose of this Agreement and in order to alleviate any misunderstandings, it is expressly understood and agreed by and between all Parties to this Agreement that while the Agreement is Province-wide in scope, reference to Plasterers, means those Plasterers now and who hereafter become members of a Local Union under the name and style of a Local Union of the OPC or the BACU.

It is further agreed regarding Plasterers, that all conditions defined in this Agreement shall apply to only those Geographical Areas and Local Unions hereinafter defined.

■ APPENDIX C

REFRACTORY CONDITIONS

Firebrick, Refractory Materials, Acid Resistant Structural Materials and Carbon and Graphite Materials for the Geographical Area of Local 23, Sarnia, Ontario.

In addition to the rates as established in Article 29, Wages, Deductions, Contributions, an additional One Dollar and Forty Cents (\$1.40) per hour shall be paid for the laying of acid and firebrick, also all types of refractory work to include **all** refractory material. Twenty Cents (~~20¢~~) per hour (Forty Cents (~~40¢~~) per hour on overtime) above refractory rate of pay to be paid to Nozzle Operators.

Slacks and Silos

A premium of **Two Dollars (\$2.00)** per hour will be paid above the prevailing wage rate for work up to three hundred feet (**300'**). This shall include overhand work or free fall area. For each additional fifty feet (**50'**) an additional premium of **One Dollar (\$1.00)** will be paid.

Shift Work

Shift work shall be defined as follows:

1. An Employee or Group of Employees in relay with one another.
2. When work is scheduled to start after the regular starting time it shall be deemed **as** shift work.
3. No Bricklayer shall work more than one shift in any twenty-four (24) hour period.
4. When it is deemed necessary to change the scheduled shift, the Employer must notify the Business Agent or his Representative.
5. When Bricklayers report for work and are notified that the length of the shift has been changed, they shall receive a minimum of eight (8) hours pay.
6. Bricklayers will be entitled to a smoke break every two (2) hours in a smoking area with no **loss** of time.

■ APPENDIX D TRADE JURISDICTION

Bricklaying Masonry shall consist of the laying of bricks made from any material, in, under, or upon any structure or form of work where bricks are used, whether in the ground, or over its surface, or beneath water, in commercial buildings, rolling mills, iron works, blast or smelter furnaces, lime or brick kilns, in mines or fortifications, and in all underground work, such as sewers, telegraph, electric and telephone conduits. All cutting of joints, pointing, cleaning and setting of brick walls, pointing or caulking of masonry to masonry, fireproofing, block-arching, terra-cotta cutting and setting, the cutting, laying of all tile, mineral wool, insulation, cork blocks and glass masonry, or any substitute for the above materials, the installation of air barriers on masonry and/or concrete, the cutting, rubbing and grinding of all kinds of brick and the setting of all cut stone trimmings on brick buildings is bricklayers work. It shall consist of all restoration work involving the removal and replacement of existing or deteriorated masonry units. Bricklayers shall have the right to use all hand held tools or power tools and equipment which are considered necessary in the performance of their work.

The laying, cleaning, cutting and pointing of cement blocks, artificial stone, and all cement blocks that are used for backing up external wall, the building of party wall, columns, girders, beams, floors, stairs, arches and block partitions where substituted for the clay or natural stone products. The preparation, application or erection of plastic castables or any refractory materials and membrane installation on all acid work. All on-site preparation and erection of prefabricated brick and/or block panels, including the cutting, setting, plumbing, aligning, levelling, shimming, pointing and all necessary work to complete same. Bricklayers shall have the right to use all tools which are considered necessary in the performance of their work. All cork installations and substitutes therefore where cement or other adhesive materials are used, when such is installed in floors, wall, partitions, roofs, and ceiling insulation, including the cutting of closures to fill out

courses. The laying of all mono-wall and thread-line materials and the operation of **all** tools and applicators in connection with the mono-wall system of construction shall be the work of the bricklayer.

The laying of all rubble **work with** or without mortar, setting all cut stone, marble, or slate of stone work (meaning as to stone any work manufactured from such foreign or domestic products as are specified and used in the interior or on the exterior of buildings by Architects, and customarily called "Stone" in the Trade). Cutting all shoddy, broken ashlar or random ashlar, that is roughly dressed upon the beds and joints and range ashlar not **over ten** inches in height; the dressing of all jambs. corners and ringstone that are roughly dressed upon the bed, joints or reveals, and the cutting of a draft upon same for plumbing purpose only; and the cleaning and pointing of stone work. This is to apply to all work on buildings, sewers, bridges, railroads, bulkheads, breakwaters, jetties, playgrounds, parks, landscaping and curbing or other public works, and to **all** kinds of stone, particularly to the product of the locality where the work is being done, and the same shall be considered Stonemasonry.

Stonemasons shall have the right to use all tools which are considered necessary in the performance of their work. A Stonemason shall be required to provide sharp tools when starting a job and the Employer agrees to provide for the forging of these tools during the job and prior to lay-off. Stonemasons shall have the **right to use all** hand held tools or power tools and equipment which are considered necessary in the performance of their work.

Cutting, setting, plumbing, aligning, leveling, shimming, pointing and other necessary work involving the installation of units which have been **moulded, formed** or cast and having a facing of materials such as Brick, **Block, Tile, Marble, Slate, Granite**, natural or artificial stone may be performed by members of **the** Union. Granite Cladding will be performed by members of the Union.

All exterior or interior plastering, plain and ornamental, when done with stucco, cement and lime mortars or patent materials,

artificial marble work, when applied in plastic form, composition work in all its branches, the covering of all walls, ceilings, soffits, piers, columns or any part of a construction of any work when covered with any plastic materials in the usual methods of plastering, is the work of the Plasterer. The casting and striking of all **ornaments** of plaster compositions, the cutting and filling of cracks. All cornices, moulding, coves. and bull nose shall be run in place on rods and white mortar screeds and with a regular mold and all substitutes of any kind, when applied in plastic form with a trowel, or substitute for same, dry-wall taping is the work of the Plasterer. Any material related to stucco including any thermal base that supports any acrylics shall be the work of the Plasterers or Dry-Wall Tapers.

Ceramic Welding - ~~The~~ Employers agree to assign to employees represented by the BACU of Canada all on site maintenance, repair and renovation work involved in the ceramic welding process, including but not limited to: the handling and transportation of all materials; tools and equipment associated with ceramic welding; the operation and repair of ceramic welding equipment; all work and tasks necessary to prepare the work areas for ceramic welding; the mixing of all ceramic materials; the operation of all lances used in performing ceramic welding; all tasks necessary to restore the work area to normal operating conditions; and any other work assignments necessary **under the** manufacturers requirements.

■ APPENDIX E MONTHLY BASE DUES SCHEDULE

Provincial Monthly Base Dues (all Locals)

Local Union Form

Local 1	\$ 25.00
Local 2	\$ 20.00
Local 4	\$ 10.00
Local 5	\$ 25.00
Local 6	\$ 25.00
Local 7	\$ 34.00
Local 10	\$ 30.00
Local 12	\$ 21.00
Local 20	\$ 32.00
Local 23	\$ 30.00
Local 25	\$ 34.00
Local 28	\$ 22.00
Local 29	\$ 25.00

The amount of these deductions may be varied upon sixty (60) days notice, prior to the anniversary date, in writing, from the Financial Secretary of the Local Union.

■ APPENDIX F BENEFIT PLANS

Canadian Bricklayers and Allied Craft Unions **Members** Pension Trust, (CMPT) Canada Customs and Revenue Agency Registration No. T.F 1063478.

Global Benefit Plan Consultants
545 Wilson Ave
Toronto, Ontario M3H 1V2

The administrators of the Local Union Benefit Plans are as Follows:

Local 2 Toronto Global Benefit Plan Consultants
545 Wilson Ave
Toronto, Ontario M3H 1V2

Local 4 St. Catharines

Local 5 London

Local 10 Kingston

Local 12 Kitchener

Local 20 Oshawa

Local 23 Sarnia

Local 1 Hamilton

Kerry Wilson
51 Wentworth Street South
Hamilton, Ontario L8N 2Y5
(905) 527-8418

Local 28 Sudbury

Franco Rocca
469 Bouchard St. Suite 201
Sudbury, Ontario P3E 2K8
(705) 522 4140

Local 29 Sault Ste. Marie

W. Sonley
316 Korah Road
Sault Ste. Marie, Ontario P6C 4H1
(705) 949-2642

IU Local 6, 7, and 25

Benefit Plan Administrators

Local 6 Windsor	Luciano Mascarin 3454 Sandwich St Windsor, Ontario N9C 1B3 (519) 256-3070
Local 7 Ottawa	Lee-Power Assoc. Inc. 616 Cooper Street Ottawa, Ontario (613) 236-9007
Local 25 Thunder Bay	David Kubinec BDO Dunwoody LLP 1095 Barton Street Thunder Bay, Ontario P7B 5N3 (807) 625-4444

For all Union and Local Union Benefit Plans and the amount involved in the various Plans, refer to Article 29, Wages, Deductions, Contributions.

■ **APPENDIX G**
LETTER OF UNDERSTANDING;
OCTOBER 8TH, 2004

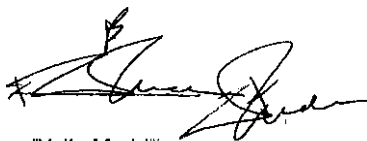
Re: Article 8 If) expired agreement April 30th. 2004

Article 8 (e) Union proposal.

Whereas it is in the interest of the parties to increase the number of bricklayer apprentices and the quality of their training.


Therefore the parties agree to establish a joint committee within 90 days of ratification to consider the scope of work and the hourly limitation contained within the above noted articles and to make recommendation with regards to any changes for consideration by the parties.

Dated at Toronto, this 8th day of October, 2004.



"Vello Medri"

MIECO/OBBC



"Jerry Coelho"

OPC/BACU

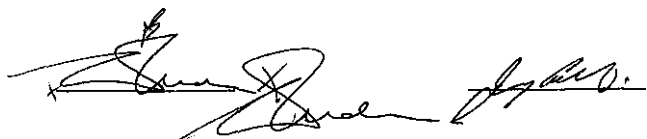
■ APPENDIX H CONTRACTING AND SUBCONTRACTING LETTER OF UNDERSTANDING

The BACU will provide a complete list of employers who have executed ICI collective agreements with the BACU.

The BACU agrees that from the date of execution of the collective agreement with OBBC

1. The BACU will not sign any ICI collective agreements that do not provide for payments to OMCA in the same amounts as agreed to in the BACU-OBBC agreement;
2. The BACU will not enter into ICI collective agreements with any employers that are more favourable to that employer than the BACU-OBBC collective agreement;
3. The BACU will use its best efforts to seek authorization for OBBC to bargain on behalf of the employer in the 2007-2010 ICI Provincial collective agreement; and
4. If the BACU has entered into any ICI collective agreement with any employer that contains any provision that is more favourable than the provision in the BACU-OBBC collective agreement, the more favourable provision shall be substituted into the BACU-OBBC and MIECO-OPC collective agreements.

Dated at Toronto, this 8th day of October, 2004.



"Vello Medri"

"Jerry Coelho"

MIECO/OBBC

OPC/BACU

■ APPENDIX A

A.B.B.L.O. Construction Inc.	Nepean
A & B Masonry Co.	Sudbury
Aberfoyle Steel Inc.	Bolton
Tony Abiento	Scarborough
Ability Contracting	Hamilton
Able Masonry Eastern Ltd.	Kitchener
Able Masonry (Kitch.) Ltd.	Kitchener
A & C Masonry Ltd.	Toronto
ACDMC	Toronto
A&D Construction Company	Toronto
Aaron Jentry Contractors & Restoration Co. ...	Creemore
Acalor Chemical Const. Canada Ltd.	Weston
Accardo Construction Ltd.	Leamington
A-Con Forming Ltd.	Ridgeville
A.C. Bricklayers	Toronto
AC & S Contracting	Toronto/Sarnia
Active Tile & Carpets Ltd.	St. Catharines
Acme Building & Constr. Ltd.	Sudbury
Acme Masonry Ltd.	Toronto
AD Construction	Stoney Creek
Adine Builders Ltd.	Maidstone
Adriatic Construction	Sudbury
Advance Masonry Ltd.	Rexdale
Aero Block & Precast Ltd.	Bolton
A & G Metro Roofing	Windsor
Agemac Canada Ceramics Lid.	Toronto
J. Agosta Construction..	Windsor
A.J.V. Masonry	Kingston
Agostino Masonry Company Ltd.	Ottawa
Agrigento Group	
COB 672259 Ontario Ltd.	Hamilton
Mario Aiello Construction Ltd.	Niagara Falls
Air Insulation Specialists	Scarborough
Aiton Power Ltd.	Burlington

Aiuto Brothers Masonry	Leamington
A & L Masonry	Thunder Bay
Albamar Const. Ltd.	Windsor
J.D. Albanese Constr. Ltd.	Downsview
John A. Albanese Stonework Contrs. Ltd.	Willowdale
Ken Albertan	Stella
Albula Construction Inc.	Willowdale
Ald Contracting	Thornhill
Alex Almedia Construction Limited	London
Aliance Construction Group	Toronto
Allard Construction Building Contractors	Thunder Day
Allied Architectural Systems	Mississauga
Allied Masonry Contractors	Blenheim
Allied Precast Ltd.	Bolton
Alps Construction Co.	Toronto
A.L.R. Masonry Thunder Bay Ltd.	Thunder Bay
Alvaro Construction	Sarnia
M. Aizner Contractors Ltd.	Windsor
AM Masonry	Winnipeg
Amantea Masonry	Ottawa
Amerigo Construction (Div. of 428711 Ont. Ltd.)	Thunder Bay
Amormino Constr. Inc.	Windsor
Andegel Masonry Company	Ottawa
Andco Incorporated	Burlington
A.E. Anderson Ltd.	Burlington
T.A. Andre & Sons. Ltd.	Kingston
Anvil Const. Ltd.	Toronto
AnSCO Enterprises	Winnipeg
Apex Firebrick Ltd.	Hamilton
Appleby Masonry	Toronto
Appletree Const. Co.	Toronto
Aquicon Construction Ltd.	Malton
Joe Arban Contractors Ltd.	Ottawa
Argo Construction Co.	Montreal, Que.

Len Ariss & Co. Ltd.	Guelph
Arjeco Industries Ltd.	Woodbridge
John Armani, Tile, Terrazzo, Cement.....	Kingston
Armor Masonry & Precast Limited	Guelph
Armstrong Contracting	Toronto
A. L. Arnone Brothers Ltd.	Windsor
Arnone Brothers Ltd.	Windsor
Claus Arp Masonry	Burnstown
Arrow Acoustic & Flooring Co. Ltd.	St.Catharines/ Weston
Artex Precast	Richmond Hill
Artex Precast Ltd.	Concord
Arctic Masonry Ltd.	Thunder Bay
Artisan Masonry Inc.	Tecumseh
Artista Plastering Co.	St. Catharines
ASG Contracting	Scarborough
Lavern Asmussen Ltd.	Kitchener
Associated General Contracting	Mississauga
A & T Construction Co. (Div. of Skyview Forming Ltd.)	Weston
Atholl Masonry Limited	Richmond Hill
Atlantico Masonry	Oshawa
E. Austin & J. O'Dwyer	Simcoe
The Austin Co. Ltd.	Woodstock
Avenue Structures	Rexdale
Avo Masonry	Oshawa
Aykroyd Construction (1965) Ltd.	Scarborough
A - Z Masonry	Thunder Bay
Aztec Masonry	Thunder Bay
Babcock & Wilcox Refractories Ltd.	Burlington
Bago Masonry Ltd.	Ancaster
Jason Bailey Masonry Ltd.	Barrie
Ball Brothers Ltd.	Kitchener
Banchini Ltd.	Ottawa
Banyan Construction Ltd.	Weston

Fred Barbini Ltd.	Thunder Bay
Fred Barber Constr. Ltd.	Kingston
Barbesin & Ignas Plastering	Kingston
Barklay Constrn. Ltd.	Hamilton
A. Barei Construction Ltd.	Garson
Bartolucci & Co. Ltd.	Sudbury
Base Construction Limited	London
Basil Construction	Brampton
Bassi Construction & Masonry	Ottawa
Bathe & McLellan Const. Ltd.	Oshawa
Batista Masonry	Mississauga
C. H. Baum & Son Ltd.	St. Catharines
Bay Ritz Const. Ltd.	Etobicoke
Baycrest Construction Ltd.	Toronto
Baycrest General Contractors	Don Mills
B & B Masonry	Ottawa
B & B Masonry and General Contracting	Hamilton
BBS Masonry	Ajax
B.C. Masonry..	Palgrave
BCI Contracting Ltd.	London
B.D.L. Contractors Ltd.	Ottawa
Beatty Hall Construction Co. Ltd.	Hamilton
Beaver Cook & Leitch (Ontario) Ltd.	Toronto
Beco Equipment Ltd.	Toronto
Bectar Corporation	Kanata
Beer Precast Concrete Ltd.	Scarborough
B & F Masonry Ltd.	Winnipeg
F.D. Begley & Associates Ltd.	Mississauga
F.D. Begley & Associates	Toronto
E. Beland Masonry	Cambridge
E. Beland Masonry	Kitchener
Bellai Bros. Ltd.	Hull, Que.
Bellavista Construction & Masonry Ltd.	Windsor
Bell-Gobb Masonry Ltd.	Guelph
Bell Masonry	Thunder Bay

Cam Belluz Masonry.....	Fort Frances
Benedetti's Cement & Tile	Sudbury
Bennett Pratt Ltd.	Weston
Bennett & Wright (Bycon Division)	Kingston
Berghout Construction	Peterborough
R. Bernard Masonry Ltd.	
Bernel Masonry Ltd.	Weston
Bertoia Lathing Co. Ltd.	Kingston
Bestco Construction Corp.	Hamilton
Bestway Masonry..	Mississauga
Beverly Weatherstrip	Waterdown
B.F.C. Construction Group Inc.	Scarborough
B. & G. Masonry Co.	Guelph
B&H Plaster & Drywa"	Kingston
Joe Biason Constr. Ltd.	Binbrook
Big H. Construction Inc.	Toronto
Bigelow-Liptak of Canada Ltd.	Mississauga
Frank Bileti Masonry	Leamington
Real Binette Const. Ltd.	Cornwall
B & W Bingley Steel Works	Ottawa
Bird Construction Co. Ltd.	Etobicoke
Bird Construction Co. Ltd.	Islington
Ken Blanchard Refractory Ltd.	Fenwick
Blandford Construction Services	Mississauga
Blandford Insulation Ltd.	Mississauga
Alf Blerot	Vermette
Blue Regions Forming & Masonry	Toronto
J. Bluemøke Masonry Ltd.	St. Catharines
Blueskin Billy Air Barrier Specialist	Lindsay
B. M. Construction Kingston Ltd.	Kingston
B. M. Inc.	Carnegie, PA
B & M Masonry.....	Brantford
B.M.I Refractories Inc.	Smithville
BMR Construction Services	Richmond Hill B
N Tile & Terrazzo	Sudbury

Boemer Anderson Construction Ltd.	Stratford
Aurelein Boily Inc.	Pointe-Aux Trembles Que
Bolton Stone Masonry Ltd.	Bolton
Bomben Const.	Windsor
Border Masonry	Niagara Falls
Borgo Masonry Constr. Ltd.	Barrie
G. O. Borgo Masonry	Barrie
Robert Bortolotti Contractor	Ottawa
R. Bouffard Masonry Contractor	Sarnia
Bradford W. Wilson Masonry Inc.	Cobourg
Bradsil Ltd.	
Bradsil (1967) Limited	Rexdale
Bradsil (1980) Limited	Rexdale
Bradsil Leaseholds Limited	Rexdale
Bradscot Construction Limited	
Bradscot Limited	
Bradscot Management Limited	
Bradscot Western Limited and Bradscot Northern Limited and Bradscot (MCL) Ltd.	Markham
Bradson Mercantile Inc.	Ottawa
Bradstone	Markham
A. Braga Masonry Ltd.	Kingston
Braga & Pascoal Masonry Ltd.	Kingston
Brandis Cement Contractors	Windsor
Brant County Board of Education	Brantford
Peter Bratti Associates	New York, NY
Brauns Nursery	Hamilton
Brenton Const.	Mattawa
Brikon Masonry Inc.	Milliken
Ed Broders Construction Ltd.	Port Perry
Bronko Binsky (Operating as BVR Masonry)	Sarnia
H. M. Brooks (Oshawa) Ltd.	Oshawa

Brown & Huston Ltd.	Downsview
Robert James Brown Stone Works	Ottawa
Brune Construction & Management Ltd.	Ottawa
Ed Brunet & Fils Ltee.	Ottawa
Brunswick Masonry Inc.	Hamilton
G. E. Buckingham Contracting Ltd.	Mississauga
Building Service by Smith	Kingston
L. Bulko Contracting Ltd.	Weston
Burnett Masonry	Thunder Bay
Jame A. Burnett Masonry	Fort Frances
J. H. Burnett Masonry	Fort Frances
P. Burns Contracting	Weston
M. A. Butt Construction Ltd.	Markham
A. Buttazzoni & Son Inc.	Sudbury
Buzzelli Construction Ltd.	Tecumseh
Byblok Masonry	Newpean
Byers Construction Company Ltd.	Montreal, Que.
Cadco Contracting Ltd.	Toronto
Cadero Masonry	Binbrook
Cadet Construction Ltd.	Milliken
Cador Contracting Limited	Richmond Hill
Callegari Construction Ltd.	Oldcastle
Calabria Cement Finishing	Sudbury
Calorific Construction Ltd.	Toronto
Cam Belluz Masonry Ltd.	Fort Frances
Cambrian Construction Ltd.	Ottawa
Cambrian Construction Ltd.	Montreal, Que.
Cambrian Construction & Masonry Co.	
Division of 3855310 Ontario Inc.	Sudbury
Eraldo Campagnolo Stone and Brick Work ...	Kitchener
T. Campbell Construction Ltd.	Brampton
Nicholas J. Campbell Ltd.	Downsview
Campbell Masonry	Hamilton
Campbell-Yustin Ltd.	Downsview
Campeau Corporation	Downsview

Campeau Corporation	Ottawa
Can-Tech	Brampton
Carron Construction Services	Milliken
Camston Toronto Ltd.	Toronto
Camsyl Insulation Inc.	Scarborough
Canadian Acoustics (Kingston) Ltd.	Ottawa
Canadian Airseal Insulation Ltd.	New Lowell
Canadian Asbestos Co.	St. Laurent, Que.
Canadian Cutting & Coring (Toronto) Ltd.	Mississauga
Canadian Engineering & Contr. Co. Ltd.	Hamilton
Canadian Johns Manville	Brossard, Que.
Canadian Masonry Industries a Division of 455533 Ontario Ltd.	Weston
Canadian Refractories Constr.	Rexdale
Canadian Refractories Div. - Dresser Industries Limited	Burlington
Canadian Refractories Ltd. Eastern Division, Ontario Region	Hamilton
Canadian Stebbings Engineering & Manufacturing Company Limited	Montreal, Que.
Canadian Technical Restoration (Ontario) Inc.	
Canadian Tile and Masonry	Markham
Canden Masonry	Caledon E
Cane Bricklayers	Toronto
Canvar Construction (1991) Inc.	Gloucester
E. G. M. Cape & Company Ltd.	Don Mills
E. G. M. Cape & Company Ltd.	Montreal, Que.
Capital Tile & Flooring Ltd.	Ottawa
Capo Construction Ltd.	Leamington
Frank Cardarelli	Ottawa
Cardinal Refractories Inc.	Burlington
Caredin Construction Ltd.	Oshawa
Carmen Masonry Ltd.	Oakville
Paul Carruthers Construction Ltd.	Markham
A. A. Caner Contracting Ltd.	Scarborough

Caruana Const.	Windsor
P. Caruso General Contractor	Thunder Bay
C.A.R.V. Masonry Inc.	London
Casey Hewson Construction Ltd.	Willowdale
O. Casagrande Construction Ltd.	Windsor
Cassino Concrete Floors	Welland
Catalytic Constr.	Sarnia
Bruno Cattai	Ottawa
C & B Silo Co.	Charlotte, MICH
C & C Construction	Windsor
C.C.C. Construction	Windsor
C. Cor Masonry Ltd.	Hamilton
C & D Plastering	Kitchener
C.D.M. Construction	London
C. E. Canada	Hamilton
Cecchini Masonry Ltd.	Thorold
Cedar Creek Masonry	Oshawa
Cee Crowe Const.	Kitchener
Celtic Masonry	Ottawa
Cementation Company (Canada) Ltd.	Brampton
Centa Construction Ltd.	Bolton
Centennial Construction Corp.	Windsor
Centennial Masonry	Brantford
Centis Tile	Sudbury
Central Construction	Windsor
Central District Council of Bricklayers	Kitchener
Central Terrazzo & Tile of Sudbury Ltd.	Sudbury
Centre Construction	Bowmanville
Centre Leasehold Improvements Limited	Toronto
Centro Masonry - 628983 Ontario Ltd.	Woodbridge
Ceolin Brothers Masonry	Windsor
Certek Inc.	Milton
Certified Masons.	Oshawa
CG Masonry	Fasset, Que.
C. & G. Masonry	Windsor

Dean Chandler Insulating Ltd.	Scarborough
Ray Chassie Construction Ltd.	Windsor
Chatham Masonry Ltd.	Chatham
Chem-Thane Engineering Ltd.	Concord
Chepynoha Masonry & Bldg. Restoration	Toronto
Chrisma Construction	Ajax
Cigas Masonry	Bowmanville
Cinate Construction Ltd.	Windsor
Cine Construction	Stoney Creek
CIR Masonry Ltd.	Windsor
City Block	London
City Construction Ltd.	Willowdale
City Custom Masonry	Windsor
City of Etobicoke	Etobicoke
City of Kitchener	Kitchener
City Tile & Terrazzo Ltd.	Montreal
City of Toronto	Toronto
City View Flooring	Ottawa
C & J Refractories & Maintenance Ltd.	Hanmer
Clan Construction Ltd.	Willowdale
Adam Clark Co. Ltd.	Hamilton
W. Clarkson Masonry	Greenville
Classic Masonry Contracting Ltd.	London
Classic Masonry Inc.	Guelph
Clayburn Refractories Ltd.	Abbotsford, BC
Clayman Masonry Ltd.	Toronto
Clea Masonry	Toronto
Ken Clement Masonry Cont.	Simcoe
Clifford Panel Systems Ltd.	Toronto
Clifford Masonry Ltd.	Scarborough
Clifford Restoration Limited	Scarborough
Cloke Construction Co. Ltd.	Scarborough
Cluett Restorations	Toronto
CMC Carrier Mausoleum Construction Inc	Dorval, Quebec.
C & M Masonry.	Windsor

CNR Masonry (1127881 Ont. Ltd.)	Markham
J. D. Coad Constr. Co. Ltd.	Trenton
C.O.B. Fortrix Management Ltd.	Kitchener
C.O.B. Bert Gorgi Masonry	Guelph
C.O.B. M.T.M. Masonry Ltd.	Kitchener
Cocoon Systems	Porthope
Colautti Bros. Marble & Tile Co.	Windsor
Len Cole Ltd.	Thunder Bay
Gordon R. Coles Construction Ltd.	Sarnia
Arthur Coelho & Sons Masonry	Gatineau
Colaritti Brothers	Windsor
Collavino Bros. Const. Co. Ltd.	Windsor
Collavino Incorporated	Windsor
Colomba Bros. Masonry Ltd.	Windsor
Colt Construction Co. Ltd.	Windsor
D. Colucci	Windsor
Combustion Engineering-Superheater Ltd.	Ottawa
Comin Masonry Ltd.	Hamilton
Oliver Comisso & Son Ltd.	Sudbury
Commerce Masonry, Forming Ltd.	Bolton
Commonwealth Construction Company	Calgary, Alta.
Como Construction (Windsor) Ltd.	Windsor
Comstock International Ltd.	Toronto
Concordia Construction Inc.	Toronto
Concordian Developments Limited	Concord
Con Eng. Contr. 1972 Ltd.	London
Connolly Contrs. Ltd.	Downsview
Conolly Marble	Downsview
Mike Conolly Masonry	Cambridge
Consolidated Concrete Structures Ltd.	Bolton
Consolidated Maintenance Service	Toronto
Construction C. Legare	Gatineau
Construction Larivière Limitee	Ottawa
Conte Construction Co.	Windsor
Conte Ltd.	Ottawa

Con-Tact Masonry Ltd.	Oldcastle
Con Tev Inc.	Ottawa
Continental Carpet & Tile Co.,	Etobicoke
Continental Concrete	Downsview
Contra Construction Ltd.	Peterborough
Cookney/Mquat Consultants	Hamilton
Cooper Construction Co. (Eastern) Ltd.	Hamilton
Cooper Refractories Inc.	Crystal Beach
Copetti Masonry	Winnipeg
R. Corazza Ltd.	Thunder Bay
Corfab Co. of Canada Ltd.	Sudbury
Corfab Co. Ltd.	Sudbury
Ed Cornish Masonry Contractor	Glanworth
Cornwall and District Contracting Ltd.	Ottawa
Cornwall Public Library	Cornwall
Corona Borealis Masonry Ltd. DPC	Hamilton
A. Corsi Masonry Ltd.	Sudbury
Corona Borealis Masonry Ltd.	Hamilton
Corunna Fabricating Services Ltd.	Corunna
Cos-Bar Ltd.	Ottawa
Cosmic Drywall	Bath
Cote Construction	Mississauga
M. Cote & Son Masonry Contr.	Cornwall
D. Coucci	Windsor
Greg Cox Masonry	Downsview
CPM Construction	London
Countryside Masonry Ltd.	Chatham
J. Couture Ltd.	Cornwall
Craft Masonry	Bramalea
C & R Masonry Ltd.	Windsor
D.R. Crawford Construction Ltd.	Brampton
Cresswell Associates Ltd.	Belleville
Crinklaw Weatherstrip Services Ltd.	Lambeth
Crittall Construction Ltd.	Thunder Bay
Frank Crosato Masonry	Sault Ste. Marie

Crown Construction	Windsor
Cruz Construction Group	Toronto
Cruz Construction & Renovations Inc.	Toronto
Cserni Construction	Sarnia
CST Masonry Ltd.	St. Clements,
Cullmar Construction Co. Ltd.	Terrace Bay
Culp Brothers Ltd.	Waterloo
C. W. Cunningham Lath & Plaster	Peterborough
Cupido Construction (1989) Ltd.	Kingston
Curran & Herridge Construction Co. Ltd.	Sarnia
Custodis Canadian Chimney	Toronto
Custodis Chimney Company Research- Cottrel1(Canada) Ltd.	Toronto
Manuel Da Chuna Masonry Contractors	Sarnia
C.W.C. Construction Co.	Mississauga
Da Masonry Ltd.	Sarnia
D'Agostino Bros.	St. Catharines
D'Arcy McGee General Contractor Ltd.	Kitchener
Daigle Masonry	Chelmsford
Dale Plastering Ltd.	Whitby
Dales Masonry	Kingston
Orazio D'Alisi	Chatham
Mario Dalla Bona Construction	Windsor
H. Dalla Bona Construction O/A 470698	Windsor
Edward Dalton Const. Ltd.	Scarborough
Dalton Engineering & Contrs. Co. Ltd.	Toronto
P. J. Daly Contracting Ltd.	Hannon
Damore Construction 1956361) Ontario	Kingston
Dane Masonry Ltd.	Sarnia
Domenic D'Amore	Windsor
D'Angelo Bros. Ltd.	Thunder Bay
Daniel International Canada Ltd.	Kingston
Dantam Investments Ltd.	Weston
Darling Carpet Installations	Brantford
Da-Ter Excavating Ltd.	London

Robert Daviault Masonry	Brantford
Davy-Asmore Canada Ltd.	Sault Ste. Marie
Daybue Contracting Ltd.	Toronto
D.C. Builders Supplies	Ottawa
D.C.L. Masonry Ltd.	Brampton
D & D Masonry (Brantford Ltd.)	Brantford
D & D Masonry Contractors	Windsor
D & D Masonry	Kitchener
D & D Masonry Co. Ltd.	Sudbury
Debka Construction	Metcalfe
Joseph DeCaria Construction Limited	Weston
Defran Inc.	Hull, Quebec
Defrancesco Stonework & Masonry Ltd.	Toronto
Ivan Deifacious Ontario Ltd.	St. Catharines
Dejayco Masonry Ltd.	Kitchener
Delfino Masonry Ltd.	Etobicoke
Delgado's Bricklayers Ltd.	Toronto
Delmond Construction	Bolton
Delmond Construction Co. Ltd.	Bolton
Delso of Ontario	Toronto
Delta Construction (Windsor) Ltd.	Windsor
DeLuca & Mascarin Masonry Contrs. Ltd.	Toronto
DeMarinis (DMA) Inc.	Nepean
Demik Constr. Ltd.	Hamilton
Den-Lee Developments Ltd.	Toronto
Denis Reno Masonry Ltd.	Sudbury
Dependable Masonry Ltd.	London
L. Derry Masonry Construction	Sault Ste. Marie
Deuces Masonry.,	Corunna
Deuces Masonry	Sarnia
Devinco Industrial Management	Willowdale
Devon Masonry Ltd.	Weston
Devozza Construction Co.	Windsor
Dewar Insulation Inc.	Markham
Dewmat Developments Inc.	Milliken

Demario Penge Construction Co. Ltd.	Weston
D-4 Enterprises	Toronto
Abe Dick Masonry Ltd.	St. Catharines
Dickie Const. Co. Ltd.	Toronto
Di Cocco Contractors Ltd.	Sarnia
Dicro Masonry Ltd.	Sault Ste. Marie
Dieter Move Masonry Ltd.	Sarnia
Difcon Const. Ltd.	Windsor
Dig-Con International	Bolton
Dimario Penge Construction Co. Ltd.	Emeryville
Di Mario/Miele Construction	Emeryville
Dinapoli Const. Ltd.	Cornwall
Dineen Construction Ltd.	Rexdale
Division Construction Ltd.	Weston
Division Seven Insulation Ltd.	Gormle
Dixin Construction Limited	
IDiylonic Ontario Ltd.	St. Catharines
D.J. Masonry	Kingston
D J Masonry Contractors	Kitchener
D. J. Masonry Ltd.	Kenora
D.M. Masonry Contractor Inc.	Stoney Creek
D M A Masonry Ltd.	Ottawa
D.M.S. Masonry Ltd.	Downsview
DoAll Masonry	Thunder Bay
Doering-Jan Masonry Ltd	Waterloo
Eric Doering & Sons Ltd.	Waterloo
Dolsam Masonry Ltd.	Sudbury
Dolval Masonry Ltd.	Sudbury
Dom-Gil Masonry	Hamilton
Domenic Masonry Contrs. Ltd.	Welland
Domenico Ranieri Heritage	Hull
Dominion Bridge Co. Ltd.	Toronto
Dominion Construction Masonry	London
Dominion Maintenance Ltd.	Sarnia
Dominion Masonry & Stone Contractors Ltd. .	Downsview

D. Domizzo Construction Ltd.	Toronto
Donn-Hope Construction Ltd.	Thorold
Louis Donolo Inc.	Montreal, Que.
Doran Const. (1968) Ltd.	Ottawa
Dovetail Ltd.	Scarborough
Doyle Hinton Ltd.	Scarborough
Dozzi Masonry	Sudbury
Drako Drywall Const. Ltd.	Scarborough
Dravo Constr. Ltd.	Pittsburgh, PA
Droge Construction Ltd.	Oakville
Dryden Masonry Inc.	Dryden
Dryek Ltd.	Willowdale
Dublin Masonry.. . . .	Nepean
Ducan Ceilings & Wall Systems Of Oshawa Ltd.	Oshawa/ Kitchener
Dundee Contractors	Nepean
Dunker Construction Ltd.	Kitchener
Dur-Fran Masonry Ltd.	Guelph
Durfran Masonry Ltd.	Guelph
Durie Mosaic & Marble Ltd.	Ottawa
Duron Ontario	Ottawa
Durwes Contracting Ltd.	Ottawa
D.V.B. Enterprises	Weston
Dyker Construction Co. Ltd.	Weston
Dynamic Coatings	Midland
Dwellcan Development Inc.	Hamilton
Eade Construction	Thunder Bay
Eagle Crest Stonemasons	Oshawa
Eagle Developments	Sudbury
East Coast Masonry Ltd.	Saint John
Eastern Canada Contractors Ltd.	Sturgeon Falls
Eastern Construction Co. Ltd.	Windsor
Eastern Construction Company Limited	Toronto
Eastern Plastering Ltd.	Ottawa

Eastwood Const. Co. Ltd.	Peterborough
Economy Masonry	Fort Erie
E & D Masonry Contractors	Niagara Falls
El-Chem Constr. Co. Ltd.	Burlington
W. H. Ellinger Ltd.	Pickering
Ellis-Don Ltd.	London
Ellis-Don Ltd.	Willowdale
Elmara Const. Co. Ltd.	Windsor
Elrose Construction	Scarborough
E & M Precast	Rexdale
E.M.C. Contracting Ltd. (Div./1097748)	Bolton
Emmons & Mitchell Const. Ltd.	Kingston
Empire Marble & Tile Ltd.	Edmonton, AB
Empire Masonry	Hamilton
Engineered Refractories of Canada	Sault Ste. Marie
John Entwistle Const. Ltd.	Cornwall
Environmental Technical Services	Hamilton
Enzo & Mark Construction Ltd.	Windsor
Eraldo Campagnola Stone and Brick Work ...	Guelph
E.P. Instrumentation Inc.	Stoney Creek
R. Eterden Masonry	Hamilton
E. R. Masonry Ltd.	Kitchener
E.R.S.C.O. Canada	Sault Ste. Marie
E & S Mechanical Ltd.	Hamilton
E.T.S. Mechanical Ltd.	Hamilton
E.T.S. Industrial	Hamilton
Etherden Masonry Ltd.	Hamilton
Evans-Kennedy Const. Ltd.	London
Eveready Contractors	Scarborough
Everlast Terrazzo & Tile	Mississauga
Ewa Construction Ltd.	Oshawa
Excel Epoxy Inc.	
EZ Masonry	Rexdale
Fabbri Tile Inc.	Sarnia
Faehrmann Construction	Toronto

Fahameyer Masonry Ltd.	Burlington
Fahuki Construction Incorporated	Toronto
Fahuki Group	Scarborough
Fairbine Construction Co. Ltd.	Sault Ste. Marie
Fairwin Construction Company	Maple
Fails Masonry Contractors	Niagara Falls
Fanad Enterprises Ltd.	Kitchener
Tony Fantin Masonry	Weston
Albert Faoro Ltd.	Windsor
David Farn Construction Ltd.	Toronto
Enrico Faroldi Masonry Const.	Kingston
Farr Acidproofing Refractories (Ontario) Ltd. .	Mississauga
Fasan & Son Ltd.	Oldcastle
Fassel Construction Co. Ltd.	Scarborough
F.D.V. Construction Ltd.	Porcupine
Federal Masonry Contractors Ltd.	Ottawa
Fedorchuk Masonry Ltd.	Dryden
W.E. Fee Reg'd	Manotick
Felder Construction	Toronto
Ivan Feletto Masonry Ltd.	Thunder Bay
Aldo Felice Masonry,,	Aylmer, Que.
Fern-Co Construction	Guelph
Vince Ferro Construction Co.	Windsor
Fervi Masonry	Toronto
F & G Masonry Company	Windsor
F. & L. Construction	Hamilton
John Figas Contractors	Sarnia
Filipowich Masonry Contractors Ltd.	Toronto
Filipuzzi Construction Ltd.	Downsview
<i>Findlay-Jones Insulation Co. Ltd.</i>	Rexdale
First Masonry Ltd.	Toronto
Fitzpatrick Masonry Ltd.	Glenburnie
J. G. Fitzpatrick Construction	Bath
F.J. Construction	Mississauga
Nick Flaminio ,	Oshawa

Flinn & Dreffom Eng. Co	Northbrook, IL
Floor-Craft Design Inc.	
Floral Masonry Limited	Toronto
Florano Construction Limited	Concord
W. F. Flynn Plastering	Ottawa
F & M Masonry Construction	Windsor
Foley Construction Ltd.	Kingston
Folino Cement & Tile	Sudbury
Fora Construction	Weston
Wm. Ford Constr. Ltd.	Hamilton
Forest Masonry	Windsor
N. Forieri Masonry	Ottawa
Peter Fortier	Stittsville
Fosbel Inc.	OHIO
Foster Wheeler	St. Catharines
The Foundation Company of Canada Ltd.	Toronto
Foundex Masonry Ltd.	St. Catharines
E. S. Fox Ltd.	Welland
Fox Masonry	Barrie
E/E Fradema Masonry	Gloucester
Francis Engineering Ltd.	Brockville
Franco Masonry	Sault Ste. Marie
Frank's Masonry	Thunder Bay
Fraser-Brace Engineering Ltd.	Kingston
Frederick Frank Construction	West Hill
Freelance Brick & Stonemason	Bolton
Freelance Masonry	Ottawa
Frid Construction Co. Ltd.	Hamilton
Friendship Const. Co. Ltd.	Kingston
Frigon & Son	Ottawa
Wilf Fritz & Son Co. Ltd.	Port Colborne
Frontier Contractors	Thunder Bay
F.S.R. Construction Ltd.	Toronto
FTK Construction Ltd.	Cambridge
Zoltan Fuisz Masonry Contrs.	Pembroke

Furnace Installations Co.	Mississauga
Furnco Construction	Buffalo, NY
Furnco Construction	Hamilton
Furnco Construction	Stoney Creek
S. Furtner Masonry Construction Co. Ltd.	Ottawa
Fuss Constr. Ltd.	Hamilton
F & V Masonry	Woodbridge
GA Masonry Limited	Kitchener
G.A.D. Refractories	Toronto
Gaetan Cadotte	Papineauville
V. Gaidulis Masonry Contractor	Scarborough
W. G. Gallagher Construction Ltd.	Downsview
Benny Gallinger	Cornwall
G. N. Masonry Co. Ltd.	Sudbury
Dante Gasparotto Ltd.	Thunder Bay
Gaudreault Plastering Ltd.	Noranda, Que.
P. Gault Masonry Ltd.	Arva
Harry Paul Gauss Const.	Mossley
Gauvin Masonry	Dryden
Gay Construction Ltd.	Oshawa
GB Environmental	Thorold
G & B Plastering Ltd.	Belleville
G. C. Construction	Long Sault
GC & Sons	Ottawa
G. & C. Construction	Mississauga
G & C Contractors	Toronto
G & F Masonry Contractor Ltd.	Brampton
G & G Masonry	Hamilton
Gem Campbell Terrazzo & Tile Inc.	Rexdale
Gema Masonry Inc.	Sudbury
George & Asmussen Ltd.	Kitchener/ Ottawa
Eugene Bernard George	Kitchener
Joseph James George	Kitchener
Patrick Michael George	Kitchener

William John George	Kitchener
Geos Construction Company	Toronto
Gerolami Masonry	North Bay
Gerolami Masonry Limited	North Bay
GI & Sons Masonry	Ottawa
Sammy Giamberardino Masonry Ltd.	Ottawa
Gibraltar Masonry Inc.	Etobicoke
K. Gilbert Constr. Co. Ltd.	Sarnia
M. Gilchrist General Cont. Ltd.	Ottawa
Gillanders Const. Ltd.	Toronto
Giron Contractors	Concord
Roger Givogue Ltd.	Cornwall
Glass Construction Inc.	Knox, PA
Glasrock Products of Canada Ltd.	Hamilton
Glendell Ltd.	Thorold
Global Masonry Construction Ltd.	London
Globe Masonry Limited	Toronto
Glomar Masonry Ltd.	Downsview
G.M. Masonry	Chelmsford
GN Masonry	Timmins
John Goba Ltd.	Rexdale
Frank Goddyn Masonry	Sarnia
G & L Masonry	Sudbury
G.M.D.C. Contracting Inc.	Windsor
Go Construction	Woodstock
Mark Goddyn	Sarnia
Golden Triangle Cement Work	L. Orignal
Golden Triangle Masonry Inc.	Kitchener
Goodknight Masonry Ltd.	Toronto
Gorbern Mechanical	Scarborough
A. Gorgi Masonry (1976) Ltd.	Guelph
Gormley Construction Ltd.	Brampton
D. Gosling Const. Ltd.	Windsor
Gothic Store Fixtures Ltd.	Mississauga
Gough Masonry Ltd.	Sault Ste. Marie

Goulding Bros. Construction Ltd.	Oshawa
G & R Masonry Contractor	Chatham
J. H. Gabrowski Masonry Ltd.	Embrun
Graham & Siebett Co. Ltd.	Toronto
Granada Construction & Masonry (Windsor) Ltd.	Windsor
Grand Construction and Masonry (Windsor) Ltd.	Windsor
Grand Valley Flooring Co.	Kitchener
Granico	Etobicoke
Granite Masonry Ltd.	Winnipeg, Man.
Granolite Co. Ltd.	Concord
Alf Grassing & Son Ltd.	Kitchener
Graziano Bros. Masonry Ltd.	Toronto
Great Lakes Fabricating	Toronto
Great Lakes Painting Contractors Limited	St. Catharines
Greco Construction Co.	Rexdale
Jack Greedy Ltd.	Woodbridge
A. P. Green Refractories	Winnipeg, Man.
A. P. Green Refractories (Canada) Ltd.	Winnipeg, Man.
A. P. Green	Weston
Greenway Contracting (Division of 1013921 Ont. Ltd.)	Thunder Bay
Greer Blandford Ltd.	Sarnia
Gremek Masonry	Hamilton
Grossi Bros. Ltd.	St. Catharines
Grossi Tile & Building	St. Catharines
Richard Grosso Masonry	Toronto
GSC Contracting Inc.	Millgrove
Gtr. Barrie Chamber of Commerce	Barrie
Gunson Refractory Installations Ltd.	Burlington
Gunson Refractory installations Ltd.	Cambridge
M. J. Guthrie Const. Ltd.	West Hill
F. Guy Masonry Contractors Ltd.	Sault Ste. Marie
Haelzle Masonry Ltd.	Barrie

Hagblom Const. 1984 Ltd.	Thunder Bay
T. Haid Masonry & Construction Ltd.	Scarborough
A. V. Hallam Ltd.	Thornhill
Hallam Plastering Ltd.	Weston
W. Hamel Masonry	Barrie
Jack Hamilton Construction Ltd.	Don Mills
Hamilton Psychiatric Hospital	Hamilton
Francis Hankin & Co. Lad.	Montreal, Que.
Hans & Gunther Limited	Elginburg/ Kingston
Hans & Michael Masonry	Kingston
Gus Hansen	Smith Falls
KRK Hansen Masonry Ltd.	Edmonton
Hanz & Gunther Ltd.	Glenburnie
Haramac Const. Co. Ltd.	St. Thomas/ London
Harbridge & Cross Ltd.	Weston
Harper Masonry Inc.	Kitchener
Horst Hardtke Ltd.	Manotick
J. H. Harkness Const. Ltd.	Kingston
Harrison Martyn Const. Co. Ltd.	London
Harrison Rock & Tunnel Co. Ltd.	Toronto
Harrop Ceramic Service Co.	Columbus, Ont
Wm. Hartley Construction Ltd.	Markham
Harwood Construction Ltd.	Oshawa
Harvard Construction Inc.	Hamilton
John Hayman & Sons Co. Ltd.	London
H & C Construction	Long Sault
Dane Hecimovic	Sarnia
Heffernan Floor & Wall.	Toronto
Karl Heidt Masonry Contractors	Hamilton
Heinze Schulze Masonry	Elginburgh
Helm Lathing Ltd.	Kitchener
Herbert's Masonry	Dryden
Heritage Masonry	Hamilton

Heritage Renovations and Design Ltd.	Toronto
Herman Kappert Masonry	Acton
Hersco Construction Ltd.	Markham
Heymann & Schmidt Masonry,	Winnipeg, Man.
Heymanns' Construction Ltd.	Winnipeg
Arthur Hibbert Cut Stone Ltd.	Kettleby/ Toronto
Dr. Hillers Peppermint Canada Limited	Niagara Falls
Hugo Hintz Construction Ltd.	Kitchener
Hi Wall Masonry Construction Ltd.	London
H & K Masonry	Port Perry
H & K Masonry Contracting	Oshawa
H.N.R. Industrial Contracting Ltd.	Blind River
H & R Contracting	Prescott
Erwin Hoerdts Masonry	Guelph
Hogan Bros. Construction Co. Ltd.	Toronto
Hogan Restoration Ltd.	Toronto
Holiday Construction Co. Ltd.	Scarborough
Holibru Masonry	Hamilton
Holcroft & Co.	London
J. Hollick Masonry Ltd.	Hamilton
Hollingworth Services Inc.	Brampton
Hoogovens Refractory Services Inc.	Sault Ste. Marie
Hoogsteen Bros. Masonry	Thunder Bay
Jas. F. Hope Construction Ltd.	Thorold
Hope-Loch Construction Ltd.	Thorold
Charles Huffman Ltd.	Hull, Que.
Hull-Ottawa Masonry	Hull, Que.
Humphry's Construction	Hamilton
Hunter & Maxwell Ltd.	Durham/ Burlington
Hyde Park Masonry Ltd.	London
Hydraulicrete of Canada Co. Ltd.	Montreal, Que.
Antonio Iadardini Masonry Construction	Maxwell
I.C.I. Masonry Corporation	Stittsville

I.D. Construction Ltd.	St. Catharines
Ideal Acoustics	West Brook
Imperial Construction	Windsor
Imperial Masonry	Sudbury
Industrial Incineration Inc.,	Rochester, NY
Inner City Masonry	Toronto
Inscan Contractors (Ontario) Inc.	Oakville
Inservac (1965) Ltd.	Scarborough
Insulation Ltd.	Toronto
Interprovincial Masonry Co. Ltd.	Pembroke
Internorth Construction Co.	Mississauga
IPC Contracting	Sault Ste. Marie
Isbister Restorations Ltd.	Waterdown
Ivey Dreger Construction Ltd.	Oakville
Walter H. Iverson & Son Ltd.	Winnipeg, Man.
Jacko & Burtnyk Ltd.	Toronto
Jackson Lewis, The Company	Toronto
Jaddco Anderson Construction Ltd.	Burlington
Jaga Constructors Ltd.	Mississauga
Jaltas Inc.	Rexdale
Jamac Construction Maintenance Co.	Toronto
James Masonry	Brantford
Leo Jan Masonry Ltd.	Kitchener
Janin Building & Civil Works Ltd.	Toronto
Janod Ltd.	Dorim, Que.
Fred Jantz Construction	Sarnia
Bruce Jaremey Masonry	Murillo
Jay Masonry	Burlington
J. B. Masonry	Kitchener
J. B. Masonry Contractor	Windsor
J. D. Enterprises, 857589 Ontario Limited	Richmond Hill
Jedspar Contracting Inc.	Concord
Jeles & Walsh Const. Ltd.	Brantford
Jem Masonry	Aurora
T. Jess Masonry Ltd.	Stoney Creek

Jey Masonry	Aurora
J.M. Masonry	Ottawa
Joe F. Canadian Masonry Ltd.	London
Joe's Construction Co. Essex Ltd.	Windsor
C.A. Johannsen & Sons Ltd.	Ottawa
John D. Masonry,	Hamilton
John Howard Society,	St. Catharines
Johns Brick & Block	Etobicoke
Johnson Construction	Toronto
Johns Manville Canada Inc.	Brossard, Que.
Wm. H. Johnston Construction Ltd.	Toronto
Ross Johnstone Ltd.	Toronto
ER Jonas Building Restoration	Varnier
Jonlun Masonry Inc.	Toronto
Joshua Tree Construction Ltd.	Etobicoke
C. Joyce Construction	Kitchener
J.R. Bricklayers Ltd.	Toronto
JV Building Supply	Woodbridge
J & W Construction Ltd.	Brantford
Kaiser Refractories Company	Oakville
Kamin Masonry Contractors	Kenora
Kamp's Masonry Ltd.	Ottawa
Kamrus Construction Ltd.	Toronto
Kappeler Masonry (Conestogo) Ltd.	Kitchener
Karl Heidt Masonry Contrs.	Hamilton
Kawartha Lath, Plaster, Acoustics	Peterborough
Kehl Construction	Harrow
Kemareb Limited	Thunder Bay
James Kemp Const. Ltd.	Hamilton
Kerdea Masonry Ltd.	Boltor
John Kerr Construction Ltd.	Toronto
Key Masonry Ltd.	Woodbridge
Key Masonry & Stone Construction Ltd.	Downsview
Kilbree Construction & Restoration	Toronto
Kilmer Van Nostrand	Toronto

Kilmer Van Nostrand Co. Ltd.	Downsview
King Masonry	Thunder Bay
King Port Group Ltd.	Toronto
Kingston Contracting Ltd.	La Salle, Que.
Kingston Drywall Ltd.	Kingston, ON
Kingston Lath & Plaster Ltd.	Kingston, ON
Kingston Mechanical Ltd.	Montreal Que.
R. G. Kirby & Sons Ltd.	Toronto
K & K Contractor	Simcoe
K & L Construction	Toronto
Klass Construction Co. Ltd.	Toronto
Klescon General Contractors Ltd.	Toronto
Klymenko Masonry	Thunder Bay
Klompstra Construction Limited	Sombra
K & M Refractories	Hamilton
Koch Engineering Co. Ltd.	Ottawa
Kohl Construction	Harrow
Joe Kolic Masonry	Thunder Bay
Konvey Construction Co. Ltd.	Markham
Koppers Engr'd Products Ltd.	Pittsburgh, PA
Kovacs Construction Co. Ltd.	Toronto
K.R.C. General Contractor (1140646 Ltd.)	Thunder Bay
Kri-Kon Const.	Grimsbay
J. W. Krupowicz Ltd.	Toronto
KTG Glassworks Technology Canada Inc.	Windsor
KTS Industries Inc.	Kalamazoo, MI
Kvaerner Sheaffer Townsend	Hamilton
K & Z Construction Ltd.	Toronto
L. A. Masonry	Burlington
Gerard Lafleur Masonry Ltd.	Ottawa
Laframboise Mechancial	Cornwall
Lake Erie Steel Company	Nanticoke
Lake Ontario Cement	Downsview
Lakeshore Landscape Associates (1984) Ltd.	Kitchener
Lanaar Constr. Ltd.	London

Lardale Construction Inc.	Whitby
L.A.R.C. Enterprises	Ajax
Pierre Lareau Inc.	Hull
Patrick Lareau (1067366 Ontario Inc.)	Ottawa
Construction Lariviere Ltee	Hull, Que.
Roland Lariviere Ltee	Ottawa
Romeo Laroque	Sarnia
Laurentian Masonry of Sudbury Ltd.	Sudbury
Laurentian Masonry Works	Sudbury
Lavalp Construction Co. Ltd.	Toronto
Lavergne & Fils Maconnerie	Gatineau, Que.
Lavern Asmussen Ltd.	Waterloo
G. Lavictoire & Bros.	Nepean
L.B.A. Masonry	Leamington
A.C. Leadbetter & Son, Inc.	Toledo, OH
Leader Masonry & Forming Ltd.	Weston
Leader Panels Ltd.	Weston
Leader Structures (Ottawa) Ltd.	Ottawa
Leader Structures (Toronto) Ltd.	Weston
Leadway Masons Group Inc.	Sudbury
O. Lebel Masonry	Timmins
Lee Construction	Pickering
Lee's Masonry Inc.	Toronto
Lee Wilson Engineering Co. of Canada Ltd.	Downsview
Leecon Construction Ltd.	Ottawa
Lehndorff Construction Co. Ltd.	Toronto
Lehndorff Corporation	Toronto
Const. R.M. Legare Ltd.	Chelsea, Quebec
Le Jean Blue Inc.	St. Laurent, PQ
R-M Legare	Chelsea, B.P., PQ
S. R. Lentz Const. Inc.	Perth
A. Leone Masonry Division of 312064 Ontario Ltd.	Toronto
Level Masonry Company	Ottawa
J. G Levesque Const. Ltd.	Ottawa

Levesque & Johnston	Ottawa
Lewis Masonry	Courtice
Yvon Levesque Construction	Gatineau, Que
Lima Brothers Masonry	London
Limen Masonry Limited	Concord
Lin-Al Constructors Ltd.	Brampton
Linar Contractors Ltd.	Concord
Lincoln-Arrow Interior Constr. Ltd.	Weston
Lincoln Plastering Co. Ltd.	St. Catharines
Lino Plus	Gatineau, PQ
J. E. Lipton & Assoc. Ltd.	Etobicoke
Lisanti Projects Ltd.	Toronto
Lisbon Masonry Construction Limited	London
Lisgar Construction Company, Div. of United Shelter Ltd.	Bolton
Allan Licthy Masonry	Forest
David H. Little Ltd.	Keene
Littlewood Hesse Architects	Toronto
L. J. Masonry Ltd.	Kitchener
L & M Contractors	Windsor
LMC Construction	Ottawa
Loaring Const. Co. Ltd.	Windsor
A. Lombardo & Son Ltd.	Windsor
London Caulking & Installation Ltd.	London
Lorcan Construction Ltd.	Concord
Losereit Sales & Service Ltd.	Kitchener
A. Lovisa Ltd.	Petawawa
L & R Masonry	Sudbury
L & A Masonry Sudbury Ltd.	Sudbury
L & T Masonry	Sault Ste. Marie
L.T.A. Victor Masonry Ltd.	Sudbury
L T 1 Construction	Windsor
Lucato Bros. & Son Ltd.	Niagara Falls
O. W. Lucato Const.	Niagara Falls
LUF Masonry	Thornhill

Lukas Chimney Construction Company Limited	Whitby
Lummus Canada Ltd.	Corunna
Lunar Co. (Canada)Ltd.	Toronto
Lyn-Con Builders Limited	Sault Ste Marie
T.F. Lynch Construction Ltd.	Brampton
Lynview Construction Ltd.	Whitby
Maar Refractories Ltd.	Puslinch
J. A. MacDonald (London)Ltd.	London
Macedon Investments Ltd.	Hamilton
Mac Masonry	Bramblelea
MacO Refractories	Dundas
Maconnerie Terex (2915863 Canada Inc.)	Gatineau
Magee & Haelze Masonry	Shanty Bay
J. Magee Masonry Inc	Shanty Bay
Maggio Flooring and Decorating Centre	
Magroc Inc.	Etobicoke
Magton Masonry Inc.	Waterloo
Maidstone Masonry	Maidestone
Mainway Contracting	Burlington
Major Contracting Algoma Ltd.	Sault Ste. Marie
Major Masonry Ltd.	Bowmanville
Malibu Masonry Ltd.	Mississauga
Mansion Bricklayers Ltd.	Ajax
Maple Leaf Construction	Peterborough
Maple Leaf General Stone Masonry Cont.	Toronto
Maplepark Construction Ltd.	Maple
R. R. Marcel Masonry	Sudbury
Mardel Contracting Ltd.	Downsview
Marino's Masonry	Thorold
Marion Construction Inc.	Ottawa
Marion Construction Ltd.	Sillery, Que.
Mario Pignanelli Construction	Windsor
Mark Construction Ltd.	Windsor
Markus Roman Masonry	Toronto

Marquardt Masonry	Guelph
Marquee Masonry & Restoration	Toronto
W. E. Marshall Constr. Ltd.	Mississauga
Mar-son Contracting	Ottawa
Tonay Massaro Masonry	Thunder Bay
Martial Masonry	North Bay
Martial Masonry Contractors	North Bay
E.S. Martin Construction Ltd.	Mississauga
J & M Martens Masonry	Port Perry
Mascon Limited	Kitchener
Mason-Kiewit	Toronto
T.S. Mason Contractor	Kingston
V. K. Mason Const. Ltd.	Toronto
Masonry Arruda & Sons Inc.	Gatineau
Masonry Construction	Maxwell
Masonry Decor	Mississauga
Masonry Systems Inc.	Tilbury
Masotti Const. Co. Ltd.	Windsor
Mastrangelo Construction Co. Ltd.	Toronto
Matassa Contractors Ltd.	
Matassa Construction Ltd.	Leamington
Matrix Construction Ltd.	Creemore
Mayotte Construction	Thunder Bay
MBB Power Services Inc.	
(A Subsidiary of Canadian Erectors Ltd.)	Lakeside, NS
MBB - Trecan	Mississauga
M.B.C. Construction	Windsor
Robert McAlpine Limited	Rexdale
The McBride Group Inc.	Toronto
J. McBride & Sons Ltd.	Toronto/Ottawa
McCulloch Masonry	Thunder Bay
McCulloch & Kollie Masonry	Thunder Bay
McCollum McGowan Construction	Welland
B. D. McDermott Ltd.	St. Laurent, PQ
W. A. McDougall Ltd. General Contrs	London

L. McGill Allan Ltd.	Windsor
R. McGonigal Masonry Construction	Ottawa
McGrath Engineering Ltd.	Toronto
McKay 1975 Const. Inc.	Sarnia
McKay Cocker Construction Ltd.	London
Arthur G. McKee, Co. of Canada Limited	Rexdale
Acres Davy McKee Ltd.	Burlington
McLean Chimney Co. Ltd.	Cobourg
MCL Contracting Ltd.	Toronto
Finley W. McLachlan Const. Co. Ltd.	Toronto
McLean-Peister Ltd.	Kitchener
McMillan & Stemmler	Brantford
McMullen & Warnock Ltd.	Scarborough
M-Cor Masonry Contracting Inc.	Lynden
M-D. Construction Inc.	Nepean
Medi Star Con. Ltd.	Markham
Mela Investments	Sudbury
A. Melchior Masonry	Barrie
Arnaldo Melchior	Barrie
J. Melo Drywall	Kingston
Melord Construction Co. Ltd.	Toronto
Mel-Ron Const. Ltd.	Whitby
Merison Masonry Ltd.	Weston
Merline Court	Ottawa
Metalbestos Erectors Limited	Sudbury
Metro Century Construction	Windsor
Metro Northern Masonry,,	Sudbury
Metro Precast Erectors (1978) Ltd.	Weston
M & F Construction.. . . .	Thunder Bay
MGC Masonry	Downsview
Miceli & Freres Ltee	Montreal, Que.
J. Michelin Masonry,,	Bright Grove
Mid Air Construction of Canada Ltd.	Downsview
Mid Delaware Construction Ltd.	Strathroy/ London

Middlesex Caulking & Restoration Ltd.	London
Mille Roches Const. Ltd.	Long Sault
Miller Brothers Co. (1962) Ltd.	Trenton
J. C. Milne Const. Co. (Canada) Inc.	Portland
Milne & Nicholls Ltd.	Don Mills
Milton Glass Construction Co. Ltd.	Milton
Minato & Mussio	Bright Grove
T. J. Mincher Corp.	Buffalo, NY
Mitchell Construction Company (Canada) Ltd.	Rexdale
D. C. Mitchell Const. Inc.	Windsor
M & M Masonry	Ottawa
M.M.A. Contracting Ltd.	Thornhill
M.O.D. Masonry	Ottawa
Modular Masonry	Ottawa
Mollenhauer Ltd.	Toronto
Montcalm Masonry	Sudbury
A. Monteduro Const. Ltd.	Ottawa
Howard Monteith Masonry	Barrie
Monteith McGrath Ltd.	Waterloo
Montval Construction Ltd.	Laval, Que.
Moonstone Masonry Ltd.	Woodbridge
Moore Wall (Peter Moore)	Kingston
Ralph M. Moore Industrial Installations	Kingston
Morassut Masonry Ltd.	Sudbury
More Custom Built Homes Ltd.	Windsor
Tom Morrish Masonry	Devlin
Peter Morton Masonry	Niagara Falls
Mortflock Construction (1963) Ltd.	Peterborough
Moruzzi & Bardetti Co. Ltd.	Ottawa
Moulinette Construction Ltd.	Long Sault
Cyrus J. Mouston Ltd.	Manotick
Movara Masonry	Hamilton
Norman Mowbray Ltd.	Milton
Mowe Construction Limited	Brights Grove
Mowe Masonry Ltd.	Sarnia

Moynahan & Treg	Tilbury
M & S Construction (Cornwall)Ltd.	Cornwall
MSI Maçonnerie Inc.	Messines
M & U Masonry Co. Ltd.	Ottawa
H.Muenster Construction Ltd.	Naughton
Multi Wall & Ceiling Systems Ltd.	Pickering/ Bay Ridges
Municipality of Metropolitan Toronto and the Metropolitan Toronto Housing Company Limited	Toronto
Munro Construction Inc.	Toronto
A, Murphy & Son	Toronto
Murrard Masonry Contractors Ltd.	Barrie
W. F. Murray Masonry Inc..	Scarborough
Muskoka Masonry	Huntsville
Muskoka Tar & Feather	Port Sydney
Mykael Construction Ltd.	Windsor
Onofrio Naclerio Masonry Construction	Blenheim
Nadeau Masonry	Sudbury
Nardi Excavating & Grading Ltd.	Weston
Narvet Construction Ltd.	King City
National Concrete Products	Brampton
National Masonry	Stittsville
National Refractories & Minerals	Oakville
Neath Restoration Consultants Ltd.	Waterdown
Needham & Son	Ottawa
Neill Masonry & Renovations	Hamilton
Newman Bros. Co. Ltd.	St. Catharines
Newton Construction Incorp.	Weston
Next Generation Development	Toronto
Niagara Drywall Ltd.	St. Catharines
Niagara Falls Masonry Inc.	Niagara Falls, ON
Nibros Construction Inc.	Mississauga
Nickel Belt Masonry Ltd.	Sudbury
A. J. Nicol Const. Ltd.	Ottawa

George Nieman	Pembroke
Perry Nieman	Pembroke
Eugene Nimec	Stoney Creek
Nimec Masonry Contrs. Ltd.	Stoney Creek
N & N Masonry	North Bay
Charles Nolan, The Company Ltd.	Scarborough
Norap Masonry	Richmond Hill
Norbloc Masonry Inc.	Sault Ste. Marie
Norcrete Ltd.	Sudbury
Nordic Home Builders (749504 Ontario Ltd.) ..	Sudbury
Norev Canada 1993 Inc.	Copper Cliff
Norge Building Industries Ltd.	Islington
Norman's I.V.W. (510015 Ontario Inc.)	
C.O.B. as Mela Investments	Sudbury
Normand & Fleming Ltd.	Ottawa
Normarc Construction (1976) Limited	Willowdale
North America Tile Corp.	Ottawa
Northern Industrial Refractories Ltd.	Copper Cliff
Northern Masonry	Thunder Bay
Northdown Drywall & Construction	Agincourt
Northern Power & Industrial Piping Ltd.	Toronto
Northey Construction Co. Ltd	London
North Shore Masonry.	Richards Landing
Northway Masonry Ltd.	Sudbury
Northwest Construction	Malton
North York Contracting	Toronto
Nova Contractors	North York
Nova Masonry Inc.	Dollard Des Ormeaux, Que.
Novenco Consultants Ltd.	Sudbury
Novo Mundo Contractors	Guelph
N.R.J.M. General Contractors Limited	Woodbridge
NTX Marble & Tile	Concord
O/A Grande Masonry & Cement	Windsor
The Old Stone Shoppe Inc.	Oakville

Olivieri Masonry Ltd.	Ottawa
Olympia & York Developments Ltd.	Toronto
Olympia Masonry Limited	Thunder Bay
Olympia 76 Masonry Co. Ltd.	Sudbury
One-Way Construction Inc.	Toronto
340268 Ontario Limited	Kitchener
1011054 Ontario Ltd. C.O.B. Ancor Masonry . . .	Sudbury
Ontario Cork Co. Ltd.	Toronto
Ontario Formwork Central Ltd.	Don Mills
Ontario Masonry & Concrete	St. Catharines
Ontario Masonry & Concrete (Div. of 580811 Ont. Inc.)	St. Catharines
Oran Masonry	Weston
Orillia Masonry	Orillia
Orlando Realty Corp. Ltd.	Mississauga
Joe Ortner Masonry	Elmira
Joseph Ortner Masonry	Kitchener
Oscar Construction Co. Ltd.	Windsor
Ottawa Carleton Bricklaying & Masonry Ltd. . .	Ottawa
Ottawa Tile & Marble Ltd.	Ottawa
Harry Ottenhof Masonry Contractor	Kingston
Otto's Granite	Carleton Place
Overall Design Const. Ltd.	Toronto
Oxford Development Group Ltd.	Toronto
Pafra Masonry & Construction Ltd.	Sault Ste. Marie
Palazzi Brothers Tile	Windsor
Pallisco Bros.	Tecumseh
Tony Pallotta Contracting	Weston
A. D. Palmer Associates	Sarnia
Palmex Interior Systems Ltd.	Carlsbad Springs
Panagraf General Contr. Ltd.	Burlington
Joe Pantalone Masonry Ltd.	Ottawa
Peter Panontin & Sons Masonry Contractors . .	Thunder Bay
Par Bros. Limited	Concord
Parcon Developments	North York

Parcon Masonry (11814418 Ontario Limited) . . .	Concord
Parkburn Construction Ltd.	Woodbridge
Wm. Parker Construction Ltd.	Cambridge/ Guelph
Parkwest Construction Ltd.	Windsor
Paron Construction (Eastern)	Cambridge
Participation House Brantford	Brantford
E. Pascoal Masonry Ltd.	Odessa
Pasutto Contractor Ltd.	Sudbury
Franz Patella Inc.	Toronto
Patene Building Supplies Ltd.	Kitchener
Patterson-Alexander Ltd.	Ottawa
PCL Construction Ltd.	Toronto
Peacock Contracting Ltd.	Oshawa
Domenic Pelle	Windsor
Penine Construction Ltd.	Concord
Peninsula Ceiling & Wall Systems Ltd.	St. Catharines
Wayne Penner Masonry Ltd.	Niagara-on-the- Lake
Pentagon Constr. Canada Inc.	Toronto
Perini Ltd.	Ottawa
Perwin Construction Co. Ltd.	Willowdale
Pessotto Const. Ltd.	Windsor
A. Peterson Ltd.	Willowdale
Petretta Construction	Old Castle
Petro Chemical Fabricating Sarnia Ltd.	Sarnia
Petrucci Masonry Ltd.	Garson
Pevseas Thoma Masonry Ltd.	Hamilton
P.G. Contractors Unlimited	Toronto
PG Constructors	Windsor
P & H Masonry	Port Perry
D.B. Phoenix Contractors Ltd.	Toronto
B. Phillips Co. (1987) Limited	Gormley
Phoenix Masonry Construction Corp.	London
Phoenix Restoration (Division of	

Phoenix Gunitite Services Ltd.)	Toronto
A. Piccin Masonry	Guelph
Piccinin Contractors Ltd.	Windsor
Piccioni Bros. Construction Ltd.	Windsor
B. Pietrangelo Masonry	Port Robinson
Pietrasante Construction & Masonry Ltd.	Trenton
Pigott Construction Ltd.	Toronto
Pigott Project Management Ltd.	Thunder Bay
Pine Crete Masonry	Chatham
Pinewood Const. Co. Ltd.	Brampton
Pinque Construction Co. Ltd.	Niagara Falls
Fai Pira Construction	Windsor
Carlo Piroli & Andy Tir Construction	Kingsville
Piroli Construction Inc.	Windsor
Pital Masonry (A division of Pital Investments Ltd.)	Toronto
Pitts Engineering Construction Ltd.	Markham
Place Park Windsor Ltd.	Windsor
Plaster Works	New Lowell
Plaza Ontario Marble & Tile Ltd.	Windsor
Plibrico (Canada) Ltd.	Burlington/ Sarnia
PLG Construction Ltd.	Downsview
P.L.S. Construction Ltd.	Waterdown
Plumbing Doctor Inc.	Courtice
Pockar Bros.	Regina/Calgary
Marius Poirier Masonry	Timmins
Polart Construction Inc.	Toronto
Aldo Polidori Const. Ltd.	Windsor
Politi Bros. Construction	Windsor
Pollock McGibbon	Montreal, Que.
Polodori Construction	Windsor
Polymeric Engineering Limited	Toronto
Ponte Bros. Limited - 553501 Ontario Limited	Kingston
Poole Construction Ltd.	Don Mills

Port Acoustical Construction Ltd.	St. Catharines
The Port Group Inc.	Toronto
Aiton Power Ltd.	Burlington
Prall Construction Ltd.	Winnipeg, Man
Pre Bec Inc.	Windsor
Ivan Prelogar	Sarnia
Prelogar Construction Ltd.	Sarnia
Premier Refractories	Welland
Pre-Pad Inc.	Millington, TN
Presto Construction Inc.	Ottawa
G. Pretto Masonry Contractors Ltd.	Thunder Bay
Prevseas Thoma Masonry Ltd.	Stoney Creek
Pries Masonry Const. Ltd.	Eden Mills
Pril Construction Company Limited	Weston
Prime Time Contracting Inc.	London
Pro Construction (Kitchener- Waterloo) Ltd.	Kitchener
Pro Masonry	Thunder Bay
Progress Masonry (Ont.) Ltd.	Weston
Progressive Precast Structures Ltd.	Ottawa
Projecta Engineering & Construction, Inc.	Thunder Bay
Provincial Masonry Group	London
Provincial Masonry Inc.	London
R.C. Pruefer Co. Ltd.	Windsor
Puma Construction	Windsor
Puma Contractors c/o Picco Services	Windsor
F. Puppi Construction	Windsor
Purton Construction Co. Ltd.	Don Mills
P.U.Z.	Ottawa
John Pyndyk (Masonry Contractors) Ltd.	Grimsby
Pyramid Masonry	Toronto
Pyramid Masonry	Winnipeg
Pyramid Masonry & Cement Contractors	Windsor
Pyrofrac Refractory Consulting & Services	Alberton
Q-Sons Constr. Co. Ltd.	Willowdale
Q-Tech Limited	St. Catharines

Qualified Masons	Ottawa
Quality Masonry & Restoration	Thunder Bay
Quenneville Bros. General Masonry	
Contrs. Ltd.	Long Sault
9010-4803 Quebec Inc.	St. Andre Avellin
Quinte Construction Association	Belleville
Quorum Inc.	Hamilton
R & A Masonry	Oshawa
E. (Mickey) Rade Ltd.	Sarnia
Rade Masonry Ltd.	Sarnia
Radl & Hrabl	Toronto
John Rae & Sons Construction Ltd.	Toronto
Raljon Construction Co. Ltd.	Downsview
Ram Contracting (Toronto)Ltd.	Agincourt
Ramco Refractories	Nisku
U. Ramm Masonry	Grimsby
Ramer Masonry	Concord
Randin Masonry Co. Ltd.	Sudbury
Random Builders.,	Windsor
Ranfas Engineering & Const. Ltd.	Toronto
Ranfas Engineering & Construction	Islington
D. Ranieri Heritage Restoration Ltd.	Hull
Rapid Masonry Reg'd	Montreal, Que.
T. J. Ravti General Contractor Ltd.	Windsor
Raylory Industries Ltd.	Weston
Ray's Construction Ltd.	Windsor
Tony Rea & Co. Ltd.	Windsor
Recor Services	Portland, OR
Record Const. Co.	Toronto
Reftec Inc.	St. Catharines
Refractory Services Limited	Toronto
Regional Masonry & Contracting Ltd.	St. Catharines
Reistar Masonry Ltd.	Nepean
Reinhardt Masonry Ltd.	Cambridge
Reintjes Construction	Dorval

Relcan Construction	North York
Relcan Construction Inc.	Willowdale
Reliable Construction	Hamilton
Remaz Contracting Corporation	Woodbridge
Hughes Renaud Masonry	Vanier
Renlen Contracting	Windsor
Reo Construction Ltd.	Downsview
Resource Construction Ltd.	Scarborough
Restoration Co. of Missouri Inc.	Minneapolis, MN
Rex Masonry	Willowdale
Ricardo, Constantino	Pembroke
R & I Construction	Windsor
R & I Ramtite Canada Ltd. (C.O.B. as C.E. Refractories)	Welland
James A. Rice Ltd.	Richmond Hill
Richard's Masonry Ltd.	Sarnia
Ridgewood Insulation Ltd.	Rexdale
Rindfleisch Contracting Ltd.	Bowmanville
R. Riske Constr. Co Ltd.	Toronto
Riverside Construction	Windsor
Riverside Refractories Cda. Ltd.	Nanticoke
R. N. K. Restoration	Windsor
Robert & Reno Construction Ltd.	Hamilton
Robertson-Yates Corp. Ltd.	Hamilton
Rocca Cement.	Windsor
Mille Roches Const. Ltd.	Long Sault
Rockford Tile Contractor Limited	Downsview
Rockmount Construction & Masonry	Toronto
Rockmount Construction & Masonry (860407 Ontario Limited)	Weston
Rockstar Masonry	Barrie
Manuel Rodrigues Masonry Contractor	Sarnia
Roger's Masonry,	Corbeil
Roko Construction	Windsor
Roma Construction Ltd.	Chatham

Roma Masonry Ltd.	Thunder Bay
Roman Eagle Masonry Ltd.	Mississauga
Steve Romanin Construction Ltd.	Thorold
Romar Niagara Construction	St. Catharines
Rome Construction Ltd.	Blenheim
Bruce W. Ronald	Brantford
Rori Construction	Windsor
Rosati Const. Ltd.	Windsor
Roscon Holdings Ltd.	Windsor
Rose Mechanical Ltd.	Cornwall
Ross & Anglin Ltd.	Montreal, Rue.
Ross Construction Services	Belleville
Edmond Rossett Masonry Limited..	Sault Ste. Marie
Frank Rossit	Windsor
Mario Rotundo Contr. Ltd.	Toronto
Thomas Rowan Masonry	Brantford
Royal Connaught Hotel.	Hamilton
Royal Masonry Ltd.	Sudbury
Royal Masonry Ltd.	Thunder Bay
R.S.W. Masonry Ltd.	Port Dover
Bruno Rudolph Masonry	Kitchener
Rule Bilt Ltd.	Rexdale
Ruscio Masonry Const. Co. Ltd.	Sault Ste. Marie
Rust Engineering Company of Canada Ltd. ...	Montreal, PQ
Mike Ruthuen Masonry	Thunder Bay
Richard & B.A. Ryan Ltd.	Montreal, Rue.
Richard & B.A. Ryan Ltd.	Toronto
Sacchetti Construction Ltd.	Thunder Bay
Albert Salamin	Toronto
Salmagundi Foods Ltd.	Kingston
G. Salvador Contracting Ltd.	Woodbridge
Salvatore D'Amore Masonry Ltd.	Kingston
G.Salvucci and Company Inc.	Newton
	Highlands
Sam & Tony Masonry Contrs.	Thunder Bay

Samlar Construction	Stoney Creek
Jeff Sanders Masonry	Atikokan
Sandrin Precast Ltd.	Concord
San-Lee Contractor & Forming Inc.	Oshawa
Sanpico Construction	Windsor
Santarossa Construction	Windsor
A.Santin Mason Contractor Ltd.	Kingston
Camillo Santin Mason Contractor	Kingston
G.Santin General Contractor	Guelph
Gino Santin General Contractors Ltd.	Guelph
F.Santin Contractors	Windsor
Santos Construction	Mississauga
Santos Developments Corp.	Scarborough
Sapacon Drywall Limited	Ottawa
Sarnia Masonry Const.	Sarnia
Sasha Insulation. Inc.	Mississauga
Saturn Contractors Ltd.	Sarnia
Sava Contracting Inc.	
Andrea Schmidt Const. Ltd.	London
Schneider Masonry	Sarnia
Wilf Schon Construction	London
Wilf Schon Masonry Ltd.	Denfield
Schroeder Construction	Dryden
Vern Schroeder Masonry.....	Dryden
Schulz Construction Ltd.	Brantford
Scottcan Masonry Ltd.	Churchill
Scofan Contractors Ltd.	Windsor
Antonio Secreti General Contrs.	Windsor
S.F. Masonry Inc.	Toronto
S. G. General Contractors, Division of 712987 Ont. Ltd.	Toronto
Segers Bros Masonry	Sarnia
Sam Segers	Sarnia
Selinus Construction Projects Inc.	Sarnia
The Seltzer Org. Co. of Canada Ltd.	Mississauga

Sentinel Insulation Systems Inc.	Stoney Creek
Servco Refractories Inc.	Mississauga
Sewchuk, Constanzo	Thunder Bay
S. F. Masonry	Oshawa
S. G. Masonry Contractors	Barrie
Shadeland Masonry	Stoney Creek
A. N. Shaw & Sons Ltd.	Scarborough
Shea Masonry Contractors Ltd.	Peterborough
Sheafer Townsend Ltd.	Sarnia
Sheraton Construction Ltd.	Toronto
Shewchuk & Costanzo	Thunder Bay
Siebelt & Fidorchuck Masonry Ltd.	Dryden
Silva Masonry	Mississauga
Dan Silva Masonry	Sarnia
Jack Simpson Contracting	Hamilton
D. A. Sinclair Constr. Ltd.	Cooksville
Sipico Drywall Incorporated	St. Catharines
Skyview Forming Ltd.	Weston
Smith Building Systems & Supply	Kingston
Smith Masonry	Toronto
C. A. Smith Contracting Ltd.	Markham
G. Smith Masonry Contractor	Burlington
John E. Smith Contracting Ltd.	Hamilton
Smithfield Masonry Contractors Ltd.	Toronto
Sommattino Developments, Inc.	Concord
Songer Corporation	
Carl Sorenson Masonry	Timmins
Jack Sousa Contractors.	Kingston
Southland Construction Ltd.	Windsor
Spada Tile	Kingston
Spaziani Construction	Windsor
Spirito Vincent & Sons Ltd.	Ottawa
Spray It Blue	Port McNicoll
Springbank Masonry	Toronto
R & W Sproule Ltd.	Oro

G. Spry Ltd.	Sudbury
Squire Masonry	Bolton
S & S Masonry	Stroud
Stan Couch Timber Ltd.	Thunder Bay
St. Catharines Ceilings Ltd.	St. Catharines
Rolland St. Germain Ltd.	Ottawa
St. Lawrence Northdown (J.V.)	Montreal, Que.
St. Lawrence Plastering Canada Ltd.	Montreal, Que.
Stan Couch Timber Ltd.	Thunder Bay
Stanley Structures Ltd.	Brampton
Star Masonry	Windsor
Star Masonry Contractor	Niagara Falls
Star Tile Centre	Fonthill
Starlight Masonry	Oshawa
State Contractors	Mississauga
Steel Company of Canada Ltd.	Hamilton
Steeplejack Services Ltd.	Oakville
Stefcon Construction Inc.	Toronto
Stefero Masonry	Concord
Stelco Inc.	Hamilton
Stemmler Const. Ltd.	Brantford
W.A. Stephenson Construction	Markham
Stewart & Hinan Contractors Ltd.	Beamsville
Terry Stokes Refractories	Wallaceburg
Stone & Webster Canada Ltd.	Toronto/ Maitland
Stonetechnique Enterprises & Cogemar America Inc.	
Stoneview Masonry Limited	Guelph
Stonhard Ltd.	Whitby
Strap Drywall	Gormley
Strap Enterprises 'nc.	Scarborough
Stradiotto Bros. Construction Ltd.	Guelph
Stradwick Industries Ltd.	Oakville
Stu. Riel Masonry Contractor	Peterborough
Sudbury Masonry	Sudbury

Sudbury Roman Masonry	Sudbury
M. Sullivan & Sons Ltd.	Arnprior
Summit Masonry	Winnipeg, Man.
Sunridge Construction Can. Ltd.	Ottawa
Sunset Drywall Plaster Limited	Kitchener
Superior Masonry	Windsor
Superior Masonry (Thunder Bay) Ltd.	Thunder Bay
Superior Masonry Contractors Ltd.	Windsor
Sura (Stephen) Const. Co. Ltd.	Montreal, Que.
Sweeting Masonry	Peterborough
Swindell & Dressler Co. of Can. Ltd.	Pittsburgh, PA
Sydenham Welding Ltd.	Kingston
T.A.C. Ltd.	Montreal
Tacher Enterprises Ltd.	Oshawa
Tamblyn, Pritchard, Johnson, Const.	London
Tap Masonry	London
E. Tarnaske Masonry	Kanata
Taro Properties Inc.	St. Catharines
Tavares Masonry	Ottawa
T. E. Taylor Construction	Brantford
Taylor Engineering Ont. Ltd.	Mississauga
Taylor Masonry	Sault Ste. Marie
T.C. Bricklayers	Toronto
Teaphilus Masonry Inc.	Gloucester
Tecoglas Inc.	Tecumseh
Tecticon Structures Limited	Pickering
Tecumseh Masonry	Tecumseh
Henry F. Teichmann Inc.	Pittsburg, PA
A. V. Tennant General	Rexdale
Terra Construction Company	Toronto
Terrazzo Mosaic & Tile Company	Toronto
Tertile (Ontario)	Don Mills
F. Tesolin Constr.	Windsor
T & F Construction Ltd.	Bolton
Thibeault Masonry Ltd.	Toronto

M.S. Thompson	Cornwall
Thunder Bay Masonry	Thunder Bay
Tidemark Constr. Ltd.	Woodstock
Tidey Const. Co. Ltd.	Hamilton
Tiger Masonry Contractors	Hamilton
Tilechem Ltd.	Montreal, Que.
Tileman Canada Ltd.	Mississauga
Tilex Incorporated	Dunrobin
Timberwolf Concrete Floors Inc.	
Time on your Side Ltd.	Mississauga
W. Timko	Toronto
R. H. Timms Const. & Engineering Ltd.	St. Catharines
Douglas Tippin Masonry	Chatham
Titon Bricklaying Ltd.	Scarborough
T.K. Masonry	Sudbury
TN Masonry Limited	Toronto
Harry Todd Construction	Toronto
Toledo Eng. Co. Inc.	Toledo, OH
Tolka Masonry	Scarborough
Tols Construction Ltd.	Windsor
Tonel Masonry Ltd.	Woodbridge
Tonino Pallotta Contractors	Downsview
Tonus Masonry	Sudbury
Top Star Masonry	London
Toron Masonry Ltd.	Weston
Toronto Board of Education	Toronto
Toronto Renovators	Toronto
Toronto Restorations Inc.	Toronto
Tosello & Sons Inc.	Hannon
Total Seal Ltd.	London
Touchstone Masonry Ltd.	London
Town & Country Masonry	Mooretown
Transceder Limited	Kitchener
Trend Flooring (Eastern) Ltd.	Ottawa
Trent Masonry Ltd.	Peterborough

Trent Valley Paperboard Mills	Trenton
Tri Krete Ltd.	Weston
Trico Masonry Co.	Mitchell Bay
Tricon Masonry Ltd.	Nepean
Trillium Contracting Inc.	Windsor
Trí Mark Masonry	Moorefield
Trin-Co Construction	Guelph
Triple A Masonry (9020-1377 Quebec Inc.)	Quebec
Tropea Masonry	Thunder Bay
John M. Troup Ltd.	Windsor
Trowel Craft Masonry Ltd.	Ottawa
True-Line Masonry Ltd.	Ottawa
Tru-Lu Masonry	Hamilton
Truman Jess Masonry Ltd.	Hamilton
Trustt Masonry	Toronto
TS Masonry/620230 Ontario Ltd.	
C.O.B. as Tony Sica Masonry	Cobourg
TTMGO Inc.	Toronto
J. R. Tubaro & Son Ltd.	Windsor
Turnpike Masonry Ltd.	Rexdale
Turzillo Contracting Ltd.	Mississauga
TV Construction Masonry	Stoney Creek
Twin City Const. Ltd.	Thunder Bay
Twin Masonry Ltd.	Toronto
2000 Century Masonry Art Ltd.	Brampton
P. Tychanski	Burlington
Ultra Masonry Ltd.	Rexdale
Umasco	Weston
Union City Const. Ltd.	Bowmanville
Union Masonry	Windsor
Union Masonry Ltd.	Ottawa
Union Tile & Marble Ltd.	Ottawa
United Masonry Const.	St. Catharines
United Masonry Contractors Inc.	Concord
United Refractories	Warren, OHIO

A.M. Universal Stoneworks Inc.	Toronto
Univex Canada Ltd.	Ottawa
Upright Construction Co.	St. Catharines
L. H. Urban Masonry	Minesing
Ussdetti Construction Ltd.	Windsor
Usoletti Construction Limited	Windsor
Uvanile Brothers Ltd.	Thunder Bay
Val Masonry	Kitchener
Val Therese Masonry	Val Therese
Vanbots Construction Co. Ltd.	Scarborough
Vander Muelin Const. (1971) Ltd.	Burlington
Stan Vanderploeg Masonry Ltd.	Owen Sound
W. Van Erp Masonry Inc.	Brantford
Van Hoof (Whitby) Ltd.	Whitby
Vanis Masonry Construction Co.	Nepean
John Van Hoorn Contractor	Sarnia
Varamae Construction Ltd.	Thornhill
Vaughan Masonry Inc.	Concord
VC Masonry	Gloucester
Vector Construction	Thunder Bay
Sam Veltri Construction Ltd.	Thunder Bay
Venice Masonry	Windsor
Venzon Plastering Ltd.	Niagara Falls
Verga Masonry Co. Ltd.	Windsor
Victor Carpentry Ltd.	Markham
Victoria Carpentry Ltd.	Markham
Victor Masonry Construction Limited	Downsview
Vilar Construction Masonry Inc.	London
<i>Village Contractors</i>	Toronto
Vinmod Masonry Construction Limited	Hamilton
Bronko Vinski Operating as BVR Masonry	Sarnia
Vito Masonry	Windsor
V & M Bricklayers Limited	Toronto
V. & M. Masonry Co.	Toronto
Volley Construction Ltd.	Corunna

Volpatti Plastering & Constr. Ltd.	Niagara Falls/ St. Catharines
WAK Masonry	Barrie
M. Anthony Wallis & Assoc.	Toronto
Warren H. Wagner	Pembroke
Walford Road Construction Ltd.	Sudbury
G.A. Walsh Masonry Construction	Brantford
Ward's Construction	Kapuskasing
Wm. Warden & Co. Ltd.	Guelph
G.S. Wark C.O.B. as G.S. Ltd.	
Warren Steeplejack Ltd.	Brantford
A. L. Watson Ltd.	Scarborough
James D. Watt Construction Ltd.	Welland
Waynes Masonry	Mar
Webster & Sons Ltd.	Toronto
W.E.C.O. Ltd.	Weston
Welcon Limited	Cambridge
Welland Masonry Ltd.	Welland
William S. Welsby Plastering Co. Ltd.	Welland
Westbrook Walls & Ceilings WestbrookWestcon Restoration and Waterproofing Inc.	Thunder Bay
Westridge Estates	Oshawa
West Pine Carpet & Tile Ltd.	
West York Construction	Weston
Michael Wetzl Masonry Contractor	Williamstown
John Wheelright Ltd.	Weston
Oscar Wiles & Sons Ltd.	Kitchener
Wilputte Canada Ltd.	Sault Ste. Marie
James Wilson Construction Inc.	Ottawa
Lee Wilson Eng. Co. of Canada Ltd.	Downsview
Wincon Construction Ltd.	Windsor
Windsor Roma Tile Ltd.	Windsor
Windsor United Masonry Ltd.	Windsor
Winter Masonry Ltd.	Belle River

William D. Winter Ltd.	Whitby
Winvalley Construction Ltd.	Whitby
W.J.R. Refractory Sales and Services Inc.	Burlington
W.N. Construction (Ottawa)Ltd.	Ottawa
J. Wolstenholme Ltd.	Peterborough
Woodall Const. Ltd.	Windsor
Woodbury Construction	Etobicoke
Woodbury Construction Ltd.	Etobicoke
Wythe Enterprises	Toronto
XS Masonry Inc.	Hamilton
David Yan Construction Ltd.	Toronto
Young & Apperley Ltd.	Toronto
Yustin Construction Ltd.	Mississauga
Zabel Bros. Contractors Ltd.	Dundas
Zamparo Bros. Contractors Ltd.	Toronto
Zan-Dall Const. Ltd.	Windsor
Zanet & Sons Tile Co.	Windsor
Rino Zanette Ltd.	Thunder Bay
Zanini & Co.	Toronto
Zanini & Co. Ltd.	Toronto
Zalcar Eng. & Contracting Co. Ltd.	Markham
ZAR Construction	Fenelon Falls
Zarr Construction	Fenelon Falls
E. Zimmerman	Scarborough
Zorgo Construction Ltd.	Brampton
T. Zussino Const. Ltd.	Thunder Bay
2000 Century Masonry Art Ltd.	Brampton
103703 Ontario Ltd.	Guelph
1228049 Ontario Ltd	Toronto
1287567 Ontario Inc.	Clarington
1421771 Ontario Inc.	Toronto
1512765 Ontario Inc.	Toronto
2000985 Ontario Ltd.	Kitchener
2013432 Ontario Ltd. o/a J.S. Farmer Enterprises	Oshawa

312064	Ontario Ltd. (ref. A. Leone Masonry)	Toronto
356488	Ontario Ltd.	Windsor
375498	Ontario Ltd.	Brantford
3855310	Ontario Inc. (ref. Cambrian Constr. & Masonry)	Sudbury
420132	Ontario Ltd.	Barrie
428711	Ontario Ltd. (ref. Amerigo Construction)	Thunder Bay
444348	Ontario Ltd.	Thunder Bay
455533	Ontario Ltd. (ref. Canadian Masonry Ind.)	Weston
510886	Ontario Inc.	Ottawa
515422	Ontario Ltd.	Beachville
542590	Ontario Ltd., C. O. B. Travelers Motor Inn	Cambridge
558526	Ontario Inc.	Grimsby
575560	Ontario Ltd.	Oshawa
628983	Ontario Ltd. (ref. Centro Masonry)	Woodbridge
652067	Ontario Inc.	Owen Sound
659516	Ontario Lid.	Oshawa
672259	Ontario Ltd. (ref. Agrigento Group)	Hamilton
712987	Ontario Ltd. (ref. S. G. General Contr.)	Toronto
789256	Ontario Ltd.	Sarnia
825153	Ontario Ltd. (ref. Base Construction Limited)	London
857589	Ontario Ltd. (ref. Triput Masonry)	Schomberg
861157	Ontario Ltd.	Emmismore
948641	Ontario Ltd.	Mississauga
980368	Ontario Inc. (ref. Base Construction Limited)	London
993465	Ontario Corp.	Sudbury

993466	Ontario Corp.	Kitchener
1000148	Ontario Ltd.	Woodbridge
1017185	Ontario Ltd.	Woodbridge
1078216	Ontario Ltd.	Tecumseh
1085311	Ontario Ltd.	Brampton
1025213	Ontario Inc.	Sudbury
9010-4803	Quebec Inc.	St. Andre Avellin, PQ

Contractors under Certification by Local #2

ACDMC Group Inc. (General Contractors)

Atlantico Masonry Co. Ltd.

Avo Masonry Ltd.

B.J. Masonry

B.M. Bricklayers

Bricklayers Ltd.

CN Bricklayers Inc.

Cane Masonry

Canadian Tire Petroleum Division, A Division of Canadian Tire
Corporation Limited

Casabella Masonry Ltd. & R&A Constructinn

Dave Brown Masonry Ltd.

Delfino Masonry Ltd.

Delgados Bricklayers Ltd.

Dynamo Masonry Contracting Ltd.

First Masonry

Fly Masonry Ltd.

Franca Masonry

Frank's Masonry Ltd.

F.R.S. Construction Ltd.

Goodknight Masonry Ltd.

G.R.S. Construction Ltd.

Jedspaar Construction Limited

J.C. Melo Masonry

J & K Stone Masonry Specialists

J. Martins Masonry Ltd.

John Salvatori Construction
Joshua Tree Construction Ltd.
Kolar Masonry Co.
Lindo Lar Masonry Inc.
Lourimar Masonry Ltd.
Lunardon Construction Masonry Ltd.
M.R.C. Industrial Masonry Ltd.
Mascone Masonry Group
Mill Masonry
Minho Masonry Ltd.
Model Masonry
Oeste Bricklayers Ltd.
O.J. Masonry Ltd.
Piccirillo Masonry Ltd.
Pinheiro Masonry
Recente Masonry
Residential Masonry Ltd.
Rosegarden General Masonry Construction
Santos Masonry
Sequest Construction Ltd.
Starlight Masonry
Starline Masonry Ltd.
Summit Masonry (1988) Inc.
Sunbeam Construction
Stroke Masonry Ltd.
Tarbo Construction
Taylor Masonry
T.C. Bricklayers
Tempo Construction
Trustt Masonry
Unidos Bricklayers & Masonry Ltd.
Vila Verde Masonry
Westdown Masonry Ltd.
944302 Inc. Raymond (Duro Masonry Unlimited)

Members and Former Members of General Contractors' Section
Toronto Construction Association

Aberfoyle Steel Inc.	Bolton
Alps Restoration	
Div. of PA Restoration Inc.	Mississauga
Avenue Structures	Weston
Aykroyd Contracting Limited	Scarborough
Wray Backus Construction Limited	Downsview
Ball Brothers Limited	Kitchener
Banyan Construction Ltd.	Weston
Beaver Cook & Leitch Ltd.	Toronto
Beaver Cook & Leitch (Ontario) Ltd.	Toronto
EC Systems Ltd.	Toronto
Beco Equipment Limited	Toronto
F.D. Begley & Associates	Toronto
Bennett-Pratt Limited	Weston
Bird Construction Co. Ltd.	Etobicoke
Bisson & Dobbin Inc.	Aurora
Blue Regions Forming & Masonry	Toronto
Bondfield Construction Co. Ltd.	Downsview
Bradsil Limited	Toronto
Breywood Construction Co. Ltd.	Newmarket
Broders, Ed, Construction Ltd.	Toronto
Brown & Huston Limited	Downsview
Buckingham, G.E., Contracting Ltd.	Mississauga
Butt, M.A., Construction Ltd.	Markham
Butt, M.A., Construction Ltd.	Richmond Hill
C.S.F. Construction Incorporated	Weston
C.W.C. Construction Company	Mississauga
Cadco Contracting Limited	Toronto
Cadco Contracting Limited	Milliken
Cadet Construction Limited	Milliken
Cadillac Fairview Corporation Ltd.	Toronto
Cameron-McIndoo Interiors Ltd.	Don Mills
Cameron-McIndoo Construction Inc.	Don Mills

Nicholas J. Campbell	Downsview
T. Campbell Construction Limited	Brampton
Campbell-Yustin Limited	Downsview
Campeau Corporation	Ottawa
Campeau Corporation Ltd.	Ottawa
Camston Limited	Toronto
Camston Agnew Limited	Willowdale
Camston Toronto Limited	Toronto
Canada Construction Limited	Mississauga
Canadian Engineering & Contracting Co.	Hamilton
Canadian Engineering & Contracting Co. Ltd. .	Hamilton
E.G.M. Cape & Company Limited	Don Mills
E.G.M. Cape & Company Limited	Willowdale
Cape Construction Group Inc.	Willowdale
Carruthers, Paul Constr. Ltd.	Markham
Patrick J. Casey Construction Ltd.	Concord
Casey-Hewson Construction Limited	Willowdale
Cementation Company (Canada) Limited	Brampton
City Construction	Willowdale
Cloke Construction	Scarborough
Cloke-Kirby Construction Ltd.	Scarborough
Concordia Construction Inc.	Toronto
Con-Eng Contractors Inc.	London
Convert-A-Wall Limited	Brampton
Coast To Coast Installations Inc.	Mississauga
Coogan Construction Corporation	Downsview
Cooper Construction Co. (Eastern) Ltd.	Hamilton
Cooper Construction Company Limited	Etobicoke
Corinthian Construction & Eng. Ltd.	Toronto
D.R. Crawford Construction Ltd.	Brampton
C.W.C. Construction	Toronto
Dalson Engineering & Constr, 1974 Ltd.	Toronto
Dalton Engineering & Constr. Co. Ltd.	Toronto
Dantam Structures Limited	Weston
D.D.S. Forming Limited	Brampton

Den Lee Developments Ltd.	Toronto
Devinco Industrial Management	Willowdale
Dickie Construction Ltd.	Toronto
Dineen Construction Ltd.	Rexdale
Division Construction Limited	Weston
Dominion Bridge Co. Ltd.	Toronto
Doyle, Hinton Ltd.	Scarborough
Dryek Limited..	Willowdale
Dymor Construction	Toronto
Eastern Concrete Forming Co. Ltd.	Rexdale
Eastern Construction Company Ltd.	Toronto
Ellinger, W.H., Limited	Pickering
Ellis-Don Ltd.	Willowdale
Elrose Construction	Scarborough
Eton Construction Ltd.	Mississauga
Eveready Construction Inc.	Scarborough
Eveready Contractors	Scarborough
Faehrmann Construction	Toronto
Fairwin Construction	Maple
Farn, David, Construction Ltd.	Toronto
Fassell Construction Co. Ltd.	Scarborough
Ferracon Construction Limited	Rexdale
Foley Construction Ltd.	Kingston
The Foundation Company of Canada Limited	Toronto
The Frid Construction Company Limited	Hamilton
Gallagher, W.C., Construction Ltd.	Downsview
W. G. Gallagher Construction Ltd.	Concord
Gencon Construction Limited	Toronto
General Store Builders Inc.	King City
Germano Construction Ont. Ltd.	Weston
Geos. Construction Co. (see Terra Const.)	Toronto
Gillanders Construction limited	Toronto
Goba, John, Limited	Rexdale
Gothic Store Fixtures Limited	Mississauga

Graham & Sibbett Co. Ltd.	Toronto
Greco Construction Company	Rexdale
Greedy, Jack, Limited	Woodbridge
The Grolay Corporation Ltd.	Caledon East
M.J. Guthrie Construction Limited	West Hill
Harbridge & Cross Limited	Weston
William Hartley Construction Limited	Markham
Helsdon Construction Limited	Toronto
Holiday Construction Co. Ltd.	Scarborough
Internorth Construction Co.	Mississauga
Ivey-Dreger Construction Ltd.	Oakville
Jacko & Burtnyk Limited	Toronto
The Jackson-Lewis Company	Toronto
Jaga Constructors Ltd.	Mississauga
Jaga Constructors Ltd.	Toronto
Janin Building & Civil Works Ltd.	Toronto
Janin Building & Civil Works (1983) Ltd.	Toronto
Johnston, Wm. H., Construction Ltd.	Toronto
Johnstone, Ross, Ltd.	Toronto
Kamrus Construction Limited.	Don Mills
Kirby, R.G., & Sons Ltd.	Willowdale
K & L Construction	Toronto
Konvey Construction Co. Ltd.	Markham
Kovacks Construction Company Ltd.	Toronto
L & L Associate	Toronto
Latto Construction Ltd.	Toronto
Leader Structures (Toronto) Ltd.	Weston
Lehndorff Construction Co. Ltd.	Toronto
Linrin Forming Limited	Thornhill
Lisgar Construction Co. (Div. of United Shelters Limited),	Bolton
Loring Construction Company Limited	Burlington
The Lunar Company (Ontario) Limited	Toronto
The Lunar Company Limited	Toronto
Lynch, T.F., Construction Ltd.	Toronto

Marshall, W.E., Construction Ltd.	Mississauga
Martin, E.S., Construction Ltd.	Mississauga
Mason, V. K., Construction Ltd	Toronto
McAlpine, Robert, Ltd.	Rexdale
J. J. McGuire General Contractors	Scarborough
McKay — Cocker Construction Limited	London
McLachlan Construction Co. Ltd.	Toronto
Finley W. McLachlan Construction Limited	Toronto
McGrath Engineering Limited	Toronto
Mel-Ron Construction	Whitby
Merison Masonry Limited	Weston
Milne & Nichols Limited	Don Mills
Mitchell Construction Ltd.	Markham
The Mitchell Construction Company (Canada) .	Brampton
Mollenhauer Ltd.	Toronto
Mount Pleasant Construction Limited	Toronto
Nardi Excavating & Grading Ltd.	Weston
Newton Construction Inc.	Downsview
Nolan, The Charles, Co. Ltd.	Scarborough
Norge Building Industries	Islington
Normarc Construction Ltd.	Willowdale
North End Contractors Inc.	Montreal, Que
Olympia & York Developments Ltd.	Toronto
Ontario Formwork (Central) Ltd.	Don Mills
Orlando Realty Corporation Ltd.	Mississauga
P C L Construction Limited	Toronto
PCL Constructors Eastern Inc.	Mississauga
Pancor Industries Limited	Mississauga
Parker, Wm., Construction Ltd.	Guelph
Patella Construction Inc.	Toronto
Patella, Franz, Inc.	Toronto
Peacock Contracting Ltd.	Milliken
Pentagon Construction Canada, Inc.	Willowdale
Petersons, A., Ltd.	Willowdale

Petra Construction	Toronto
Pigott Construction Ltd.	Islington
Plyform Construction Company Limited	Mississauga
Pollock-McGibbon Limited	Montreal, Que.
Pools Construction Ltd.	Don Mills
Prevada General Contractors Inc.	Toronto
Quality General Contracting Company	Markham
Q-Sons Construction Co. Ltd.	Willowdale
Rae, John & Sons, Contr. Ltd.	Toronto
Raljon Construction Co. Ltd.	Downsview
Ram Contracting (Toronto) Ltd.	Agincourt
Ranfias Engineering & Constr. Ltd.	Islington
Rice, James A., Limited	Gormley
Richard & B. A. Ryan Ltd.	Toronto
R.P.A. Construction Ltd.	Toronto
Robertson Yates Corporation Ltd.	Hamilton
Ronway Construction Ltd.	Mississauga
Store Fixtures Unlimited, Limited	Mississauga
Steinberg Inc.	Montreal
SBM Construction Ltd.	Toronto
Sheraton Construction Ltd.	Toronto
Smith, C. A., Contracting Ltd.	Markham
Squire Masonry	Bolton
Steeplejack Service Ltd.	Mississauga
Strap Enterprise Inc. Contrs.	Scarborough
Structform International Limited	Agincourt
Structural Formwork Limited	Agincourt
Tennant, A. V., General Contrs. Ltd.	Rexdale
Terra Construction Company (See Geos Const.)	Toronto
Tobern Construction Limited	Downsview
Toddglen Construction Limited	North York
Trist Construction Limited	Toronto
Tru-Wall Group Limited.. ..	Woodbridge
Turzilli Contracting Limited	Mississauga

Harry Todd Construction Limited	Toronto
Vanbots Construction Co. Ltd.	Scarborough
Varamae Construction Ltd.	Toronto
Vaughan West Contracting	Downsview
Wallis, M. Anthony, & Assoc.	Toronto
West, David, Limited	Downsview
West York Construction Ltd.	Weston
Wheelwright Construction Inc.	Weston
Wheelwright, John, Ltd.	Weston
George Wimpey Canada Limited	Toronto
Yan, David, & Partner of Canada Ltd.	Toronto
Young & Apperley Ltd.	Toronto
Yustin Construction Ltd.	Mississauga
Yustin Interiors Limited	Toronto
Zalcar Eng. & Contr. Co. Ltd.	Markham

List of **Firms** who have signed the Recognition **Agreement** with
The Toronto-Central Ontario Building and Construction Trades
Council

A.G.A. Construction Limited (also Atlantic Const. Ltd.)	Downsview
Ally Construction Company Limited	Toronto
A.E. Anderson Ltd.	Burlington
Anstey & Gray Limited	Port Credit
Anvill Construction Limited (see Preway)	Toronto
Arch Construction Limited	
Arch Construction (1967) limited also Scitech Construction (1968)	Don Mills
Art Magic Carpentry Ltd.	Mississauga
Bankfield Construction Co. Ltd. (John Kamper)	Schomberg
Barber, G.A., & Sons Ltd.	Pefferlaw
Barclay Construction Limited	Hamilton
Barker, G., construction Ltd.	London
Barter Construction Limited	
Floyd Freburn	Peterborough

Bathe & McLellan Construction Ltd.	Oshawa
Bau Canada Ltd.(see also West York),	Weston
Beco Equipment Limited(C.A. Sparrow)	Toronto
Bedford Construction Co. Ltd. (also Canada Construction, Canada Dredge & Dock , Abalmont Ltd.)	Scarborough
Begg & Daigle Limited	Markham
Bemac Construction	Concord
Benjamin & Gibson Ltd.	Mississauga
Bibstan Construction Limited (James Stanley)	Willowdale
Bield Construction Ltd.	Toronto
Blandford Insulation Limited	Mississauga
Boc, George Construction Co. Ltd.	Welland
Bowslaugh, P.D., Limited (also Esperto Construction)	
Brad-Jay Investments Ltd.	Rexdale
Bradsil Limited	Toronto
Bridgeland Excavating & Grading Ltd.	Toronto
British Steel Construction (Can.) Ltd. (The Gen. contracting Division of)	Toronto
Broders, Ed, Construction Limited	Toronto
C.K. & C Construction Limited	Toronto
C.M.R. Construction & Eng. Ltd. (sub. of R.B. Bayly Assoc.)	Markham
CSBI Contracting Limited	Mississauga
Cadco Contracting Limited (sub. of Cadillac-Fairview)	Toronto
Cameron-McIndoo Ltd.	Don Mills
Campeau Corporation.. . . .	Toronto
Camston Limited	Toronto
Canada Construction Company Limited (also Bedford Construction)	Rexdale
Canada Square Corporation Limited	Toronto
Canadian Lift Slab Company Limited	Malton
Carmac Construction Company Limited	Toronto

Carnovale, N., & Sons Construction Ltd.	Toronto
Carroll Contracting Company Limited	Toronto
Carruthers, Paul, Construction Co. Ltd.	Unionville
Caseau Construction Company	Weston
Caten Construction Limited	Islington
Central National Construction Co. Ltd. (C.N. Investments Ltd.)	Toronto
Coast to Coast Diamond Drilling & Contracting Co. Ltd	Mississauga
Codeco Limited	Willowdale
Collavino Brothers Construction Co. Ltd.	Windsor
Collini, T., Company Limited	Weston
Comer Company (Duncan, Johnson & Falconer	Don Mills
Commercial Leaseholds Limited (Thomas Clayton Kraft)	Hamilton
Concept Structors Limited	Mississauga
Condor Construction Limited (Mr. Vroom)	Sarnia
Con Drain Company Limited,,	Concord
Conforzi, Fred, Construction Limited	Islington
Connolly, P.R. Construction Ltd. (Perry Connolly)	Brampton
Con-Stel Erectors Limited	Georgetown
Cooksville Investments Limited	Mississauga
Crawford, D.R., Construction Ltd.	Brampton
Crestile Limited	Scarborough
Culham Construction Ltd.	Mississauga
Cullen Construction Co. Ltd.	Toronto
Dalton, Edward, Building Contractor	Scarborough
Danar Development Co. Ltd. Ref.: Ranada Dev. Corpn.	Toronto
Danforth Construction Co. Ltd.	Downsview
Daniels Construction Co. Ltd. (div. of A. J. Biffis Ltd.)	Toronto
Daeside Construction Limited	Willowdale

DeMarco, V.V., Properties Limited	.....	Markham
Demco Construction Limited	.....	Concord
Dencon Engineering Ltd.	.....	Etobicoke
Den-tee Developments Limited (now AF & W. Systems Ltd.)	.....	Toronto
Dennis, Reuben R.	.....	Toronto
Diamond & Mogul Builders Ltd.	.....	Toronto
Dirmer Developments Inc. (I.C.I. & Res.)	.....	Toronto
Division Construction (see also Newton)	.....	Weston
W. H. Dodd Construction Co. Ltd.	.....	Toronto
Dohan, F.J.	.....	Scarborough
Dolmar Construction Company	.....	Toronto
Dorval Construction Company	.....	Toronto
Dundas-Scarlett Developments Limited	.....	Toronto
Dunker Construction Ltd.	.....	Kitchener
Duvac Enterprises Inc.	.....	Toronto
Dynamic Construction Limited	.....	Mississauga
Eastern Concrete Forming Co. Ltd.	.....	Rexdale
Eastern Construction Co. Ltd.	.....	Toronto
Economy Construction Limited	.....	Toronto
Ellinger, W. H. Limited	.....	Pickering
Ellis-Don Limited	.....	Willowdale
Ellwall & Sons Construction Limited	.....	Thornhill
Elmont Construction Limited (see Roanne Holdings)	.....	Scarborough
Enavant Limited (also Drwell Industries)	.....	Mississauga
Esperito Construction (see Bowslaugh)		
Essex Construction Co.	.....	Scarborough
450771 Ontario Inc.	.....	Toronto
F.C.P. Construction	.....	Toronto
Factory Maintenance Services Ltd. (Sub. of Purton Construction)	.....	Don Mills
Faehrmann, Alfred, Construction	.....	Toronto
Fairwin Construction Co. Ltd.	.....	Maple

Far North Construction (see Lisgar Construction & Known Construction)	
Farn, David Construction Ltd.	Toronto
Fassel & Baglier	Scarborough
Field Construction limited	Downsview
The Fluor Corporation of Canada Limited	Toronto
Folco Construction (signed under Raney-Tari)	
Forecast Construction Limited (form. Rimco)	Markham
Franki of Canada Limited	Scarborough
Gallagher, W. G., Construction	Concord
Gallo, J., Excavating & Grading Limited	Brampton
Garcon Construction (361507 Ontario Limited)	Toronto
Gardiner-Wighton Company Limited	Toronto
Gaunt, E, Construction	
Granada Investments Limited	Toronto
Green, Sidney, Construction Co. Ltd.	Downsview
Green Hall Construction Limited	Don Mills
Guthrie, M.J. Construction Ltd.	West Hill
Hamilton, Jack, Construction Ltd.	Don Mills
Harbridge & Cross Limited	Weston
Harguy Construction Limited	Toronto
Hobson, G.C., Limited	Scarborough
Holscot Construction Ltd.	Richmond Hill
Hope, Jas. F., Construction Ltd.	Toronto
How, W. G. (Toronto) Limited	Toronto/Midland
Humphreys & Glasgow (Canada) Ltd.	Toronto
Hurley Construction Ltd.	Toronto
Icanda Limited	Montreal
Imperial Construction Limited, Head Office	Winnipeg
Industrial Maintenance Company	Richmond Hill
International Plant Maintenance Ltd.	Toronto
Internorth Construction Co. Limited	Mississauga

Ivanoff, J., Construction Limited	Toronto
Ivey-Dreger Construction Ltd.	Oakville
J.D.5. Investments Limited	Downsview
P.D.S. Investments Limited	Downsview
Jacko & Burtnyk	Toronto
Jacobelli, A., Company	Rexdale
Jambor & Osborne Displays, Exhibits	Toronto
Johnston, R.G. Construction Ltd.	Scarborough
Johnston, Ross Limited	Toronto
Johnston, Wm. H., Constn. Ltd.	Toronto
Jonbar Construction Ltd.	Toronto
Jordan Construction Management Ltd.	Toronto
Jones, Tom, & Sons Ltd.	Thunder Bay
Kamrus Construction Limited	Don Mills
Kemp, James, Constn. Ltd.	Hamilton
Kennedy, M. & D., Construction	Barrie
Kensington Towers Limited	Toronto
Kerstone Contractors Limited	Scarborough
Kevlin Construction Co. Ltd.	Milliken
Kipling Properties Ltd. (also Anthes Equipment Ltd.)	Mississauga
Kissak, W. R., Contractor	Toronto
Known Construction (see Lisgar Construction Co.)	Bolton
Krupowicz, John W., Limited	Toronto
Lakeside Contracting Co. Ltd.	Mississauga
Leader Construction Co.	Weston
Leasehold Construction Corporation	Montreal
Liebel & Engle Construction Co. Ltd.	
Lipton, J.E. Associates Limited	Islington
Lisanti Construction Co. Ltd.	Toronto
Lisgar Construction Co. (also Far North Construction & Known Construction)	Bolton
Lostracco, S. & Sons Ltd.	Welland
Lovrics, E.S., & Associates Ltd.	Toronto

Lunar Company Limited, The	Toronto
Lupac Contractors Limited	Downsview
Lyn-Gale Construction Co. Ltd.	Toronto
Lynch, T.F., Construction Limited	Toronto
Magil Construction (Ont.) Ltd.	Mississauga
Maher Construction Limited	Brampton
Markglen Investments Ltd.	Toronto
Marshall, W. E., Construction Limited	Mississauga
Martin, Armien J.	Toronto
Massey, F. & W.H., Limited	Scarborough
Mastercraft Bridge & Engineering Construction (Ottawa) Limited	Ottawa
Masterpiece Woodwork Ltd.	Toronto
Melia Limited	Rexdale
Mel-Ron Construction Co.	Whitby
Millmink Dev. Ltd. (Peel-Elder Dev.)	Willowdale
Moir Construction Co. Ltd.	St. Catharines
Monica Investments Ltd.	
Monmax, H. & G., Services Ltd.	Toronto
Montrose Construction Ltd.	Willowdale
Morgan, Aubey, Contr'g. Ltd.	Toronto
Morocas Gen. Contr. Ltd.	Toronto
Mount Pleasant Construction Limited (formerly R.P.A. Constn.)	Toronto
Murphy, A.C., Construction Ltd.	Toronto
MacEachern, Gordon A., Ltd.	Toronto
McAlpine, Robert, Ltd.	Rexdale
McClintock, G. Stan	Toronto
McDougall, W.A. Ltd.	London
McGrath Engineers	Toronto
McLachlan, Finley W., Ltd.	Toronto
McLaren, Donald, Ltd.	Downsview
McMullen & Warnock Ltd.	Scarborough
McNally, S., & Sons Ltd.	Toronto/Hamilton
McNamara Construction Ltd.	Willowdale

N. & S. General Contractors Ltd. (Joe Nakamura)	Willowdale
Napev Construction Ltd.	Mississauga
Nelkin Construction Limited	Toronto
Newcarl Company Limited	Ajax
Newman Brothers Limited	St. Catharines
Newtown Construction Inc. (Sub. of Division Const. Ltd.)	Weston
New Style Construction Ltd.	Toronto
Nicholas Bros. (Canada) Ltd.	Toronto
Noren Construction Ltd.	Willowdale
Norfinch Developments Ltd.	West Hill
Normarc Construction Ltd.	Willowdale
Norvin Construction Limited	Downsview
110 Bloor St. W. Dev. Corp.	Toronto
Oakville Custom Swim Pools Ltd.	Oakville
Olympia & York Industrial Dev. Assoc. 156 Front Street	Toronto
Ro-Bud Realty Ltd. & Bridlepath Co. Ltd.	Toronto
Onset Construction Ltd.	Islington
Orlando Realty Corpn. Ltd.	Mississauga
Osborne, C.M., & Associates Osborne, C.M., & Company	Rexdale
Osin Construction (Etobicoke) Ltd.	Toronto
Paradise Investments Limited	Toronto
Pearce Construction Co. Ltd.	Hagersville
Peerless Construction	Toronto
Permacon (Canada) Ltd.	Toronto
Permacon (Ontario) Ltd.	Toronto
Permanent Floor Laying Co. Ltd.	Don Mills
Perwin Construction Co. Ltd.	Willowdale
Petersons A., General Contractor	Thornhill/ Willowdale
Petra construction Management	Toronto
Phillips. B., Company Ltd.	Toronto

Philmor (Heritage Square) Dev. Ltd.	Willowdale
Pinewood Construction	Brampton
Pitts, C.A., Constn. Gen. Cont'g. Ltd.	Toronto
Piorins & Pede Ltd.	Willowdale
Pompilio, Earnst. J., Co. Ltd.	Toronto
Popov Construction Co. Ltd.	Mississauga
Port Group Inc., The	Toronto
Poseidon General Construction	Scarborough
Preston, K.H., Constn. Ltd.	King
Preway Construction Ltd.	Toronto
Protter, Bernard, Ltd.	Toronto
<i>Purton Constn. Co. Ltd.</i>	Don Mills
Puschel, Charles, Construction	Orillia/Toronto
Puvon Construction	
Nick Puca	Downsview
Q-Sons Construction Co. Ltd.	Willowdale
R.D. & T. Construction Co. Ltd.	Don Mills
R.P.A. Construction Ltd.	
(changed to Mount Pleasant Constr.)	Toronto
Rae, John & Sons General Contractors	Toronto
Ramada Inns	Montreal
Ranade Development Corpn. Ltd.	
(also Danar Dev. Co. Ltd.)	Toronto
Raney-Brady	Willowdale
Rayner Construction Ltd.	Leaside
Regina Construction Ltd.	Rexdale
Reusse, R. Construction Co. Ltd.	Toronto
Rice, James A., Limited	Gormley
Roanne Holdings (ref. Elmont Contr.)	Don Mills
Robertson-Yates Corpn. Ltd.	Hamilton
Ronrica Construction Ltd.	Toronto
J. H. Ross Construction Co.	
Roscor Construction	
(440770 Ontario Ltd.)	Toronto
Roxson Contractors Ltd.	Maple

Russel. G.D. Construction Ltd.	Weston
S. & W. Contractors	Scarborough
Saba Construction Co. Ltd.	Weston
J. B. Salt Co. (Mr. Henry Popischil, new owner)	Agincourt
Seltzer Organization (Can.) Ltd. Contact: David Seltzer.,	New York, NY
Serlon Construction Ltd. (Best View Group)	Mississauga
Shaw, A.N., & Sons Ltd. (now Hogan Restorations) March/82	Scarborough
Shaw, George, Construction Ltd.	Scarborough
Shaw, William, Ltd.	Toronto
Shields, Victor (2349 Yonge St. Limited)	Toronto
Shormont Contracting Limited, Mr. Gabriano	Weston
Simon, M., General Contr.	Downsview
Sinclair, D.A., Construction Ltd.	Mississauga
Smid Construction Ltd.	Scarborough
Smith Brothers & Sons Builders Ltd.	Toronto
Smith C.A., Contracting Co. Ltd.	Markham
Sprinkmann Sons Construction Co.	Glencoe, IL
Stanley, James D., Ltd. (also Bibstan)	Willowdale
P. T. Stapleton & Associates Limited	Willowdale
Starnino Construction Ltd.	Maple
Steed & Evans Ltd.	Mississauga
Stephenson, W.A., & Sons Ltd.	Willowdale
Stewart-Hinan Corpn. Ltd.	Beamsville
Superior Components Ltd. under: Atco Components Ltd. contact: G.A. Freeman	Calgary
361507 (see Garcon Construction)	Toronto
301896 Ontario Limited	Toronto
Tabac Investments Limited	Willowdale
Tancor Investments Ltd.	Toronto

Tantalus Construction Co. Ltd.	Toronto
Tennant, A.V., Gen. Contrs. Ltd.	Rexdale
Terra Construction Co. (also Geos Construction)	Toronto
Third Generation Realty Ltd.	Toronto
Timber Construction Co. Ltd.	Thornhill
Timko, W., Construction	Toronto
Timms, The R. Construction & Eng. Ltd.	Welland
Tobern Construction Ltd.	Woodbridge
Toronto Cast Stone Co. Ltd.	Scarborough
Toronto College St. Centre Ltd.	Toronto
Toronto Steeplejack Co.	Etobicoke
Tower Investments Co.	Toronto
Traugott Construction Ltd.	Kitchener
Trist Construction Co. Ltd.	Toronto
Tuxford Construction Co. Ltd.	Toronto
Uphill Construction Ltd.	Toronto
Valentine Construction	Rexdale
Vallie Construction Ltd.	Weston
Vanbots Limited	Scarborough
Van Hoof Construction	Whitby
Van Horne Construction Ltd.	Mississauga
Varamae Construction Ltd.	Toronto
Viceroy Const. Co. Ltd.	Scarborough
Vyal Construction Ltd.	Bolton
Wade, Michael, Construction	Stouffville
Wembley Constn. Co. Ltd.	Willowdale
West York Construction Ltd. (see also Bau Canada)	Weston
Wheelwright, John, Limited	Weston
William Corporation Ltd. The Theodore	Toronto
Wilson Lumber Co. Ltd., T.A. Wilson, T.A., Lumber Co. Ltd.	Cannington

Windsor Construction Limited c/o Manchester Worsteds	Toronto
Winson Construction Limited	North Bay
Winton & Winton Leaseholds (Eastern) Ltd.	Don Mills
Wolfond Construction Ltd.	Guelph
Wray Backus Construction Limited	Toronto/ Downsview
Zalcar Eng'g. & Contracting Co. Ltd.	Markham

A & S Marble & Tile Ltd.	Etobicoke
A-I Flooring & Wall Covering Inc.	St. Catharines
A.B.T. Tile & Marble	Ottawa
AB Tile Ltd.	Hyde Park
A.T.M. Tile	Toronto
Accent Tile	Scarborough
Active Tile & Carpets Ltd.	St. Catharines
Advance Floor & Wall Covering Ltd.	Windsor
Alcina Construction Co. Ltd.	Hamilton
Aldershot Flooring Ltd.	Mississauga
Algoma Tile & Colorcrete Ltd.	Sault Ste. Marie
Ambassador Marble & Tile Ltd.	Windsor
Amber Tile & Terrazzo Inc.	Downsview
John Armani Tile, Terrazzo, Cement	Kingston
Joe Arban Contractor.	Ottawa
Artic Tile	Niagara Falls
Ashby Contracting Ltd.	
Associated General Contracting	Mississauga
Austin Company (The)	Islington
Banchini Ltee	Hull
Baldin Tile	Hamilton
Baur Ceramic Ltd.	Embrun
Bectar Corporation	Kanata
The Belloz Group.	Hamilton

The Belluz Group Ltd.	Hamilton
Belluz Tile & Marble Inc.	Hamilton
Belluz Tile & Marble Inc.	Maple
Benedettis Cement and Tile	Sudbury
Bernardo Marble, Terrazzo & Tile Co. Ltd.	London
Bertoss Terrazzo & Tile Co. Ltd.	Toronto
B.M. Western	Concord
B.N. Tile & Terrazzo Co. Ltd.	Sudbury
BT Marble & Granite Ltd.	Toronto
Bobotan Tile Ltd.	Toronto
Robert Bortolotti Contractor	North Gower
Branthew Tile Inc.	Kitchener
Brock Terrazzo & Tile Co. Ltd.	St. Catharines
Brooks Marble & Tile Co. Ltd.	Toronto
Brun Tile Ltd.	London
A. Buttazoni & Son Ltd.	Sudbury
C.D. Tile & Marble Limited	Orleans
C.T.M. Deveopments and Terri Miller c.o.b. as U.S. Tile and C.T.M. Ceramics International Inc.	Rexdale
Caledonia Marble Co. Ltd.	Toronto
Calligaro Tile Co. Ltd.	Concord
Cambridge Tile Centre Ltd.	Cambridge
Canadian Tile & Terrazzo (Windsor) Ltd.	Windsor
Capform Inc.	Hull
Capital Stoneworks Ltd.	Concord
Capital Tile & Flooring Ltd.	Ottawa
Carpet-Trend (Eastern) Inc.	Scarborough
P. Cardareli Contractors Ltd.	Ottawa
Cencan Concrete & Tile Limited	Thunder Bay
Centra Construction Limited	Bolton
Centis Tile & Terrazzo Co. Ltd.	Sudbury
Central Terrazzo and Tile of Sudbury Ltd.	Sudbury
Central Tile & Terrazzo Co. Ltd.	Sudbury

Centre de Ceramique et de Marbre Italbec Inc.	Montreal, P.Q.
Ciments & Tuiles De Beauce Enr.	Saint Georges Ouest, P.Q.
City Tile & Terrazzo Inc.	Montreal
City View Flooring Co. Ltd.	Ottawa
Classic Tile	London
Clifford Interiors Ltd.	Rexdale
Clifford Masonry	Scarborough
CMC Mauseleum Construction	Dorval, P.Q.
Colautti Bras. Marble, Tile & Carpet Ltd.	Windsor
Comet Flooring Limited	Toronto
Oliver Comisso & Son Ltd.	Sudbury
Conite	Ottawa
Connolly Contractors Ltd.	Toronto
Continental Carpet & Tile Co. ,	Etobicoke
Continental Concrete Finishing Limited	Downsview
Continental Terrazzo and Marble Company Limited	Weston
Continental Tile & Marble Co. (1989) Inc.	Bolton
Con Tile	Weston
Contour Marble Tile Contractors	Mississauga
Cristante Tile Inc.	Sarnia
CTM Developments (793763 Ontario Ltd.)	Weston
CTR Ceramic Tile	Ottawa
D B's Marble, Tile & Granite	Nepean
D.J.C. Flooring	Markham
Dalso Contracting & Enterprises Inc.	Toronto
Delta Tile & Terrazzo Co. Ltd.	Concord
Di Clemente Marble & Tile	Maple
Drehmann Paving & Flooring Co.	Pennsauken, NJ
Domenic Tile	Waterloo
Douglas Flooring	Scarborough
Durie Mosaic & Marble Limited	Ottawa
Durie Tile & Terrazzo Limited	Ottawa

Duron Ontario Ltd.	Ottawa
Duron Ontario (Sudbury) ¹	Sudbury
E. T. Marble & Tiles Ltd.	Maple
East Tile Co. Ltd.	Hamilton
Eastern Ontario Terrazzo & Tile Co. Ltd.	Kingston
Ellis-Don Limited	Ottawa
Elio Brussa Tile & Marble Installation	KingCity
Eastown Floor & Wall Ltd.	Windsor
Elmara Construction Co. Ltd.	Windsor
Empire Marble & Tile Ltd.,	Edmonton, AB
Empire Tile & Marble Ltd.	Woodbridge
Essex Tile & Terrazzo Ltd.	Windsor
Eugene Bernard George	Kitchener
Europa Ceramica	Sarnia
European Custom Hardwood Flooring	Windsor
European Marble & Ceramic Ltd.	Ottawa
Everlast Terrazzo & Tile Ltd.	Mississauga
F. S. Tile and Marble Ltd.	Ottawa
Fabbri Tile Inc.	Sarnia
Thomas Falcon Tile Co. Inc.	Toronto
Fashion In Marble	Downsview
Fastway Tile & Marble Co.	Scarborough
F.D.V. Construction Ltd.	Porcupine
Federal Tile Co. Ltd.	Ottawa
The Flooring Warehouse (1988) Ltd.	Hamilton
Folino Cement & Tile Co.	Sudbury
GA Masonry Limited	Kitchener
G.T.C. Flooring Ltd.	Concord
Gabriele Carpet Centre Ltd.	Leamington
Gargaro Tile	Ottawa
Gasparini Marble	Toronto
Gem Campbell Terrazzo Tile	Rexdale
George & Asmussen Limited	Kitchener
George Lazakis	Sarnia
Gianni Tile Co.	Scarborough

Gill Tile Co.	Weston
Global Tile Inc.	Concord
Golden Triangle Cement Work	L'Orignal
Grand Valley Flooring Company	Kitchener
Granofite Company Limited	Bolton
Grossi Brothers Ltd.	St. Catharines
Grossi Tile & Building Centre Ltd.	St. Catharines
GTf Contracting Inc.	Toronto
Hamelin Tile Flooring Ltd.	Ottawa
Hefferman Floor & Wall Products Ltd.	Toronto
Heritage Tile Inc.	Downsview
Heritage Tiling Ltd.	Concord
High Tech Surfaces	Hamilton
Hill & Glasser Ltd.	Kitchener
H & V Carpeting Inc.	Cambridge
Home Sweet Home Tile	Toronto
Iaboni Tile Ltd.	Downsview
Ideal Terrazzo & Tile	Downsview
Ideal Floor & Wall Covering (Div. of Arnica Flooring)	Windsor
I & I Marble & Tile Inc.	Woodbridge
I & S Custom Flooring Inc.	Dundas
Inscan Contractors (Ontario) Inc.	Oakville
Interactive Tile & Marble	Downsview
International Ceramic & Marble Tiles Ltd.	Stoney Creek
Internorth Construction Company	Mississauga
interPLUS Cont. Inc.	Oakville
Intlas Company - Goldmar Marble Importing Inc.	Scarborough
J. C. V. Contracting Ltd.	Concord
Joseph James George	Kitchener
Kilmer, Van Nostrand Co. Ltd.	Downsview
Kent Tile & Marble Co. Ltd.	Hamilton
George Lazakis	Sarnia

Lance Mathieson Commercial & Residential Tiling Specialist	Wilson's Corners
Leader Terrazzo, Tile, Mosaic Ltd.	Weston
Lee-Anne Flooring Installation (Div. of Breithaupt Floor Covering Limited)	Kitchener
Lee Bathroom Decor Ltd.	Stoney Creek
F. T. C. Leggieri Flooring Ltd.	Concord
Les Ceramique Champlain	Montreal
Linca Flooring Tile Marble Hardwood	Chatham
Main Tile (Hamilton) Ltd.	Hamilton
Maple Terrazzo, Marble & Tile Ltd.	Weston
Mardel Contracting Ltd.	Weston
Lance Mathieson Commercial & Residential Tiling Specialist	Wilson's Corners
James McAinsh Tile,	Concord
M. B. M.	Downsview
M & J Tile	Guelph
Main Marble & Tile Ltd.	Concord
Maramar Marble Inc.	
Maramar	Etobicoke
Maran Ceramic Tile Inc.	Concord
Marble Shop (The)	Hamilton
Marquese Tile and Marble	Nepean
Melia Tiles Inc.	Woodbridge
Mercury Terrazzo Ltd.	Weston
Metric Tile Ltd.	Rexdale
Midgley & West Ltd.	Hamilton
Minato & Mussio	Sarnia
Moscone Tile Ltd.	Weston
New Horizons Tile & Marble Inc.	Downsview
Niagara Flooring Ltd.	Niagara Falls
Nor-Tile	Val Caron
Norcrete Ltd.	Sudbury
Noranda Tile Co. Ltd.	Toronto
North American Tile Corp. (NATCO)	Ottawa

Northgate Ceramic Tile & Carpet Ltd.	Downsview
Nova Tile	Brampton
N. T. X. Tile Co.	Toronto
Oakcrest Floor Covering Inc.	Pickering
Omega Vatri Consolidated Marble Ltd.	Mississauga
340269 Ontario Limited	Kitchener
415976 Ontario Ltd. - Operating as Interior Floor Coverings	Mississauga
515827 Ontario Limited - Operating as High Tech Surfaces and The Marble Shop	Hamilton
685577 Ontario Ltd. - Castlewall	Toronto
Ontario Floor & Wall Co.	
Operating as House of Ceramics Ltd.	London
Ontario Formwork (Central) Limited	Don Mills
Ottawa Classic Ceramics	Ottawa
Pacific Tile Installations Ltd.	Burnaby, BC
Palazzi Bros. Tile	Windsor
Pan-American Tile Co.	Weston
PAT Commercial Enterprises	Toronto
Patene Building Supplies Ltd.	Kitchener
Patrick Michael George	Kitchener
Paul Clarini Ceramic Tile Ltd.	Hamilton
Pickering Tile & Marble	Pickering
Pillot Marble and Tile	Toronto
Plaza Ontario Marble & Tile Inc.	Windsor
Polyinvestrade Construction	
Ceramic Tile-Marble Work	Ottawa
Porter Tile Ltd.	Hamilton
Porter Tile & Marble Ltd.	Calgary, AB
Premier Contractors Ltd.	
Presto Construction Inc. ,	Ottawa
R. Prima Tile..	Kingston
P.R.P. - Franco Galfese Inc.,	Vanier, P.Q.R.
R.T. Tile Company	Scarborough

Reggio Marble & Tile Limited	Toronto
Regional Tile Ltd.	Ottawa
Richmond Tile & Terrazzo Ltd.	Weston
R.K. Carpet Installations	Cambridge
Rockford Tile (1996) Ltd.	Downsview
T. Romano Tile & Marble Ltd.	Ottawa
Ross Construction Services Ltd.	Brockville
Rossini Tile & Carpet Ltd.	Windsor
Royal Tile & Terrazzo	London
Saanich Enterprises Ltd.	Kitchener
Scofan Contractors Limited	Windsor
Seamless Industrial Flooring Coatings Ltd.	Rexdale
Seamless Surfaces Limited	Rexdale
Serge Desgagne Enr.	Gatineau
Sorento Tile & Marble	Hamilton
J. Sousa Contractor	Kingston
Spada Tile (Belleville) Ltd.	Belleville
Spada Tile Inc.,	Kingston
Star Cement & Tile Co. Ltd.	Sudbury
Star Tile Centre Ltd.	Fonthill
Stellar Ceramics Ltd.	Nepean
Step-On Class Flooring	Etobicoke
Sterling Tile & Carpet	Downsview
Stewart & Stevan Marble Installations	Mississauga
Stradwick Custom Flooring	Hamilton
Stradwick Industries Ltd.	Hamilton
Stradwick (Kingston 1981 Limited)	Kingston
Style-Set Tile Inc.	Bolton
Suburban Marble & Tile Co. Ltd.	Woodbridge
Sudbury Cement & Tile Inc.	Sudbury
Sullivan Marble & Tile Co. Ltd.	Woodbridge
Sunridge Construction Consulting Ltd.	Ottawa
Sure-Step Products Inc.	Toronto
SWK	Hamilton
Terra Group	Toronto

Terrazzo, Mosaic & Tile Co. Ltd.	Toronto
Tertile (Ontario) Ltd.	Don Mills
The Edwards Design Group Inc.	Toronto
T.F.T. Marble & Tile Co. Ltd.	Downsview
The Austin Company	Islington
The Marble Shop	Hamilton
Tileman Canada Ltd.	Mississauga
Tilewell Ceramics Ltd.	Concord
Tilex Inc.	Dunrobin
Toaday Tile & Carpet Ltd.	Woodbridge
Tom T. Carpet & Ceramic	Windsor
Tony Abiento Tile Co.	Scarborough
Tosca Tile Ltd.	Kitchener
Tosello Tile & Terrazzo Co.	Hamilton
Trend Flooring (Eastern) Ltd.	Scarborough
Trevors Tile Works & Flooring	Kingston
Tri-Star Flooring	Hamilton
Troon Ceramic & Tile	Rexdale
Tri-Krete Limited	Weston
Twin City Tile Co. Ltd.	Kitchener
U.S. Tile and C.T.M. Ceramics International Inc.	Rexdale
Union Tile & Marble (1976) Limited	Ottawa
Unique Flooring & Installations (Windsor) Ltd.	Windsor
Universal Ceramics	Nepean
Versatile Contracting	Brampton
Victoria Carpentry Ltd.	Markham
Village Marble & Tile Inc. Granite & Terrazzo	Woodbridge
Wellington Carpet & Tile Inc.	Mississauga
Wentworth Tile & Terrazzo Ltd.	Hamilton
West End Tile Ltd.	Ottawa
Western Terrazzo, Marble & Tile Ltd.	Lambeth
William John George	Kitchener

Windsor Flooring Contractors	Windsor
Windsor Roma Tiles Limited	Windsor
Winterick Floor & Wall Contractor	Barrie
Wood Brothers Tile	Hamilton
World of Floors,	Weston
York Marble Tile & Terrazzo Ltd.	Toronto
Zanet & Sons Tile Co.	Windsor
Zeppa Tile Inc.	Woodbridge

Acalor Chemical Const.	Weston
Acid Proof Construction Co.	OH
Allen, George, & Son Inc.,	NY
Allen, M.G., & Associates Inc.	RI
Allen Refractories Company	OH
Allied Chemical Canada Ltd.	Montreal
American International Construction	OH
American Refractories Inc.	NY
Anastasi Brothers Corporation	PA
Andco Incorporated	NY
Jay L. Angel Inc.	OH
ARC Refractory Const. Inc.	AL
Bucky Arnes Inc.	OH
L.G. Arnold Inc. (General Contr.)	WI
Art Mosaic & Tile Company	OH
Atlas Minerals & Chemicals Div. ESB Inc.	PA
The Austin Company	OH
Guy F. Atkinson	CA
Ausmus Structural Concrete	
& Masonry Contrs. Inc.	FL
The Austin Co. Ltd.	Woodstock
Aztec Industries Ltd.	OK
Babcock & Wilcox (B & W Construction Co.)	OH
Baker & Coombs Inc.	WV
Baker & Coombs of Ohio Inc.	WV

James I. Barnes Construction Co.	IN
Basic Construction Company	VA
Becco Inc.	TX
R.J. Benoit Co.	IL
The A. Bently & Sons Co.	OH
A. Best Contracting Company Ltd.	NY
Bickley Furnaces Inc.	PA
Bigelow-Liptak Corp.	MI
Bigelow-Liptak Corp. of Canada Ltd.	Mississauga
Blackburn Company	OH
Blaesing Granite Company	OR
Blow-Knox Chemical Plants Inc.	PA
Boecon Corporation	WA
Albert J. Boland Company	MO
Oscar J. Boldt Const. Co.	WI
L.O. Bouquin Company	PA
Brandon Industries Inc.	IN
Peter Bratti Associates Inc.	NY
Frank Brisco Company Inc.	NJ
Bromley Masonry Inc.	OR
Brown-Storie Inc.	NY
Bruner Pacific Marble & Granite	CA
B-S Industrial Contractors	NY
Building Erection Company	NE
Bumstead-Woolford Company	WA
Burns & Roe Construction Corp.	NJ
Burns & Roe Incorporated	NJ
W.J. Burns Co.,	NY
Calument Construction Corporation	IN
Carlson Construction Corp.	MA
P. H. Carmichael Company	OH
Carroll Construction Company Inc.	FL
C & B Design Systems	MI
C. E. Canada Ltd.	Montreal
The Ceilcote Company	OH

Central Contractors & Builders Inc. ....	.OH
Cerami Construction Company .....	.NJ
Ceramic Tile Company .....	.TN
C G M Contractors .....	.WV
Donalds A. Chadd .....	.IL
Chemical Construction Corp. ....	.NY
Chemsteel Construction Company Inc. ....	.PA
Chiappisi Brothers Inc. ....	.MA
Chiz Bros. Inc. ....	.PA
C & I Girdler Inc. .....	.KY
Cleveland Builders Supply .....	.OH
Combustion Engineering Inc. ....	.CT
Consolidated Construction Company (Div. of Met-Bay) Inc .....	.MI
Contract Boiler Services Inc. ....	.IL
Cook-Anderson Company .....	.PA
Harry A. Cooke Jr. Masonry Construction Inc. .	.OH
Corning Glass Works .....	.NY
Crawford & Russell Inc. ....	.CT
Crichton Corp. ....	.WI
Crown Construction Co. ....	.PA
CST Construction Co. ....	.IL
C. T. Main Constructors Inc. .....	.ME
Cunningham-Limp Co. ....	.MI
Custodis Construction Co. ....	.IL
Daugherty Company Inc. ....	.OH
Davy McKee Corp. .....	.OH
Davy Powergas Inc. .....	.FL
Day & Zimmerman Inc., .....	.PA
Edward J. Debartolo Corporation .....	.OH
Leo Dicino (Fire & Acid Brick Contractor) . . . .	.UT
Dimeo Construction Company .....	.RI
Damon G. Douglas Company Inc. ....	.NJ
Donald M. Drake Company .....	.OR
Dravo Corporation .....	.PA

Drehmann Paving & Flooring Company	PA
Maury Drenkel Inc.	WA
Eastern Construction Co.	RI
Eastern Refractories Co.	MA
Ehrhart & Associates Inc.	CA
Eichleay Corporation	PA
Albert Elia Building Company Inc.	NY
Emjay Maintenance Company	NJ
Enertherm Inc.	WA
Enniss Steel Inc.	CA
Farrell's Masonry Contractors	ML
FBS Builders Incorporated	OH
The H.K. Ferguson Company Inc.	OH
Ferro Corporation (Ferro-Allied Eng. Div.)	OH
Fischbach-Natkin Company	MI
Flame Refractories Inc.	FL
FMD Constructors Company	OR
J. M. Foster Inc.	IN
Frazier-Simplex Inc.	NY
Frommeyer and Company Inc.	PA
F. & S. Contracting Company Inc.	MD
Furnco Construction Corp.	NY
Gagnon Construction Company Inc.	MN
General Maintenance & Engineering Co.	OH
The Gibbons-Grable Co.	OH
Gilbane Building Company.	RI
Gilmore Masonry Company Inc.	PA
Glass Constructors Inc.	CN
Glass Constructors Inc.	PA
Glenco Industries Inc.	WI
Goodner Construction Company	AL
Joseph A. Graziano Company	PA
The Edward Gray Corporation	IL
Great Lakes Firebrick Co.	WI
Grinnell Company Inc.	RI

Guniting & Allied Services Inc.	PA
John A. Hail Construction Company	OH
Hallanger Eng. Inc.	CA
Clarence B. Haney Inc.	PA
Francis Hankins & Co. Inc.	Montreal
Hartley Waterproofing Company.....	PA
Hartney Construction Incorporated	TX
Hartwell Company Inc.	RI
Hank Industrial Sales and Services	WI
Hegeman-Harris Company of Canada Ltd.	FL
Boyd G. Heminger Inc.	OH
C.O. Henriksen Company	IL
Harold Heres Inc.	LA
Heyward-Robinson Company Inc.	NY
Hickey Construction Company Inc.	IN
Edward F. Hickey Ins.	NY
Hilton Fire-Brick Services Inc.	MN
Holcroft & Co.	MI
Holcroft & Company	MI
Holmes & Narver Inc.	CA
Horn Waterproofing Corporation	NY
Hoyer-Schlesinger-Turner Inc.	IL
Huber, Hunt & Nichols Inc.	IN
Hunzinger Const. Co.	WI
Hydrocarbon Construction Company	TX
Industrial Service & Engineering Company ...	CO
Inland Refractories Company	OH
International Chimney Boiler Div. Inc.	OH
International Chimney Corporation	NY
Jacobs Constructors Inc.	CA
Jalco Incorporated	UT
Johnny-Rea Boiler Company	OR
Guy Johnston Construction Company	OH
J. A. Jones Const. Co.	NC
Kalman Floor Company Inc.	NY

The Katzman Company,.....	.OH
Kaufmann-Gallagher Corporation .....	.IL
Kayel Incorporated .....	.NJ
John B. Kelly of Pennsylvania Inc. ....	.PA
John B. Kelly of New York Inc. .....	.NY
Walter Kidde Constructors Inc. ....	.NY
Klug & Smith Company,.....	.WI
Frank W. Klur .....	.PA
Knoxcon Inc. .....	.PA
Kopper Company Inc., Eng'g. & Constr. Div. ...	.PA
Koxma Constructors Inc. .....	.MI
K.R. Masonry Inc. .....	.TX
L. D. Builders Company (Dill Constr. Co. Inc.) ...	.PA
J. W. Leavesley & Sons .....	.TX
Leavesley-McCollum Corp. ....	.TX
Arnold Lee Masonry Inc. ....	.PA
Leonard Construction Company .....	.IL
Litwin Corporation .....	.KN
Loftus Construction Corporation .....	.PA
Loftus Engineering Company .....	.PA
Loftus Furnace Co. ....	.PA
Lord Electric Company Incorporated .....	.NY
G. J. Luchetti Inc. ....	.MA
MacFarlane & Hays Company .....	.MI
Mahony-Troast Construction Company .....	.NJ
Manganaro Masonry Inc. ....	.MA
Manno B. Corporation .....	.PA
Marietta Concrete Company .....	.OH
Martinson Construction Corporation .....	.NY
Masonry Construction Inc. ....	.PA
Masonry Contractors Associated .....	.GA
V. J. Mattson Co. ....	.IL
Earl McAllister Inc. ....	.LA
McAnallen Bros. Inc. ....	.PA
McClain, Harold, Stone Company .....	.KN

McDonough-Thompson Inc.	GA
McGraw Construction Company Inc.	OH
McKoy-Helgerson Company	SC
McMillan Masonry Inc.	TN
Mellon-Stuart Company	PA
C. R. Meyer & Sons Co.	WI
Michigan Boiler & Engineering Co.	MI
Mid-Continent Erection Company	WV
Mid Republic Construction Inc.	IN
Midrex Division of Midland- Ross Corporation .	OH
Mid-Valley Inc. (Industrial Builders & Eng.) . . .	TX
Mills & Jones Associates Inc.	FL
T. J. Mincher Corp.	NY
Miscione Inc. (Formerly Powell-Scott)	CN
Geo J. Moffitt Assoc. Inc.	NJ
John Mohr & Sons	IL
Ken Monk Construction Company..	NJ
Monroe & Sons Inc.	OH
John H. Moore & Sons	TN
Morack Refractory Const. Inc.	IL
Robert E. Morrison Inc.	DC
Joseph L. <i>Muscaralle</i> Inc.	NJ
National Acid-Proofing Inc.	IL
National Waterproofing Inc.	WV
Gust K. Newberg & Associates	IL
Gust K. Newberg Construction Company.. . . .	IL
Northeast Constructors Inc.	ME
Thomas O'Connor and Company Inc.	MA
O'Neil Construction Inc.	PA
W. E. O'Neil Construction Company	IL
Hubert M. Owen Construction Company	TN
Pendergast I Company Inc.	MA
Penker Construction Company	OH
J. F. Petty Company..	TN
John P. Pike and Sons Inc.	NY

Pfibrico Company	IL
Pneumatic Concrete Corp. (Div. of B.M.I. Inc.)	PA
Pollack Co.	OH
Preferred Stone Setting Corp.	NY
Process Plants Constr., Div. of	
Allied Chem. Corp.	NJ
Psaty Fuhrman Inc.	NY
Ragnar Benson Inc.	PA
Refractory Construction Inc.	TX
Refractory Service Inc.	WI
George P. Reintjes Company	MC
Reintjes Industrial Services of Louisiana Inc. .	LA
Research-Cottrell Inc.	
(Hammond Cooling Tower Div.)	NJ
F. D. Rich Company Inc.	CN
Riley Stoker Corporation	MA
Rimcor Incorporated	LA
Royal Inns of America Inc.....	CA
Rudder Constr. Company Inc.	TN
Rufon Company	NJ
Rust Chimney Division	PA
RIC Gunitite & Refractories Inc.	TX
Richard & B.A. Ryan Ltd.	AL
Richards-Copeland Construction Inc.	FL
Rudolph/Libbe/Inc.	OH
Rust Engineering Co.	AL
Salina Construction Company Inc.	NY
G. Salvucci & Co. Inc.	MA
Schad Boiler Setting Co.	MI
Scott Industries Inc.	FL
S. D. Plants Incorporated	NY
SEC Construction Corporation	CA
The Selmer Company	WI
Serex Incorporated	NJ
Serstel Corporation	NY

Service & Erection Company.....	PA
Shelby Marble & Tile Company	TN
Showalter Dewey Masonry Contractor.....	PA
J. L. Simmons Company Inc.	IL
George L. Simonds Company.....	FL
Joseph Skiiken and Company	OH
Skinner and Cook Inc.	NY
Slade Enterprises	CN
Charles W. Smith Contracting Company	PA
H. C. Smith Construction Company	CA
Smith-Santoro Inc.	MI
Willard Smith Incorporated	WA
George E. Synder Contractors (Div. of American Refractories Co.)	PA
Waren W. Snyder Incorporated	PA
Sollitt Construction Company Inc.	IN
Songer Construction Corporation	PA
Southwestern Industrial Contrs. <i>and Riggers Inc.</i>	TX
Sovereign Construction Company Ltd.	NJ
Spaw-Glass Inc.	TX
Spencer Tile Company Inc.	TN
Spickelmier Industries Inc.	IN
S-R Construction Corporation	CT
Stebbins Engineering & Manufacturing Company	NY
H.E. Stoudt & Son	PA
Streeter Associates Incorporated	NY
<i>Surface</i> Combustion (Div. of Midland-Ross Corp.)	OH
The Sutter Corporation	PA
Swindell-Dressler Corporation	PA
Tabone & Barbera	PA
Vincent Takacs & Son	PA
Tanner Building Company Inc.	NY
Technicon Incorporated	IA

Henry F. Teichmann Inc.	PA
Terre-Haute Firebrick Co. Inc.	IN
J. T. Thorpe Company -	TX
J. T. Thorpe Incorporated.. . . .	CA
Titan Midwest Const. Corp.	NE
Toledo Eng. Co. Inc.	OH
David Tomczak Masonry	PA
Torcon Incorporated.. . . .	NJ
Trans Continental Builders	AL
Tri-City Electric Company	IL
Union Engineering and Construction Co.	TX
U.S. Insulation Company Inc.	IL
Utley-James Inc.	MI
Theo. Utsching & Sons Inc.	WI
Valley Consolidated Industries	OH
Vermont Construction Inc.	Montreal
Adrian L. Wallick Company	OH
Waters Construction Company	IL
Walter Associates Inc.	OH
J. Claude Watson Contractor	WV
Chester Watters & Associates	MO
Waupaca Brick Corporation	WI
Del E. Webb Corporation	CA
Wellman-Lord Inc.	FL
The Wergin Co. Inc.	WI
Edward E. Werner Maintenance Inc.	OH
Nels E. Werner Company	IL
W. M. West & Sons Inc.	OH
Western Waterproofing Company	GA
Westlake Construction Company	MO
The Whiting-Turner Contracting Company Inc .	MD
Lynn Whitsett Corporation	TN
E. A. Wilhelm Construction Company Inc.	IN
Henry Williams Inc.	IN
Willow Shore Builders Inc.	OH
Wilputte Corporation	NJ

Wilputte (Canada) Ltd.	NJ
John V. Winterrich and Assoc. Ltd. ....	.OH
Woeste Tile and Terrazzo Company ....	.OH
E, N. Wolcott Corporation ....	.TX
Woodford Inc. ....	.NJ
World-Wide Construction Services, Alberta Ltd. ....	.KN
World-Wide Construction Services Inc. ....	.KN
Howard S. Wright Construction Company ....	.WA
Wright-Schuchart-Harbor Co. ....	.WA
Youngstown Refractory Company ....	.OH
A. J. Zinda Company,, ....	.OR

List of Employers Certified by BACU

A. Mesko Masonry Inc.	Sarnia
A. Mesko Masonry Inc. Ltd. #2	Sarnia
A. Santin Masonry	Kingstor
Abe Dick Masonry Ltd.	Kingstor
AJV Masonry.,	Kingstor
Bernel Masonry	Toronto
Bertoia Lathing Co.	Kingstor
BMC Masonry/2032686 Ont. Ltd.	Toronto
BMR Construction Services	Toronto
Bradscot MCL Ltd.	Toronto
Brian Schon Masonry ....	.London
C & J Refractories & Maintenance Ltd.	Sudbury
Cecchini Masonry Ltd. ....	.Thorold
Chem-Thane Engineering Inc.	Toronto
Core Tec Contracting ....	.Cambridge
Corfab Co. Limited	Sudbury
Cupido Construction	Kingston
Curmann Contracting Ltd.	Toronto
Dixin Construction Ltd.	Sarnia

E.R. Masonry Ltd.	Kitchener
Eastern Construction	Toronto
Findlay Jones Insulation Co. Ltd.	Toronto
Fosbel Inc.	Ohio
Fosbel Inc. #2	Ohio
Fox Masonry Limited	Toronto
Fox Masonry Limited #2	Toronto
Fox Masonry #3 Ltd.	Toronto
Franco Masonry Ltd.	Sault Ste Marie
George & Asmussen Ltd. #2	Breslau
George & Asmussen Ltd.	Breslau
Glasrock Products Inc.	Hamilton
GNI Construction Ltd.	Woodstock
Hyde Park Masonry	London
I. Pascoal Masonry Ltd. #2	Kingston
I. Pascoal Masonry Ltd. #2	Kingston
J.D. Masonry- 993415 Ontario Ltd.	Toronto
Kappeler Masonry	Kitchener
Kingston Lath Plaster/Kingston Lath & Plaster 1998 Ltd.	Kingston
Kvaerner Constructors Ltd.	Hamilton
Leo-Jan Masonry Ltd.	Kitchener
Limen Masonry	Toronto
Linar Masonry	Toronto
Lorcan Construction	Toronto
M Cor Masonry Contracting Inc.	London
Mac Masonry Inc.	Toronto
Manuel Dacunha 1432396 Ont. Ltd.	Sarnia
Maple Leaf Construction	Kingston
Norman Mowbray Ltd.	Oakville
Nu-North Masonry Inc.	Sudbury
Ontario Masonry & Concrete	St. Catharines
Peninsula Installations Inc.	Grimsby

Phoenix Restoration	Toronto
Reftec Inc.	St. Catharines
RHI Canada Inc.	Burlington
RHI Canada Inc. #2	Burlington
Samlar Construction	Hamilton
Sapacon Drywall Ltd.	Ottawa
SELM Masonry Ltd.	Toronto
Squire Masonry Ltd.	Toronto
Stefcon Construction Ltd.	Toronto
Stoneview Masonry Ltd.	Guelph
Stoneview Masonry Ltd. #2	Guelph
Thyssenkrupp Encoke Inc.	Hamilton
Tosello & Sons Inc.	Hamilton
Twin Masonry	Toronto
Vaughan Masonry Inc.	Toronto
Vesuvius Canada Refractories Inc.	Welland
Vilar Masonry Const. Inc.	London
Village Masonry Construction Inc.	Toronto
Vinmod Construction	Hamilton
W.J.R. Refractory Sales Inc.	Toronto
Westbrook Walls & Ceilings	Kingston
Wilf Schon Masonry Ltd.	London
XS Masonry Inc.	Hamilton

**B A BRICK
PROVINCE WIDE ICI
COLLECTIVE AGREEMENT
2004 – 2007**

FOR ■ BRICKLAYERS
■ STONEMASONS
AND ■ PLASTERERS
■ THEIR RESPECTIVE
APPRENTICES, IMPROVERS
AND WORKING FOREPERSONS

Between:

**The Brick and Allied Craft Union of Canada
and its locals 1, 2, 4, 5, 10, 12, 20, 23, 28 and 29
("BACU" or "the Union")**

- and -

**The OMCA/BACU Bargaining Committee
("OBBC" or "the Employer")**

October 8, 2004 – April 30, 2007

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■ PURPOSE

WHEREAS, the general purpose of this Agreement is to establish mutually satisfactory arrangements between the Employers and their Employees and to provide a mechanism for the prompt and equitable disposition of grievances, and to establish and maintain **satisfactory** working conditions, hours of work, wages and fringe benefits for all the Employees who are subject to the provisions of this Agreement.

THEREFORE, it is expressly agreed and declared by and between the parties, both individually and collectively as follows:

■ ARTICLE 1 RECOGNITION, CONTRACTING AND PROJECT MANAGEMENT

- (a) The Employer recognizes the Union as the exclusive bargaining agent for Bricklayers, Stonemasons and Plasterers, their respective Apprentices, **Improvers** and Working forepersons in its employ in those Board Areas in the Province of Ontario in which the Union holds **ICI** bargaining rights.
- (b) The Union recognizes the Employer as the exclusive bargaining agent for **all** employers listed on Appendix **A** in those Board Areas in the Province of Ontario in which the Union holds **ICI** bargaining rights for its employees;
- (c) For the purpose of clarity in **1(a)** and **1(b)**, **the** Employer does not include any contractor in any individual Board **Area(s)** in which the **DPC** holds the **ICI** bargaining rights for such contractor.
- (d) An Employer desirous of contracting or sub-contracting any work encompassing the skills of members of the Union shall only contract or sub-contract same to **a** contractor or sub-contractor who is bound to an **ICI** collective agreement with the **BACU** or the **OPC/MIECO ICI** collective agreement and who makes Industry and Training Fund contributions to both **MIECO** and **OBBC**, as applicable, for all hours earned by

employees with respect to all work in the ICI Sector, whether a member or not. This means that where the contractor is bound to the OPC in the Board Area where the work is performed, employer contributions, in accordance with OPC-MIECO agreement, will be made to MIECO. Where the contractor is bound to the BACU in the Board Area where the work is performed, employer contributions, in accordance with the BACU-OBBC agreement, will be made to OBBC.

The provisions of Article 1 (d) are subject to the provisions of Appendix H Letter of Understanding.

- (e) Without restricting in any way the application of the sub-contracting provision contained in Article 1 (d) of this Agreement, an Employer who undertakes a contract with an owner to provide construction management services shall be subject to Article 1 (d) unless:
 - (i) The owner selects contractor(s) not bound to this Agreement to bid on work covered by this Agreement and solely and directly solicits or obtains bid(s) for such work from such contractor(s) without any involvement or participation by the employer in the selection of such contractor(s) (except as to the validity of the bids) or the solicitation or obtaining of any bid(s) from any contractor(s) regardless of whether it (they) is (are) bound or otherwise to this Agreement;
 - (ii) The owner accepts bid(s) from contractor(s) not bound to this Agreement; and,
 - (iii) The owner contracts or subcontracts directly with contractor(s) not bound to this Agreement without contractual obligation of the Employer for the work of such contractor(s), other than for the negligent acts or omissions of the Employer.
- (f) Any failure to comply with Article 1 (e) of this Agreement shall render the Employer liable for damages equivalent to

those for the breach of the contracting and subcontracting provision set forth in Article 1(d) above.

- (g) The Employer shall advise the owner of the provisions of Articles 1(e) and 1(f) when undertaking the construction management services contract.
- (h) The parties acknowledge that the BACU has agreed to utilize the hiring halls of IU Locals 6, 7 and 25 respectively and to man jobs in the territory of IU Locals 6,7 and 25 respectively.

■ ARTICLE 2 TERM OF AGREEMENT

This Agreement shall be in effect from October 8th, 2004 until April 30th, 2007, and thereafter every three years unless written notice be given not more than 120 days and not less than 60 days before the expiry day (or its anniversary as the case may be) by the Party desirous of change. On receipt of such written notice the Parties to this Agreement shall convene a meeting within 30 days and endeavour to reach an agreement.

■ ARTICLE 3 GRIEVANCE AND ARBITRATION PROCEDURE

- (a) Any dispute between a Local Union and a Local Employer or any grievance by any Employee covered under this Agreement which arises out of the interpretation, application, administration or alleged violation of this Agreement shall be adjusted if possible by the Local Union Representative and the Local Employer or his designated Representative. A meeting between the Local Union Representative and the Local Employer or his designated Representative shall be called within two working days of receipt of the dispute or grievance by the party grieved against. If the dispute or grievance is not settled within three working days of such receipt then the grieving party shall refer it to its bargaining Agent (the Union or the OBBG, as the case may be). Copies of all grievances and the deci-

sions of all local grievance meetings must be initialed and submitted to the Ontario Joint Conference Board. On receipt of the dispute or grievance the grieving parties Bargaining Agent will meet with the Bargaining Agent of the other party within ten (10) working days to attempt to settle the grievance. Should the dispute or grievance not be settled within fifteen (15) days from the date of the receipt of the grievance, then the dispute or grievance may be submitted to the Ontario Joint Conference Board. It is understood that the Union and the Employer will make every effort to use the above three step procedure on interpretations disputes, before referring the dispute to the Ontario Labour Relations Board.

- (b) Where any difference between the Employer and the Union arises from the interpretation, application, administration or alleged contravention of the Agreement then either party may submit a grievance to the Ontario Joint Conference Board. The Board shall meet as soon as conveniently possible to consider the grievance.
- (c) The object of the Ontario Joint Conference Board is to establish fair working conditions and regulations for both the Employer and the Employee in the Construction Industry and to maintain industrial peace by resolving disputes and grievances which arise under this Agreement from time to time. Its duties shall include:
 - (i) attempting to resolve disputes and grievances prior to arbitration.
 - (ii) investigating and recommending methods to improve trade practices, efficiency, productivity and standards of workmanship in the industry
 - (iii) attempting to improve labour relations between Employers and the Union.
 - (iv) promoting the best interest of the industry generally.

The Ontario Joint Conference Board shall have equal representation from the Employers and the Union. It shall meet at

the request of either party. The Board may from time to time elect a Chairman who shall be neither a Representative of the Union or Employer. Grievances presented to the Board shall be dealt with at meetings of the Board. After fully hearing both sides of the matter, the Chairman may decide on the disposition of the grievance presented to the Board and such disposition shall be submitted to the Board for approval for disapproval). The decision of the Board shall consequently be recorded as a minute of the Board.

- (d) Arbitration Procedure - Where a difference arises between the parties hereto relating to the interpretation, application or administration of this Agreement, including any question as to whether a matter is arbitrable or where an allegation is made that this Agreement has been violated, either of the parties may, after exhausting the grievance procedure established above, notify the other party in writing of its desire to submit the difference or allegation to arbitration, and the notice shall contain the name of the first party's Appointee to the Arbitration Board. The recipient of the notice shall within five (5) working days advise the other party of the name of its Appointee to the Arbitration Board. The two Appointees so selected shall, within five (5) working days of the appointment of the second of them, appoint a third person who shall be the Chairman. If the recipient of the notice fails to appoint an arbitrator, or if the two Appointees fail to agree upon a Chairman within the time limits, the appointment shall be made by the Minister of Labour of Ontario, upon the request of either Party. The Arbitration Board shall hear and determine the difference or allegation and shall issue a decision, and the decision shall be final and binding upon the parties and upon any Employee or Employer affected by it. The decision of a majority shall be the decision of the Arbitration Board, and if there is no majority the decision of the Chairman shall govern. The fees and expenses of the Chairman shall be borne one-half by the Union and one-half by the Employers.

Any other costs or expenses in connection with such Arbitration shall be borne by the party which incurs them.

- (e) No dispute or grievance shall be considered by the parties nor shall it be subject to the provisions of this Article unless it is presented within twenty (20) working days from the date the Local Union and/or Union became aware of the alleged dispute or grievance.
- (f) Where a particular clause or article of this Agreement may be found to work a hardship in a specific geographical jurisdiction of a Local Union, either the Local Union or Local Employers Group may request a meeting with the other to consider the hardship in question. Should the Local Union and Local Employers Group agree to amend the Collective Agreement to address the hardship such Agreement shall be made in writing and referred to the Union and OBBC for their endorsement. Where no agreement is reached the issue will only be referred to the O.J.C.B. by agreement of both the Local Union and Local Employers Group.
- (g) Job Targeting - It is understood and agreed by both parties that it is the intent of the parties to take all necessary steps through Job Targeting to ensure the survival and orderly growth of the organized Masonry Construction Industry.

In the event that a Local Union unreasonably withholds permission for job targeting, then the matter will be referred to the O.J.C.B. which shall meet within 14 days to assist the local parties to reach an agreement.

In the event of failure of the local parties at the O.J.C.B. to reach an agreement the matter will be referred to the Union Executive Board. The Union Executive Board will, within 5 days, endeavour in good faith to carry out the intent of this Article. Any alleged violation of this Article may be dealt with by referral to expedited arbitration with an arbitrator selected by the parties to this agreement for a final and binding decision.

Where a violation has occurred the arbitrator may make such orders, including orders relating to job targeting as the arbitrator determines are appropriate to remedy the breach.

It is further understood and agreed that all Signatory Employers shall co-operate to the fullest extent in bidding those projects targeted by a Local Union. The Employers in all cases of Job Targeting shall request similar arrangements with the Local Labourers' Union.

■ ARTICLE 4 WORK STOPPAGES

During the lifetime of this Agreement the Employer and the Union agree that there will be no strike, and the Employer agrees that he will not cause a lock out. The parties further agree that they will not threaten to take any of the action which, under the provisions of this Article, they have expressly agreed they will not take.

■ ARTICLE 5 UNION SECURITY

- (a) The Employer agrees to first hire members of the Local Union on projects within the territorial area of the Local Union. The Employer shall hire through the Local Union Office fifty percent (50%) of all Bricklayers, Masons and Plasterers who are members of the Union as long as the Local Union is able to supply members in sufficient numbers to take care of the needs of the Employer. This ratio shall be maintained at all times. It is agreed that the Employer may transfer members from one job to another within the territorial jurisdiction of the Local Union. It is agreed that all members must produce a referral slip signed by the Business Representative before being hired or starting work.
- (b) This also applies to out-of-town men coming to work within the jurisdiction of the Local Union and no other means of hiring will be allowed. All Employees in the employ of the Employer shall be members in good standing as long as they are employed by the Employer. It is agreed that the Union

will give preference to the Employers in the employment of its Union members and the Employers agree to first hire and to employ Local Union members.

- (c) Where a Union has more than one Hiring Hall list in the area where the work is to be performed, and if there are insufficient members available in the area to take care of the needs of the Employer, then the Employers have the right to bring in members of the Local Union who do not reside in the area where the work is being performed until such members residing in the area where the work is being performed become available.
- (d) Should the Employer's requirement not be met within two working days, he shall have the right to hire employees from other sources, providing such employees make application to become members of said Local Union prior to commencement of work.
- (e) However, should members of the Local Union become available at any time during a regular work week, it is understood that out-of-town employee(s) shall be allowed to complete the work week employment before being replaced by the local employee(s).
- (f) Transfer of employees from one Employer to another shall only be by mutual agreement of the Parties to this Agreement.
- (g) Notwithstanding the above, it is agreed that the employer may name hire up to fifty percent (50%) of Union members on a project.

It is also agreed that the Employer may transfer one foreperson per project from outside the Local Union area in which the project is located.

The Local Union is entitled to supply the first journeyman on-site. The employer may select and transfer from any Local Union area, the second journeyman.

When the Employer transfers a journeyman from another Local Union, each journeyman so transferred shall be included in the above fifty percent (50%) name hiring limits.

■ ARTICLE 6 MANAGEMENT RIGHTS

The Union agrees and acknowledges that the Employer has the exclusive right to manage the business and to exercise such right without restriction save and except as such prerogatives of management may be specifically modified by the terms and conditions of this Agreement. Without restricting the generality of the foregoing paragraph it is the exclusive function of the Employer:

- (i) To hire, direct, promote, demote, layoff, transfer, discipline and discharge any Employee and to increase and decrease working forces, providing that a claim for discriminatory promotion, demotion or transfer, or a claim that an Employee has been discharged or disciplined without just cause may be the subject of a grievance and dealt with as herein provided.
- (ii) To determine the materials to be used, design of the products to be handled, the facilities and equipment required, scheduling of work and location of equipment:

■ ARTICLE 7 SAFETY AND HUMAN RIGHTS

- (a) It is mutually agreed by both the Employer and the Union that they shall comply with the Occupational Health and Safety Act and Regulations for Construction Projects, as amended from time to time.
- (b) It is mutually agreed by both the Employer and the Union that they shall comply with the Ontario Human Rights Code.

■ ARTICLE 8 APPRENTICES AND IMPROVERS

- (a) The Employer and the Union mutually agree that, in the best interest of the Industry, Apprentices shall be hired and properly trained and accordingly there shall be contributions

and deductions for training as set out in Article 19 and 29 of this agreement.

- (b) Indentured Apprentices must be registered with the Industrial Training Branch, Ministry of Skills Development.
- (c) The Parties agree to establish and maintain Local Apprenticeship Committees consisting of equal representation of the Employers and Union. The Apprenticeship Committee shall be responsible to ensure that Apprentices receive proper training in all aspects of the Trade and to review the progress of the Apprentices at regular intervals.
- (d) The minimum rate for Apprentices and Improvers shall be:
 - (i) 50% of a Journeyperson's rate for the first period.
 - (ii) 65% of a Journeyperson's rate for the second period.
 - (iii) 80% of a Journeyperson's rate for the third period.
 - (iv) 90% of a Journeyperson's rate for the fourth period.
- (e) For the purpose of continued employment Apprentices or Improvers may be transferred to any Local of the Union, providing that the Local Union in which the Apprentice is to work does not have any Apprentices or Improvers available for employment.
- (f) The ratio of Apprentices or Improvers to be applicable to any one project shall be one (1) Apprentice or Improver for the first Journeyperson employed plus an additional Apprentice or Improver for each additional four (4) Journeypersons employed; said Apprentices or Improvers will be registered with the Union and will be paid rate of wages not less than stated above.

■ ARTICLE 8 FOREPERSONS

- (a) It is hereby agreed by the Union that the Employer has the right to transfer one Foreperson per project within the Province of Ontario provided the Foreperson is a member in good standing in the Union.

- (b) A Foreperson shall receive not less than Two Dollars and Fifty Cents (**\$2.50**) per hour, calculated on the Hourly Wage Rate, above a Journeyperson's rate as defined in Article 29.
- (c) It is understood that when a refractory project is of more than one shift operation the Employer shall be permitted one Foreperson per shift.

■ ARTICLE 10 · HOLIDAYS AND OVERTIME

- (a) Work performed in excess of regular hours of work Monday to Friday shall be paid at the rate of one and one-half times the minimum wage rate as defined in Article 29 (Wages) during the first two (2) hours. Double the minimum wage rates as defined in Article 29 (Wages) shall be paid for work performed in excess of the first two (2) hours. For Local 1 Hamilton, IU Local 6 Windsor, Local 23 Sarnia, Local 29 Sault Ste. Marie, and IU Local 25 Thunder Bay, work performed in excess of regular hours of work Monday to Friday shall be paid at the rate of double the minimum wage rate as defined in Article 29.
- (b) Work performed on Saturdays, Sundays and the following Holidays: New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday (Local), Labour Day, Thanksgiving Day, Christmas Day and Boxing Day, Heritage Day (whenever Heritage Day shall be declared a holiday by the Government of Ontario under the **Employment Standards Act**, shall be paid at double time at the minimum wage rate as defined in Article 29 (Wages).
- (c) When a holiday named above falls on a Saturday or Sunday, then the following Monday or the next regular scheduled workday shall be taken as the holiday (i.e. if Christmas falls on a Sunday and Boxing Day is Monday then both Monday and Tuesday shall be considered holidays). Should Canada Day fall on a Monday to Friday weekday, it shall be taken on the day on which it falls.

■ ARTICLE11 BUSINESS AGENT

The Employer shall not prevent the Business Agent(s) of the Union from having access to the employer's projects. Upon arrival at the project, the Business Agent(s) shall advise the Project Office of his presence.

■ ARTICLE12 STEWARDS

- (a) **No** discrimination shall be shown against any Steward for carrying out his duties. It is also agreed that the Local Union will advise the Foreperson of the appointment of Steward(s). It is further agreed that Steward(s) will be appointed on all jobs of the Employer by the Local Union and that he shall be one of the last two Journeypersons retained by the Employer on the job. The Foreperson shall advise the Local Union before discharging a Steward. Should a Partner or Employer be directing the Bricklayers, Stonemasons and/or Plasterers on a project he shall be considered as being the Foreperson. Should a project experience a cessation of work it is agreed that upon resumption of work the Steward, if available, shall be **one** of the first employees recalled.
- (b) When a project is of more than one shift operation the Union may appoint a steward for each shift.
- (c) Where a steward stops a job due to unsafe conditions it shall not constitute a violation of this collective agreement.

■ ARTICLE13 LAY OFF AND QUITTANCE

- (a) **One** hour's advance notice shall be given and paid for whenever employees are laid off or dismissed. Layoffs shall only take place at the end of the regular working day/or designated shift except for incompetence. Employees shall receive their pay and record of employment at the time of lay off and be permitted to leave the job after notice is given.

One hours' pay in lieu of notice shall be paid when a layoff for lack of work other than for reasons of adverse weather conditions continues for a period of **(7)** consecutive days and the employee had not obtained other employment and chooses to request his separation slip and one hour's pay in lieu of notice.

- (b)** On Refractory shift work as outlined in Article 22, should job completion on a designated **shift** be less than four **(4)** hours, then the **employee(s)** shall receive a minimum of four **(4)** hours pay at the designated shift rate. If job completion on a designated shift exceeds eight **(8)** hours then the **employee(s)** shall receive the minimum pay of the designated shift rate as if the entire shift were worked.
- (c)** Any employee who voluntarily leaves his employment shall have his wages and record of employment by the next regular pay day.
- (d)** Employees who do not receive their pay and record of employment at the time of layoff or who voluntarily leave their employment and do not receive their pay and record of employment by the next regular pay date shall receive, after notice to the employer, *two* **(2)** hours pay at the regular hourly rate for each working day or designated shift until such time as the Employer mails the employee's pay by registered or certified mail. The days for which the allowance of two (2) hours **is** paid shall not include the day on which the Employee's pay was mailed. In the case of work carried out under the refractory conditions (Article **21**), Employers must issue layoff pay and necessary forms within forty eight **(48)** hours, except weekends and holidays.

■ **ARTICLE 14**

SUPPLIES BY EMPLOYERS

Mason lines, paper cups and potable drinking water shall be supplied to the employees, from a clean covered container having a drain faucet, and an adequate supply of potable drinking water and paper cups shall be readily accessible **for the** workmen at all

times. All such cups shall be deposited in receptacles as provided.

The Employer agrees to supply all special **tools** and equipment which are not normally contained in the tool kits of the employees covered by this Agreement including rubber gloves, aprons and goggles where required for the work to be performed.

■ **ARTICLE15** **WORK BREAK**

It is agreed that employees shall be given two **(2)** ten **(10)** minute breaks on each regular working, evening or night work, or designated **shift** with no **loss** of pay. The Employer or Foreperson shall exercise his discretion as to when the breaks shall occur, but every reasonable effort shall be made to schedule such break at the mid-way points of the working period as defined. Where refreshments are available, arrangements shall be made to have orders taken on behalf of and delivered to the employees in the work area.

■ **ARTICLE16** **WORKING CONDITIONS**

- (a) It is agreed that Employees shall be paid for lost time up to the end of the regular working day or designated shift in which there have been delays caused due to shortage of materials or equipment or failure of equipment which is under the direct control of the Employer.
- (b) It is agreed that when using **20cm** solids **(100%)** **25cm** and **30cm** regular, semi-solids **(75%)** and solid (100%) standard aggregate concrete blocks, two **(2)** employees shall work in pairs to lay said blocks. It is further agreed that other masonry units that weigh in excess of twenty-five kilograms **(25 kgs)**, two **(2)** employees shall work in pairs to lay said units. This shall not however, apply to lightweight blocks such as cinder, haydite or slag otherthan **25cm (100% solid)** and **30cm** semi-solid **(75%)** or solid (100%)cinder, haydite or slag.

- (c) The Employer recognizes and agrees that it is in the interest of **productivity** to maintain all scaffolds at a safe and proper working height. The Employer also agrees that where possible side brackets will be utilized on all scaffolds.
- (d) It is agreed that if a company is comprised of two or more Principals or Owners not more than one Principal or Owner shall be permitted to work with the tools of the trade on any one project. Any Principal or Owner working with the tools of the trade or any member of the Union shall only do so in compliance with same working conditions having particular regard to the hours of work and other related working conditions.
- (e) Employees covered by this Agreement shall only provide service on the hourly rated basis as defined in Article 29 and any Union member contracting masonry work shall abide by the provisions of this Agreement.
- (f) Should an Employee receive an injury or become **ill** which causes him to leave the jobsite the Employer shall instruct an Employee to arrange for the safekeeping of such Employee's tools and clothes without **loss** of pay.
- (g) When an Employee is injured on the jobsite and must leave the job for medical attention or when the Doctor decides he is unable to return to the job because of **the** injury, or if instructed by the Foreperson or Superintendent to go home he shall be paid his regular wages and other benefits for the full eight **(8)** hours per day or designated shift whichever is the greater. If in the opinion of the **Employer** another Employee is required to leave the jobsite with the injured or **ill** Employee, to assist him in getting medical attention, he shall be **paid** his regular wages and other benefits for any lost time incurred in this way. Transportation when necessary shall be arranged by the Employer to a Doctor's office or hospital. The Local Union Office and the Employer shall be notified immediately of an accident to **an** Employee where **loss** of time is involved.

- (h) Members of the Union will not be permitted to work for out of Province **Employers** working in Ontario unless that Employer is party to the Ontario Provincial Agreement and agrees to abide by all terms and conditions of that Agreement.
- (i) An Employee injured in the performance of his duties and who is medically fit to return to work shall be reinstated where practicable and where the job is not yet completed.

For Plasterers Only

- (j) Closed scaffolds shall be provided by the Employer on all stationary scaffolds.
- (k) The Employer shall supply **darbies**, straight edges, feather edges, plumb and cornice rods when necessary.
- (l) All **bullnoses**, chamfers and coves one to six inches must be run by mold conforming to the usual methods.
- (m) All brick, tile, block or gypsum block walls in the browning must be **screeded** with rod, both vertical and horizontal and all browning must be floated. Screeds must be true and straight and all angles must be feather edged straight and true in the finishing coat.

ARTICLE 17 BENEFIT PLANS

- (a) It is agreed that contributions to a Provincial, National or Local Employee Benefit Plan referred to in this agreement, and deductions in respect of Union or Local Union dues may be amended by the Union during the course of this agreement by letter advising the Employer of the changes to be effective not earlier than thirty **{30}** days from the date of the letter, **so** long as the total negotiated compensation package is not increased thereby. It is understood that in accordance with this Article, the Union may unilaterally establish a new benefit plan of any kind, and require the Employer to make contributions to that plan upon written notice to the Employer **so** long as the total negotiated compensation

package is not increased thereby. Any fringe benefit in the collective agreement that is discontinued for any reason shall revert and be added to the hourly wage rate of the Local Union affected.

- (b) All deductions and contributions as outlined in Article 29 shall be paid not later than the fifteenth (15th) day of the Month following the Month in which they were earned. The combined payments shall be deposited in accordance with the designated place appearing on the Employers Monthly Contribution Report Form.
- (c) There shall be a maximum of two (2) remittance forms used when contributions are sent in by the Employers each month.
- (d) The first form shall have the Local Union's Administered Plans and **Employer/Employee** Contributions (refer to Article 29) such as, Local Union's Dues ~~check-off~~, S.U.B. Plans, Welfare & Dental Plans, and Local Pension. Basic Monthly Dues as described in Appendix E shall be deducted from the employee's first pay of the work month. These contributions shall be broken down individually on the form and then totaled at the bottom with only one (1) cheque written to the Local Union or designate.
- (e) The second form shall include all of the Provincial Benefit Plans and **Employer/Employee** contributions including, Employer Industry and Training Funds and Provincial or National check-off as spelled out in the Collective Agreement (refer to Article 29). These contributions shall be broken down individually on the form and then totaled with only one (1) cheque written to the designate.
- (f) If the Employer does not have any members in his employ a Nil Report shall be filed by the Employer on a Monthly report Form in accordance with Section (e) above. All Report Forms shall be required to contain a space in which an Employer can indicate that he is filing his last report **for that** Local.

- (g) The Parties agree that the following rules shall apply to employees who work in locations other than their home locals. All local union working dues check-off that are deducted under the collective agreement shall be paid to the Local Union in whose territory the work is being performed. All benefit contributions including all Welfare, Dental, Pension, SUB Plans shall be paid to the members' home Local Union or **plan(s)**. Where the total compensation package in the member's home local is different from the total compensation package in the area where the work is being performed, the Employer will, as a minimum pay the prevailing wage package for the area where the work is being performed.
- (h) See Appendix F for all Union and Local Union Benefit Plans.

■ ARTICLE 18 TRAVEL, ROOM & BOARD

The territorial jurisdictions of Local #1 Hamilton and #2 Toronto shall remain as defined in Appendix B and the Free Travel Zones shall be as follows:

1. Local 1 Hamilton

Free Travel Zone - shall be Sixteen (16) kilometres from the Hamilton City Hall using ~~the~~ most practical direct route.

Travel Allowance - ~~When~~ an Employee is required to work outside the Free Travel Zone as defined above he shall receive a travel allowance per kilometre ~~to~~ the project end return per day of:

Forty-One Cents (~~41¢~~) as of October 8, 2004

Forty-Three Cents (~~43¢~~) as of May 1st, 2005

Forty-Five Cents (~~45¢~~) as of May 1st, 2006

The number of kilometres in question shall be based on the most practical direct route from the boundary of the Free Traveling area to the **jobsite**. Travel Allowance shall not exceed Board Allowance as defined in Section 5 hereinafter.

2. **Local 2 Toronto**

(a) Zone 1 - Downtown Expenses

The following downtown expenses shall be paid when an Employee is required to work within an area bounded by the East boundary of **Dufferin** Street on the West, inclusive of C.N.E. grounds to the Lake and the Toronto Islands on the South, the South boundary of **Bloor** Street on the North, and the West boundary of **Jarvis** Street on the East.

Effective October **8, 2004** - Ten Dollars (\$10.00) per day

Also Public Transit costs to and from daily, the area known as the Toronto Islands or any subsequent title given to that geographical location.

(b) Zone 2 – Free Zone

From the boundaries of Zone 1 to the area bounded by the East boundary of Highway **427 (27)** on the West, the South Boundary of Highway **7** on the North, and the West boundary of **Kennedy Road** on the East,

(c) Zone 3– Travel Allowance Daily

Effective October 8th. 2004 - Twelve Dollars (\$12.00) per day

From the boundaries of Zone 2, to the boundaries of the territorial jurisdiction defined in Appendix B.

(d) **Barrie** end **Oshawa**

Free Travel Zone shall be twenty-five (25) kilometres measured by the most practical direct route from **Oshawa (City Post Office)**, and **Barrie Town Hall** and **Huntsville Town Hall** based on the nearest point to the residence of the employee.

(e) Travel Allowance for all other Local2 members shall be paid regardless of point of residence. Territorial Jurisdiction defined in Appendix B as amended.

(f) Where an employee who is a member of Local2 works outside the geographic area of Local 2 as defined in Appendix B, travel allowance at the applicable rate as defined in Section 4 hereinafter measured from the boundary of the

applicable Free Travel Zone to the project and return using the most practical direct route shall be paid.

- (g) Travel Allowance shall not exceed the Board Allowance as defined in Section 5 hereinafter.

3. **Free Travel Zone**

- (a) All other Local Unions' Free Travel Zone shall be twenty-five (25) kilometres measured by the most practical direct route from the City Hall of the Cities in which the Local Union is located except as in Local 4 St. Catharines (Centre of Allenburg), IU Local 6 Windsor (Union Hall) and Chatham City Hall, IU Local 7 Ottawa (Chateau Laurier, Federal Post Offices of Pembroke, Renfrew, ~~Arnprior~~, Egansville, Barry's Bay, Deep River, Cornwall and ~~Hawkesbury~~), Local 12 Kitchener (Waterloo Wellington Airport Tower, Brantford City Hall, Owen Sound City Hall, Mount Forest Post Office) based on the nearest point to the residence of employee, IU Local 25 Thunder Bay (Labour Centre, Federal Buildings of Ignace, Sioux Lookout, Dryden, Kenora, Emo, Fort Frances, ~~Atikokan~~, Nipigon, Terrace Bay and Marathon), Local 28 Sudbury (The Federal Buildings of Sudbury, North Bay, Kirkland Lake, Timmins, Kapuskasing, Cochrane, Timiskaming and Parry Sound), Local 29 Sault Ste. Marie (Civic Centre), and Local 10 Kingston (City Halls of Belleville, Brockville, Kingston and Peterborough).

- (b) IU Local 7 Ottawa - the Free Travel Zone measured by the most practical direct route shall be sixteen (16) kilometres from the City Hall of Smith Falls, Perth, Carleton Place and ~~Kemptville~~.

4. **Travel Allowance**

- (a) When an Employee who is a member of a Local Union works outside the free Travel Zone of the Local of which he is a member and as defined in Section 3 herein, he shall be paid travel allowance from the boundary of the Free Travel Zone at the following applicable rate per kilometre to the project and return per day using the most practical direct route:

Effective October 8th, 2004Forty-Five Cents (~~45¢~~)
Effective May 1, 2005Forty-Seven Cents (~~47¢~~)
Effective May 1st, 2006Forty-Nine Cents (~~49¢~~)

- (b) When the employee elects to travel in the employer's van the employer shall pay to said employee sixty percent (60%) of the mileage as required in (a) above.
- (c) Travel Allowance shall not exceed Room and Board Allowance as defined in Section 5 hereinafter.

5. Room and Board Allowance

- (a) Room and Board Allowance shall **apply whenever the Travel Allowance** in respect of a particular project exceeds the amount specified for Room and Board Allowance in this agreement.

Room and Board Allowance for all Local Unions shall be as follows:

Effective October 8th, 2004Seventy-Five Dollars (\$75.00)
Effective May 1st, 2006Eighty Dollars (~~\$80.00~~)

- (b) On projects where Room and Board Allowance applies, and located **two** hundred and one (~~201~~) kilometres or **less** from the boundary of the Free Travel Zone of all Local Unionthe applicable Board Allowance shall be paid on the basis of **five (5)** days per **week**. However should an employee be required to work on the 6th and or 7th day of the week, the employee shall be paid Room and Board Allowance and Travel expense where applicable for such **day(s)**.
- (c) Travel Allowance at the applicable rates as defined in Section 4 herein shall be paid to the project and return to the Free Travel Zone **boundary** once per project in addition to the applicable Room and Board Allowance Should an employee not report to work due to confirmed medical illness when work is available Room and Board Allowance shall be paid **up** to three (**3**) days for such illness. An employee absent for any other reason may **have** his Room and Board Allowance withheld.

- (d) On the projects where Room and Board Allowance applies and located more than **two** hundred and one (201) kilometres from the boundary of the Free Travel Zones of all Local Unions, the applicable Room and Board Allowance shall be paid on the basis of seven (7) days per week. Travel Allowance at the applicable rates as defined in Section 4 herein shall be paid to the project and return to the Free Travel Zone Boundary once per project in addition to the applicable Room and Board Allowance.
6. Employees instructed to travel from one project to another during the regular working day after having reported to the initial jobsite shall be paid Travel Allowance at the applicable rate as defined in Section 4 herein, using the most practical direct route in addition to his regular hourly rate,
7. All Travel Allowances and Room and Board Allowances shall be paid weekly by cash or cheque and within four (4) working days of the closing day of the pay period and identified separately from wages.
8. When an Employee works on a project located more than **two** hundred and one (201) kilometres from the Free Travel Zone Boundary of his/her Local Unions and return, the Employer shall pay the cost for all such transportation and meals. The Employer shall be required to pay traveling time based on the applicable regular straight time hourly rate of the area in which The Employee resides and holds membership to a maximum of eight (8) hours in any one day. When the time required to travel to the project is **less** than eight (8) hours, the Employee shall work the balance of his regular working period when requested to do **so**.
9. (a) Return public transportation shall be paid to any Employee by the Employer on the following basis on projects located from the boundary of the Free Travel Zone of the Employee's Local from which he was hired.

- 322 kilometres up to 644 kilometres - one round trip every two (2) months.
- 644 kilometres up to 966 kilometres - one round trip every four (4) months
- Over 966 kilometres - one round trip every six (6) months

(b) On projects of more than ninety (90) days duration should an Employee leave prior to completion of the project, for reasons other than compassionate grounds, Travel Allowances and Travel Time may be withheld.

10. When camp conditions are of necessity in lieu of the Board Allowance defined in Section 5 herein, it is agreed that such camp conditions shall be of first class accommodations and such accommodation conditions shall be established prior to the commencement of work.

■ ARTICLE 19 EMPLOYER AND EMPLOYEE DEDUCTIONS & CONTRIBUTIONS

- (a) The Union with the consent of the Trustees and on behalf of the Trustees, may enforce any part of this Article 19 that relates to the matters arising between an employer and the Trustees. Within such proceedings and again on behalf of the Trustees, the Union may seek all of the remedies contemplated in this Agreement or in the Trust Agreement. Nothing herein precludes the union on behalf of the Trustees from filing a grievance and proceeding pursuant to the Lien Act or Section 133 of the Ontario Labour Relations Act or utilizing any other section of the Act in addition to or in conjunction with the aforesaid.

In addition to all other remedies available to the Union and the Trustees in this Article or in any other portion of the Collective Agreement, should the Trustees deem an Employer to be delinquent in forwarding or delivering contributions or deductions, the Trustees may, upon written

notice require the employer to deliver contributions and/or deductions on a weekly basis, commencing with the week beginning the Monday after such notice is delivered by the Trustees. Contributions and/or deductions for each work week shall be remitted to the Trustees or appropriate administrator at the same time as wages are due to employees pursuant to Article 29 hereof.

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 member of the Union, a business representative, a trustee or the administrator of a trust fund, shall be prima facie evidence of the number of hours worked by members of the Union, and of a failure to make the appropriate payments as required by this Agreement. This evidence shall establish only a rebuttable presumption and may be challenged by the employer with proper documentary evidence.

If the Ontario Labour Relations Board or a Board of Arbitration, to which a grievance alleging failure to pay wages to employees or a failure to make appropriate payments to a trust fund or an administrator as required by the Agreement, determines that an employer has violated the Collective Agreement on the above grievance(s) then the OLRB or the Board of Arbitration shall also require the employer to pay all reasonable costs incurred by the Union in prosecuting the grievance including but not limited to, all legal costs on a solicitor-and-client basis, travel, meal and accommodation cost of all witness and Business Representatives, conduct money, cost incurred in serving a summons, any expenses incurred by the Union pursuant to Section 133 or otherwise, for the Board of Arbitration.

- (b) The Union, on receipt of such remittance shall within five (5) working days remit relevant amounts as per Article 29 per

hour for each hour earned by each employee to the Ontario Masonry Contractors Association together with a photocopy of the Employers Report Forms.

- (c) OBBC agrees to pay BACU four percent (4%) of the total Employer contributions contained in Article 29 as remitted monthly for **administration** for the collection and processing of said monies. This administration fee will be paid quarterly to the BACU from OBBC,
- (d) **Each Employer shall contribute the relevant amount as per Article 29** per hour for each hour earned by each Employee covered by this Agreement. Overtime work shall be considered on a **straight time** basis.

All fringe benefits and Local Union deductions shall be paid on the basis of hours earned.

Hours earned shall mean the amount received by the Employee (before deductions and not including vacation **pay**) divided by the hourly wage rate.

■ ARTICLE 20 DELINQUENT REMITTANCES

- (a) When remittances in accordance with Articles 17 and 19 are over ten (10) days in arrears, the Employer shall pay to the Trustees, as **liquidated damages and not as a penalty, an amount equal to five percent (5%)** per month, or portion thereof up to sixty percent (60%) per annum of such delinquent contributions, unless the Employer has corrected such delinquency **within five (5) days** of being given written notice.
- (b) **In addition, the delinquent employer shall be required to pay** all costs of collection of such liquidated damages and may be required, upon request of the Trustees, to deposit with the Trustees a Cash Deposit, Irrevocable Letter of Credit or Equivalent Acceptable Security to a maximum of Fifty Thousand Dollars (**\$50,000.00**).
- (c) Should a delinquent Employer refuse to pay the penalty herein provided, it is agreed the Employees of such delinquent Employer **may** refuse to work for such Employer until the Employer has complied with all obligations regarding remittances and/ or penalties.

Refusal to work by Employees shall not be a violation of this agreement or an unlawful stoppage of work within the provisions of the Ontario *Labour Relations Act*, and the Employer shall not institute or commence any applications, actions or proceedings of any nature whatsoever under the Ontario Labour Relations Act this Agreement or otherwise

against the Union or any of its Officers, Officials, Servants, Employees, Agents or Members in connection with any such refusal to work.

- (d) Each Employer bound by this Agreement agrees that where the Trustees of any employee benefit plan to which the Employer is required to contribute payments, the Union or OBBC have just cause to believe that an Employer **has** not made proper or any contributions and reports in relation to the Benefit Plan or has not made proper or any contributions and reports with respect to Industry or Training Funds, the Employer shall produce complete employment and payroll records to permit review of these records by a chartered accountant appointed by the Trustees, the Union or OBBC, to determine whether the Employer has made the required contributions.

In the event such review reveals that an Employer has failed to properly contribute or report to any Benefit Plan, the Trustees of any such trust fund, the Union or the OBBC, may require such Employer to pay the cost of review where the Trustees, the Union or the OBBC, are of the opinion that such Employer deliberately failed or omitted to properly contribute or report as aforesaid. If **no** such failure is revealed, the individual party originally requesting the audit shall bear the costs.

■ ARTICLE 21 REFRACTORY CONDITIONS

Meaning: Firebrick, Acid Resistant Structural Materials, Carbon, Graphite Materials, Gunnite, Acid Resistant, Tar Impregnated Brick and **All** Other Refractory Materials

1. **Saw Operator**

- (a) Employees, while engaged **as a** Saw Operator, shall receive a premium of Forty Cents (~~40¢~~) an hour above the basic refractory rate for the hours spent operating the saw and shall wear all safety clothing provided.
- (b) **All** protective equipment to be supplied by the Employer.

(c) Employers will, where practical, assign one Bricklayer for each saw.

2. Stackwork

(d) For work on a stack the wage rate shall be the base rate as stipulated in the Provincial Agreement Article 21 (6), refractory conditions plus a premium of Two Dollars (\$2.00) per hour commencing at the base of the structure and shall cease when the structure is completed. The premium pay shall not apply to reporting pay and further shall not be multiplied by overtime premiums.

(e) The above premium shall not apply to blast furnace work.

3. Transportation

If Bricklayers are required to walk more than one-half (1/2) mile from the centre of the parking lot assigned to the contractor to the project, transportation between the parking lot and the project shall be provided. This may be varied by agreement at a pre-job conference.

4. Facilities

(a) As warranted when graphite, carbon, acid, tar impregnated brick, gunnite work and on all work on lime kilns, blast furnace relines and coke oven repairs, coveralls and gloves shall be provided by the Employer and such clothing shall remain the property of the Employer.

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

(c) Where dust conditions prevail, adequate ventilation will be provided, and Employee will be provided with proper respiratory equipment.

(d) When working with refractory ceramic fibre, NIOSH approved full face respirator masks, coveralls, disposable coveralls, tape and gloves shall be provided by the

Employer and safety training shall be provided by competent trainers on the Employer's time and at the Employer's expense.

5. **laid Off or Dismissed**

The Employers agree to notify the Steward forthwith when an Employee has been laid off or dismissed.

6. **Basic Refractory Wages and Premiums**

(a) Minimum basic refractory rate shall be paid at a premium of no less than Forty Cents (~~40¢~~) per hour earned over the established rete as set out in Article 29, Wages, Deductions and Contributions.

(b) Employees working with carbon and/or graphite materials shall be paid a premium of Fifty-Five Cents (~~55¢~~) per hour earned over the prescribed basic refractory rate as set out in (a) above.

(c) Employees working where the temperature of the immediate working area is one hundred and fifty degrees (~~150°~~) Fahrenheit or sixty-five degrees (~~65°~~) Celsius, shall be paid a premium of Fifty-Five Cents (~~55¢~~) per hour earned over the prescribed basic refractory rate as set out in (a) above.

7. Notwithstanding the Refractory Conditions established in the above, the following items shall form part of this Agreement.

(a) Conditions in the Geographical Area of Local 23 Sarnia shall be as defined in Appendix D.

(b) It is understood and agreed that when refractory work is carried out in Local 12, the base rate of wages shall be the same as that shown for Local 1 under Article 29.

(c) **Gunnite** - Local unions agree to cooperate in providing nozzle operators whenever requested. When nozzle operators are not available, Employers will be permitted to bring employees from another Local Union.

8. **Casthouse Floor**

Ongoing day to day repairs that are carried out while the blast furnace is under wind and include the taphole face through to the tilting runners, including the **tilting** runners when they are refined off-site, shall be performed under the following rates and conditions:

- (a) minimum wage rates shall be paid at **eighty-five percent (85%)** of current rates as per Article 29;
- ~~(b)~~ fringe benefits shall be remitted **as** per Article 19 (a);
- (c) overtime shall be **paid** in accordance with Article 10(a) except that the minimum rate shall be as defined in (a) above;
- (d) no standard starting or finishing time shall apply to this work; and
- (e) the rates and conditions in the sub Article do not apply during a blast furnace reline.

ARTICLE 22 SHIFT WORK CHART

SHIFT WORK FOR REFRACTORY AND MASONRY — SCHEDULE "A" — SCHEDULE OF HOURS

Working Period	Starting Time	Work Break	Lunch Break	Work Break	Work Break	Finish Work	Actual Hours Worked	Hours to be Paid	Sat. Sun. & Holiday
Regular Hours**	8:00 am	10:00-10:10 am	12:00-12:30 pm	2:30-2:40 pm*		4:30 pm	8	8	16
Two Shift Operation	8:00 am	10:00-10:10 am	12:00-12:30 pm	2:30-2:40 pm*		8:00 pm	11	16	24
12 Hour shifts	8:00 am	10:00-10:10 pm	12:00-12:30 am	2:30-2:40 am*		8:00 am	11	17	25
10 Hour shifts	8:00 am	10:00-10:10 am	12:00-12:30 pm	2:30-2:40 pm	4:20-4:30 pm	6:30 pm	10	12	20
	8:00 pm	10:00-10:10 pm	12:00-12:30 am	2:30-2:40 am	4:30-4:40 am	6:30 am	10	13	21
8 Hour shifts	8:00 am	10:00-10:10 am	12:00-12:30 pm	2:30-2:40 pm		6:30 pm	9	10	18
	8:00 pm	10:00-10:10 pm	9:30-10:00 pm	Mid-12:10 am		3:00 am	8	11	19
8 Hour shifts	8:00 am	10:00-10:10 am	12:00-12:30 pm	2:30-2:40 pm		4:30 pm	8	8	16
	8:00 pm	10:00-10:10 pm	8:30-9:00 pm	11:00-11:10 pm		1:00 am	8	9	17
Three Shift Operation									
12 Hour shifts	8:00 am	10:00-10:10 am	12:20-12:30 pm	2:30-2:40 pm		4:00 pm	7.5	8	15
	8:00 pm	10:00-10:10 pm	8:00-8:30 pm	2:30-2:40 pm		12:00 am	7.5	9	16
	8:00 am	10:00-10:10 am	4:00-4:30 am	2:30-2:40 am		8:00 am	7.6	9	16

** All overtime on 1hr regular hours of work shall be paid at the rate of double time the applicable refractory rates.

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

* On work over ten (10) hour shift and a hot meal cannot be provided the employer agrees to pay the equivalent of one half hourly wages rate at the regular time in lieu of the cost of the hot meal.

NOTES: Starting time may be adjusted by mutual agreement

Time of second lunch break and third coffee break to be arranged by mutual agreement for the 12 hour shift operation.

Saturday commences at 12:01 am and Sunday ends at 11:59 pm. Any work done between 12:01 am Saturday and 11:59 pm Sunday will be paid at the rate of double time.

This schedule shall apply to Local Union #2 for regular shift hours for refractory work only.

(a) Holiday as named in Article 10 will commence at 12:01 am and continue for 24 hours on the calendar day on which it occurs

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

■ ARTICLE23 SHELTER

- (a) The Employer shall provide accommodation with adequate tables and seating facilities for Employees covered by this Agreement and it shall be properly constructed, heated and lighted. Said shelter shall be provided at the commencement of the work. There shall be room and provision for the safe storage of the Employees' tools and clothes and free from materials and equipment. Shelters shall be kept cleaned and sanitary daily by both parties.
- (b) Employees' tools and clothing lost by fire or theft from the shelter provided for their Storage, shall be compensated for by the Employer, on written proof of loss.

■ ARTICLE24 PAYMENT OF WAGES

- (a) Payment of Wages shall be made not later than Thursday of each week on the jobsite during working hours by cash or cheque or other negotiable instruments. Time books to be closed weekly and pay day shall be within four working days of the closing time of the books. The Union, in individual cases, for reasonable cause, may require that the payment shall be made by cash or certified cheque until such cause has been removed.
 - (b) Accompanying the Pay, the Employer shall provide a statement for each Employee showing the Company Name, the Employee's Name, the Dates of Pay Period, the Number of Hours worked, the Rate per Hour, the Gross Pay, Traveling Allowances, Vacation Pay, Board Allowance, Deductions and Contributions and Net Pay.
 - (c) Any Employee failing to receive his pay on his regular pay day shall give notice to his Employer or his representative. If the Employer does not make payment of wages before twelve (12) noon on the following working day the Employer shall pay two (2) hours pay at the applicable straight time hourly rate in addition to his wages to the Employee for
-

each regular work day (**Monday** through Friday) the delinquency continues.

■ **ARTICLE 25** **INITIAL REPORTING TIME**

When a member reports for work at the Employer's Shop or Job at the request of the Employer, and is told that he is not required he shall be paid a minimum of three (**3**) hours Wages plus Travel Allowance and/or Board Allowance when applicable.

■ **ARTICLE 26** **REPORTING TIME**

- (a) Where an Employee reports for Work at the Employer's Job and work is not available (for reasons other than inclement weather) and where the Employee had reason to believe that work in progress would be available, the Employer shall pay the Employee three (**3**) hours pay at the regular rate and Traveling Allowances and/or Board Allowance when applicable.

Inclement Weather Reporting Time

- (b) The Parties agree that when an Employer or his Representative makes no attempt to notify the Employees by the regular starting time whether work will or will not commence a penalty of three (**3**) hours shall be paid for each Employee affected and such Employer shall pay the assessment immediately. Where an employee reports for work at the Employer's job and work is not available because of inclement weather and where the employee has reason to believe that work in progress would be available the Employer shall pay the employee the applicable Travel Allowance and/or Board Allowance.

■ **ARTICLE 27** **HOURS OF WORK**

- (a) The regular hours of work for work performed on Monday to Friday inclusive, shall be from 8:00 a.m. until 4:30 p.m. each

day. This is no guarantee of daily or weekly hours by the Employer. The starting time may vary up to thirty (30) minutes.

- (b) No work shall be performed at any time other than during the regular hours and days as defined in (a) unless mutually agreed by the Parties to this Agreement.
- (c) When work cannot be done during the regular work day defined in (a) above on Monday to Friday inclusive, such work may be done as an evening or night work at one and one-eighth (1 1/8) times the regular day rate.
- (d) On all buildings of less than eight (8) storeys, the starting point at starting time shall be the shelter as defined in Article 23. The Employee shall leave the shelter at 8:00 a.m. and proceed to work on the Employer's time. The Employee shall leave the job at 12:00 Noon and proceed to lunch on his own time. The Employee shall proceed to work at 12:30 p.m. on the Employer's time and shall leave the job at quitting time and return to the shelter on his own time. On all buildings of eight (8) storeys or more in height, the shelter shall be provided closely adjacent to the starting point, and the eighth (8th) floor shall be known as the starting point and the Employee shall proceed to his work from this point on the Employer's time.
- (e) By mutual consent of the Local Union and the affected Employer, should inclement weather cause employees on a project to lose eight (8) hours or more during a Monday to Friday regular work week, then Saturday may be worked as make-up time, at straight time rates. Employees working on Saturday shall not work in excess of the regular work week hours on a Monday to Saturday basis. If the Employee works over the number of hours of a regular work week then double time shall apply to the excess hours. It is understood and agreed that make-up time is on a voluntary basis only. Employees not wishing to work the make-up time shall not be subject to disciplinary action or layoff.

- (f) This clause is not applicable to Refractory or Maintenance work.

■ ARTICLE 28 VACATION PAY

Vacation Pay shall be paid weekly. Vacation and Holiday pay shall be at the rate of ten percent (10%) of the Employee's gross wages earned. This amount includes four percent (4%) in lieu of payment for statutory holidays.

IU local 6 Windsor – Vacation pay shall be deducted weekly and remitted monthly to the IU Local 6 Vacation Pay Trust Fund. Vacation and Holiday pay shall be at the rate of ten percent (10%) of the Employee's gross wages earned. This amount includes four percent (4%) in lieu of payment for statutory holidays.

■ ARTICLE 29 WAGES, BENEFITS AND CONTRIBUTIONS

Total Wage Packages as Set Out In Article 29 Shall Be Increased As Follows:

Effective October 8th, 2004 Two Dollars (\$2.00)

May 1, 2005 Increase of One Dollar (\$1.00)

May 1, 2006 Increase of Seventy-Five Cents (75¢)

Total Increase of Three Dollars and Seventy-Five Cents (\$3.75) per hour over the term of this Agreement.

The increases are incorporated into the following schedules.

The allocation of the wage package shall be provided by the applicable Local Union in writing. The parties agree, a Local Union may amend the breakdown of the wage package with thirty (30) days written notice but in no case will it affect the amount of the total wage package.

Article 29 – WAGI
 BACU/OPC Agree
 Effective October

2004

Expiring A

2007

CONTRIBUTIONS
 Bricklayers, Masons
 Expiring A

BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS

EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007

Date	EMPLOYEE DEDUCTIONS				INDUSTRY CONTRIBUTIONS										
	Hrly. Wage Rate	V.P. * 10% Round	Local Dues	BAC Deduct	Organizing Fund	Local Training	Pension	Local Pension	Welfare	Dental	SUB	Total Wage Pkg.	Ind. Fund	Training & Dev. Fund	Local Funds
Oct 8th, 2004	29.87	2.99	0.62	0.28	0.25	0.08	3.00	3.00	2.15		0.35	41.36	0.50	0.14	
2005, May 1st	30.78	3.08	0.64	0.28	0.25	0.11	3.00	3.00	2.15		0.35	42.36	0.50	0.14	
2006, May 1st	31.01	3.10	0.65	0.28	0.25	0.11	3.50	3.00	2.15		0.35	43.11	0.50	0.14	

**Article 29 – WAGES, BENEFITS, CONTRIBUTIONS AND DEDUCTIONS
BACU/OPC Agreements-Bricklayers, Masons and Plasterers
Effective October 8th, 2004 and Expiring April 30th, 2007**

BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007															
LOCAL #2 TORONTO				EMPLOYEE DEDUCTIONS					INDUSTRY CONTRIBUTIONS						
Date	Hrly. Wage Rate	V.P. * 10% Round	Local Dues	BAC Deduct	Organizing Fund	Local Training	Pension	Local Pension	Welfare	Dental	SUB	Total Wage Pkg.	Ind Fund	Training & Dev. Fund	Local Funds
Oct. 8th, 2004	31.60	3.16	0.67	0.28	0.25	0.05	0.30	5.00	2.30			42.36	0.50	0.14	0.13
2005, May 1st	32.51	3.25	0.67	0.28	0.25	0.05	0.30	5.00	2.30			43.36	0.50	0.14	0.13
2006, May 1st	33.20	3.31	0.67	0.28	0.25	0.05	0.30	5.00	2.30			44.11	0.50	0.14	0.13

**Article 29 -- WAGES, BENEFITS, CONTRIBUTIONS AND DEDUCTIONS
 BACU/OPC Agreements-Bricklayers, Masons and Plasterers
 Effective October 8th, 2004 and Expiring April 30th, 2007**

BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS															
EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007															
LOCAL #2 BARRIE				EMPLOYEE DEDUCTIONS					INDUSTRY CONTRIBUTIONS						
Date	Hrly. Wage Rate	V.P. * 10% Round	Local Dues	BAC Deduct	Organizing Fund	Local Training Fund	Pension	Local Pension	Welfare	Dental	SUB	Total Wage Pkg.	Ind. Fund	Training & Dev. Fund	Local Funds
Oct. 8th, 2004	31.06	3.10	0.67	0.28	0.25	0.05	0.30	3.90		2.30		40.66	0.50	0.14	
2005, May 1st	31.97	3.19	0.67	0.28	0.25	0.05	0.30	3.90		2.30		41.66	0.50	0.14	
2006, May 1st	32.65	3.26	0.67	0.28	0.25	0.05	0.30	3.90		2.30		42.41	0.50	0.14	

**Article 29 – WAGES, BENEFITS, CONTRIBUTIONS AND DEDUCTIONS
 BACU/OPC Agreements-Bricklayers, Masons and Plasterers
 Effective October 8th, 2004 and Expiring April 30th, 2007**

BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007														
LOCAL #4 ST. CATHARINES				EMPLOYEE DEDUCTIONS				INDUSTRY CONTRIBUTIONS						
Date	Hrly. Wage Rate	V.P. * 10% Round	Local Dues	BAC Deduct	Organizing Fund	Pension	Local Pension	Welfare	Dental	SUB	Total Wage Pkg.	Ind. Fund	Training & Dev. Fund	Local Funds
Oct 8th, 2004	30.83	3.08	0.60	0.28	0.25	4.20	1.00	2.25			41.36	0.50	0.14	
2005, May 1st	31.74	3.17	0.60	0.28	0.25	4.20	1.00	2.25			42.36	0.50	0.14	
2006, May 1st	32.15	3.21	0.60	0.28	0.25	4.50	1.00	2.25			43.11	0.50	0.14	

**Article 29 – WAGES, BENEFITS, CONTRIBUTIONS AND DEDUCTIONS
 BACU/OPC Agreements-Bricklayers, Masons and Plasterers
 Effective October 8th, 2004 and Expiring April 30th, 2007**

BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007																
LOCAL #5 LONDON				EMPLOYEE DEDUCTIONS					INDUSTRY CONTRIBUTIONS							
Date	Hrly. Wage Rate	V.P.* 10% Round	Local Dues	Local RRSP	BAC Deduct	Organizing Fund	Pension	Local Pension	Local Training Fund	Welfare	Dental	SUB	Total Wage Pkg.	Ind. Fund	Training & Dev. Fund	Local Funds
Oct 8th, 2004	33.05	3.30	0.57	2.00	0.28	0.25	2.00		0.15	0.95	0.86	0.35	40.66	0.50	0.14	
2005, May 1st	33.96	3.39	0.57	3.00	0.28	0.25	2.00		0.15	0.95	0.86	0.35	41.66	0.50	0.14	
2006, May 1st	34.64	3.46	0.57	3.75	0.28	0.25	2.00		0.15	0.95	0.86	0.35	42.41	0.50	0.14	

**Article 29 – WAGES, BENEFITS, CONTRIBUTIONS AND DEDUCTIONS
 BACU/OPC Agreements-Bricklayers, Masons and Plasterers
 Effective October 8th, 2004 and Expiring April 30th, 2007**

BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS															
EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007															
LOCAL #6 WINDSOR				EMPLOYEE DEDUCTIONS					INDUSTRY CONTRIBUTIONS						
Date	Hrly. Wage Rate	V.P. * 10% Round	Local Dues	BACU/OPC Secretariat	Local EBA Fund	Local Organizing Fund	Local Training Fund	Local RRSP	Local Pension	Welfare	Dental	Total Wage Pkg.	Ind. Fund	Training & Dev. Fund	Local Funds
Oct. 8th, 2004	29.60	2.96	0.58	0.01	0.27	0.20	0.05	2.00	3.50	2.60		40.66	0.50	0.14	
2005, May 1st	30.42	3.04	0.60	0.01	0.27	0.20	0.05	2.00	3.50	2.70		41.66	0.50	0.14	
2006, May 1st	31.01	3.10	0.62	0.01	0.27	0.20	0.05	1.50	4.00	2.80		42.41	0.50	0.14	

Article 29 – WAGES, BENEFITS, CONTRIBUTIONS AND DEDUCTIONS
BACU/OPC Agreements-Bricklayers, Masons and Plasterers
Effective October 8th, 2004 and Expiring April 30th, 2007

BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS														
EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007														
LOCAL #7 OTTAWA			EMPLOYEE DEDUCTIONS					INDUSTRY CONTRIBUTIONS						
Date	Hrly. Wage Rate	V.P. * 10% Round	Local Dues	BACU/OPC Secretariat	Local Organizing Fund	IU Pension	Local Pension	Welfare	Dental	SUB	Total Wage Pkg.	Ind. Fund	Training & Dev. Fund	Local Funds
Oct. 8th, 2004	31.83	3.18	0.85	0.01	0.20	1.00	3.00	1.65			40.66	0.50	0.14	0.08
2005, May 1st	32.51	3.25	0.85	0.01	0.20	1.25	3.00	1.65			41.66	0.50	0.14	0.08
2006, May 1st	32.97	3.29	0.85	0.01	0.20	1.50	3.00	1.65			42.41	0.50	0.14	0.08

**Article 29 – WAGES, BENEFITS, CONTRIBUTIONS AND DEDUCTIONS
 BACU/OPC Agreements-Bricklayers, Masons and Plasterers
 Effective October 8th, 2004 and Expiring April 30th, 2007**

BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007														
LOCAL #10 KINGSTON			EMPLOYEE DEDUCTIONS									INDUSTRY CONTRIBUTIONS		
Date	Hrly. Wage Rate	V.P. * 10% Round	Local Dues	BAC Deduct	Organizing Fund	Pension	Local Pension	Welfare	Dental	SUB	Total Wage Pkg.	Ind. Fund	Training & Dev. Fund	Local Funds
Oct. 8th, 2004	31.69	3.16	0.63	0.28	0.25	1.50	2.50	0.95	0.86		40.66	0.50	0.14	0.08
2005, May 1st	32.60	3.25	0.63	0.28	0.25	1.50	2.50	0.95	0.86		41.66	0.50	0.14	0.08
2006, May 1st	33.28	3.32	0.63	0.28	0.25	1.50	2.50	0.95	0.86		42.41	0.50	0.14	0.08

**Article 29 – WAGES, BENEFITS, CONTRIBUTIONS AND DEDUCTIONS
 BACU/OPC Agreements-Bricklayers, Masons and Plasterers
 Effective October 8th, 2004 and Expiring April 30th, 2007**

BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007														
LOCAL #12 KITCHENER				EMPLOYEE DEDUCTIONS				INDUSTRY CONTRIBUTIONS						
Date	Hrly. Wage Rate	V.P. * 10% Round	Local Dues	BAC Deduct	Organizing Fund	Pension	Local Pension (RRSP)	Welfare	Dental	SUB	Total Wage Pkg.	Ind. Fund	Training & Dev. Fund	Local Funds
Oct. 8th, 2004	30.55	3.05	0.50	0.28	0.25	1.50	3.75	0.95	0.86		40.66	0.50	0.74	
2005, May 1st	31.46	3.14	0.50	0.28	0.25	1.50	3.75	0.95	0.86		41.66	0.50	0.74	
2006, May 1st	32.14	3.21	0.50	0.28	0.25	1.50	3.75	0.95	0.86		42.41	0.50	0.74	

**Article 29 – WAGES, BENEFITS, CONTRIBUTIONS AND DEDUCTIONS
 BACU/OPC Agreements-Bricklayers, Masons and Plasterers
 Effective October 8th, 2004 and Expiring April 30th, 2007**

BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007														
LOCAL #12 KITCHENER PLASTERERS				EMPLOYEE DEDUCTIONS				INDUSTRY CONTRIBUTIONS						
Date	Hrly. Wage Rate	V.P. * 10% Round	Local Dues	BAC Deduct.	Organizing Fund	Pension	Local Pension (RRSP)	Welfare	Dental	SUB	Total Wage Pkg.	Ind. Fund	Training & Dev. Fund	Local Funds
Oct. 8th, 2004	30.03	3.00	0.50	0.28	0.25	1.50	3.75	0.95	0.86		40.09	0.50	0.14	
2005, May 1st	30.94	3.09	0.50	0.28	0.25	1.50	3.75	0.95	0.86		41.09	0.50	0.14	
2006, May 1st	31.62	3.16	0.50	0.28	0.25	1.50	3.75	0.95	0.86		41.84	0.50	0.14	

**Article 29 – WAGES, BENEFITS, CONTRIBUTIONS AND DEDUCTIONS
BACU/OPC Agreements-Bricklayers, Masons and Plasterers
Effective October 8th, 2004 and Expiring April 30th, 2007**

BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS															
EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007															
LOCAL #20 OSHAWA				EMPLOYEE DEDUCTIONS					INDUSTRY CONTRIBUTIONS						
Date	Hrly. Wage Rate	V.P. * 10% Round	Local Dues	BAC Deduct	Organizing Fund	Local Training	Pension	Local Pension	Welfare	Dental	SUB	Total Wage Pkg.	Ind. Fund	Training & Dev. Fund	Local Funds
Oct. 8th, 2004	33.05	3.30	0.67	0.28	0.25	0.05	3.20		0.95	0.86		41.36	0.50	0.14	
2005, May 1st	33.50	3.35	0.67	0.28	0.25	0.05	3.70		0.95	0.86		42.36	0.50	0.14	
2006, May 1st	33.96	3.39	0.67	0.28	0.25	0.05	3.95		0.95	0.86		43.11	0.50	0.14	

Article 29 – WAGES, BENEFITS, CONTRIBUTIONS AND DEDUCTIONS
BACU/OPC Agreements-Bricklayers, Masons and Plasterers
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BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS											
EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007											
LOCAL #23 SARNIA			EMPLOYEE DEDUCTIONS				INDUSTRY CONTRIBUTIONS				
Date	Hrly. Wage Rate	V.P. * 10% Round	Local Dues	BAC Deduct	Organizing Fund	Local Training Fund	Pension	Local Pension	Welfare	Dental	SUB Total Wage Pkg.
Oct 8th, 2004	31.23	3.12	0.60	0.28	0.25	0.10	2.00	2.50	0.95	0.86	40.66
2005, May 1st	32.14	3.21	0.60	0.28	0.25	0.10	2.00	2.50	0.95	0.86	41.66
2006, May 1st	32.82	3.28	0.60	0.28	0.25	0.10	2.00	2.50	0.95	0.86	42.41
											Ind. Fund 0.50
											0.14
											0.50
											0.14
											0.50
											0.14

**Article 29 – WAGES, BENEFITS, CONTRIBUTIONS AND DEDUCTIONS
 BACU/OPC Agreements-Bricklayers, Masons and Plasterers
 Effective October 8th, 2004 and Expiring April 30th, 2007**

BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007																
LOCAL #25 THUNDER BAY			EMPLOYEE DEDUCTIONS					INDUSTRY CONTRIBUTIONS								
Date	Hrly. Wage Rate	V.P. * 10% Round	Local Dues	BACU/OPC Secretariat	Local EBA Fund	Local Org. Fund	Local Trng/Bldg Fund	CMPT Pension	Local Pension	Welfare	Dental	SUB	Total Wage Pkg.	Ind. Fund	Training & Dev. Fund	Local Funds
Oct 8th, 2004	30.79	3.08	0.30	0.01	0.27	0.20	0.05	3.00	1.00	1.40	0.97		40.24	0.50	0.14	0.07
2005, May 1st	31.38	3.14	0.30	0.01	0.27	0.20	0.10	3.25	1.00	1.40	1.07		41.24	0.50	0.14	0.07
2006, May 1st	31.75	3.17	0.30	0.01	0.27	0.20	0.15	3.50	1.00	1.40	1.17		41.99	0.50	0.14	0.07

**Article 29 – WAGES, BENEFITS, CONTRIBUTIONS AND DEDUCTIONS
 BACU/OPC Agreements-Bricklayers, Masons and Plasterers
 Effective October 8th, 2004 and Expiring April 30th, 2007**

BACU/OPC AGREEMENTS – BRICKLAYERS, MASONS AND PLASTERERS EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007														
LOCAL #28 SUDBURY				EMPLOYEE DEDUCTIONS				INDUSTRY CONTRIBUTIONS						
Date	Hrly. Wage Rate	V.P. * 10% Round	Local Dues	BAC Deduct	Organizing Fund	Pension	Local Pension	Welfare	Dental	SUB	Total Wage Pkg.	Ind. Fund	Training & Dev. Fund	Local Funds
Oct. 8th, 2004	29.79	2.98	0.60	0.28	0.25	5.45		2.02			40.24	0.50	0.14	0.05
2005, May 1st	30.59	3.05	0.60	0.28	0.25	5.45		2.15			41.24	0.50	0.14	0.05
2006, May 1st	31.18	3.11	0.60	0.28	0.25	5.45		2.25			41.99	0.50	0.14	0.05

**Article 29 – WAGES, BENEFITS, CONTRIBUTIONS AND DEDUCTIONS
BACU/OPC Agreements-Bricklayers, Masons and Plasterers
Effective October 8th, 2004 and Expiring April 30th, 2007**

BACU/OPC AGREEMENTS - BRICKLAYERS, MASONS AND PLASTERERS														
EFFECTIVE OCTOBER 8TH, 2004 AND EXPIRING APRIL 30TH, 2007														
LOCAL #29 S.S. MARIE				EMPLOYEE DEDUCTIONS					INDUSTRY CONTRIBUTIONS					
Date	Hrly. Wage Rate	V.P. * 10% Round	Local Dues	BAC Deduct	Organizing Fund	RRSP	Pension	Local Pension	Welfare	Dental	Total Wage Pkg.	Ind. Fund	Training & Dev. Fund	Local Funds
Oct. 8th, 2004	29.59	2.95	0.80	0.28	0.25	2.00	4.60		3.10		40.24	0.50	0.14	0.05
2005, May 1st	30.18	3.01	0.80	0.28	0.25	2.00	4.85		3.20		41.24	0.50	0.14	0.05
2006, May 1st	30.31	3.03	0.80	0.28	0.25	2.00	5.35		3.30		41.99	0.50	0.14	0.05

■ **ARTICLE30** **PENSION FUND**

The Employer agrees to forward to the CMPT Administrator employer contributions at the hourly rate as set out in Article 29 for each person performing work under this collective agreement by the fifteenth of the month following the month in which contributions are earned.

■ **ARTICLE31** **JURISDICTIONAL DISPUTES**

All work assignment and jurisdictional disputes involving any other organization or employee shall be resolved at the Ontario Labour Relations Board in the event the parties cannot resolve the issue. The Employer agrees to recognize and apply the practice of the Local Unions of the OPC to work assignments of Local **Unions** of the BACU.

Dated at Toronto, this 8th day of October, 2004.

This collective agreement dated at Toronto, as of the **8th** day of October, **2004**.

Signed on behalf of Brick and Allied **Craft** Union of Canada
BACU

Jerry Coelho

John Haggis

Ron Smith

Joe Plunkett

Al Leduc

Kerry Wilson

Signed on behalf of the Masonry Industry Employers Council of Ontario **MIECO/OBBC**

John Blair

Vello Medri

Martin Deeley

■ APPENDIX A LIST OF EMPLOYERS SIGNATORY TO THIS AGREEMENT

1. A. Mesko Masonry Inc.
(A & A Masonry).....Sarnia
2. A. Santin Masonry Ltd.Kingston
3. Abe Dick Masonry Ltd.Kingston
4. Bernel Masonry Ltd.Toronto
5. BMC Masonry,
a Division of 2032686B Ont. LimitedToronto
6. BMR Construction ServicesToronto
7. 1480863 Ontario Inc. cob
Brian Schon MasonryLondon
8. Cambrian Construction & Masonry Co.,
Division of 3855310 Ontario Inc.Sudbury
9. Chem-Thane Engineering Inc.Toronto
10. Cecchini Masonry Ltd.Thorold
11. 1114136 Ontario Inc.o/a
Cor tec ContractingCambridge
12. Corfab Company LimitedSudbury
13. Eastern Construction Company Limited ..Toronto
14. E.R. Masonry Ltd.Kitchener
15. Findlay-Jones Insulation LimitedToronto
16. Fosbel Inc.Ohio
17. Fox Masonry LimitedToronto
18. Franco Masonry Ltd.Sault Ste Marie
19. G. Salvador ContractingToronto
20. George & Asmussen LimitedBreslau
21. Glasrock Products Inc.Hamilton

22. GNI Great Northern Insulation
Construction Ltd. **Woodstock**
23. 993415 Ontario Limited o/a J. D. Masonry. .Toronto
24. Kappeler Masonry Corporation **Kitchener**
25. Kvaerner Constructors Limited **Hamilton**
26. Leo-Jan Masonry Limited **Kitchener**
27. Linar Masonry Inc. **Toronto**
28. Lorcan Construction Ltd. **Toronto**
29. M Cor Masonry Contracting Inc. **Lynden**
30. Mac Masonry Inc. **Toronto**
31. Nu-North Masonry Inc., **Sudbury**
32. 938055 Ontario Inc. o/o Raffec Inc. **St. Catharines**
33. RHI Canada Inc. **Burlington**
34. Sapacon Drywall Ltd. **Ottawa**
35. **SELM Masonry Ltd.** **Toronto**
36. **Squire Masonry Ltd.** **Toronto**
37. **Stoneview Masonry Ltd.** **Guelph**
38. **Stefcon Construction Inc.** **Toronto**
39. **Twin Masonry Ltd.** **Toronto**
40. Thyssenkrupp Encoke Inc.
Now UHDE Corporation of America **Hamilton**
41. Vaughan Masonry Inc. **Toronto**
42. Vesuvius Canada **Refractories Inc.** **Welland**
43. Village Masonry **Construction Inc.** **Toronto**
44. Vinmod Construction Inc. **Hamilton**
45. Wilf Schon Masonry Ltd. **London**
46. XS Masonry Inc. **Hamilton**

■ APPENDIX B TERRITORIAL JURISDICTION OF THE LOCAL UNIONS OF THE BACU

Local 1 – HAMILTON- BRICKLAYERS AND MASONS

The County of Wentworth, the County of Halton, except that portion east of Sixteen Mile Creek, from Lakeshore to Queen Elizabeth Highway, and that portion East of Sixth Line North from Queen Elizabeth Highway Townships of North and South Grimsby, Castor in the County of Lincoln, County of Haldimand, except Townships of Moulton and Dunn.

Local 2 –TORONTO- COUNTY OF YORK, COUNTY OF PEEL

Merger of Local 2 Toronto and Barrie - Local Union. 2 - Toronto (includes former Local Union No. 8 - Barrie) Bricklayers, Masons and Plasterers

County of Halton - all territory lying East of the Sixteen mile Creek from Lakeshore to Queen Elizabeth Highway also all territory lying East of the Sixth Line North from Queen Elizabeth Highway.

In the County of Ontario - Townships of Pickering, Village of Pickering and the town of Ajax.

Local 2 - BARRIE

Townships of Nottawasaga, Sunnidale, Flos, Vespra, Tosorontio, Essa, Innisfil, Adjala, Tecumseth, West Gwillimbury in the County of Simcoe and Township of Mulmur in the County of Dufferin and the Townships of Oro, Orillia, Gravenhurst, Bracebridge, Huntsville, Burk Falls, Parry Sound, Beaverton and surrounding territories and the Townships of Tiny and Tay in the County of Simcoe, City of Barrie, Orillia, and District of Muskoka.

Local 4 - ST. CATHARINES - BRICKLAYERS, MASONS. PLASTERERS, CEMENT MASONS, TILE AND TERRAZZO AND HELPERS

Townships Grantham, Louth, Clinton, Gainsborough in the County of Lincoln.

All territory lying North of No. 20 Highway in the Townships of Pelham and Thorold in the County of Welland. Township of

Niagara in the County of Lincoln. Townships of Stamford, Willoughby, Bertie in the County of Welland.

Townships of Humberstone, Wainfleet, Crowland and all territory lying South of Highway No. 20 in Pelham and Thorold in the County of Welland.

County of Welland.

Townships Moulton and Dunn in Haldimand County

Local 5 – LONDON- BRICKLAYERS, MASONS, MARBLE, TILE AND TERRAZZO

County of Middlesex, Elgin and all territory in Oxford County lying West of Highway 59 including the City of Woodstock, Townships Colborne, Goderich, Stanley, Hay, Stephen, Usborne, Tucker-Smith McKillop, Hullet, in the County of Huron, Townships Logan, Ellice, North Easthope, South Easthope, Downie, Fullarton, Hubert, Blanshard, in the County of Perth.

Local 5 -Windsor

The Counties of Essex and Kent

Local 10 – OTTAWA - BRICKLAYERS, MASONS, MARBLE, TILE AND TERRAZZO

The Counties of Carleton, Prescott, Russell, Lanark, Stormont, Glengary, Renfrew, and Dundas. The surrounding townships as follows: North and South Crosby, Bastard, Kitley, Burgess, Elsmley in the County of Leeds, Wolford, Oxford, South-Cower and Edwardsburgh in the County of Grenville.

Local 10 – KINGSTON- BRICKLAYERS, MASONS AND PLASTERERS

The Counties of Lennox, Addington, Leeds, Frontenac, Grenville, Haliburton, Northumberland, Hastings, Prince Edward, Victoria, and Peterborough. The Townships of Hope and Cavan in the County of Durham.

Local 10 – KINGSTON- CEMENT MASONS

As above and including the Counties of Stormont, Glengary, and Dundas.

LOCAL 10 – KINGSTON - MARBLE TILE AND TERRAZZO

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

Local 12 - KITCHENER - BRICKLAYERS, MASONS, PLASTERERS, TILE, TERRAZZO AND HELPERS

The County of Waterloo and the Townships: Elma, Mornington, Wallace in the County of Perth, Townships: Ashfield, East Wawanosh, West Wawanosh, Morris, Grey, Turnberry, Howlock in the County of Huron. The Counties of Grey, Bruce, Dufferin and Wellington. The County of Norfolk, the County of Brant and all territories of Oxford County lying East of Highway 59. For plastering only, the area is extended to include the County of Wellington and Dufferin.

Local 20 - OSHAWA - BRICKLAYERS, MASONS, PLASTERERS AND CEMENT MASONS

County of Ontario, except the Townships of Pickering, Rama, Mara and Thora, County of Durham, except the Townships of Hope and Cavan.

Local 23 - SARNIA - BRICKLAYERS AND MASONS AND MARBLE, TILE AND TERRAZZO

County of Lambton

Local 29 - THUNDER BAY - BRICKLAYERS, MASONS, MARBLE, TILE AND TERRAZZO

Districts of Thunder Bay to the Manitoba Border, Kenora and Rainy River to the U.S.A. Border.

Local 28 - SUDBURY - BRICKLAYERS, MASONS, MARBLE, TILE, TERRAZZO AND CEMENT MASONS

Districts of Sudbury, Parry Sound, Nipissing, Temiskaming, Cochrane and Kapuskasing and in addition to the above territory, for Marble, Tile and Terrazzo and Cement Masons the Districts of Algoma and Manitoulin Island.

Local 29 - SAULT STE. MARIE - BRICKLAYERS AND MASONS

Districts of Algoma and Manitoulin Island.

Local 31 –TORONTO AND HAMILTON. MARBLE, TILE, TERRAZZO AND HELPERS

The City of Toronto and the District within approximately thirty (30) miles of the City Limits, including the following: **Oakville**, **Brampton**, **Newmarket**, **Oshawa**, including the Counties of **Simcoe**, **Peel**, **York**, **Ontario**, **Durham**, **Victoria**, **Peterborough**, **Northumberland** and all Districts in between the above places. All territories East of the Sixteen Mile Creek from the Lakeshore to the Queen Elizabeth Highway. Also the territory lying East of the Sixth Line North of the Queen Elizabeth Highway in the County of Halton.

County of **Wentworth**, County of **Halton**, except that portion East of Sixteen Mile Creek from Lakeshore to Queen Elizabeth Highway and that portion East of Sixth Line North from Queen Elizabeth Highway.

Townships of **North** and **South Grimsby**, **Caiston** in the County of **Lincoln**. County of **Haldimand** except the Townships of **Moulton** and **Dunn**.

For the purpose of this Agreement and in order to alleviate any misunderstandings, it is expressly understood and agreed by and between all Parties to this Agreement that while the Agreement is Province-wide in scope, reference to Plasterers, means those Plasterers now and who hereafter become members of a Local Union under the name and style of a Local Union of the Brick and Allied Craft Union of Canada

It is further agreed regarding Plasterers, that all conditions defined in this Agreement shall apply to only those Geographical Areas and Local Unions hereinafter defined.

■ APPENDIX C

REFRACTORY CONDITIONS

Firebrick, Refractory Materials, Acid Resistant Structural Materials and Carbon and Graphite Materials for the Geographical Area of Local 23, Sarnia, Ontario.

In addition to the rates as established in Article 29, Wages, Deductions, Contributions, an additional One Dollar and Forty Cents (\$1.40) per hour shall be paid for the laying of acid and firebrick, also all types of refractory work to include all refractory material. Twenty Cents (~~20¢~~) per hour (Forty Cents (~~40¢~~) per hour on overtime) above refractory rate of pay to be paid to Nozzle Operators.

Stacks and Silos

A premium of Two Dollars (**\$2.00**) per hour will be paid above the prevailing wage rate for work up to three hundred feet (300'). This shall include overhand work or free fall area. For each additional fifty feet (50') an additional premium of One Dollar (**\$1.00**) will be paid.

Shift Work

Shift work shall be defined as follows:

1. An Employee or Group of Employees in relay with **one** another.
2. When work is scheduled to start after the regular starting time it shall be deemed as shift work.
3. No Bricklayer shall work more than one shift in any twenty-four (24) hour period.
4. When it is deemed necessary to change the scheduled shift, the Employer must notify the Business Agent or his Representative.
5. When Bricklayers report for work and are notified that the length of the shift has been changed, they shall receive a minimum of eight (8) hours pay.

6. Bricklayers will be entitled to a smoke break every two (2) hours in a smoking area with no **loss** of time.

■ **APPENDIX D**

TRADE JURISDICTION

Bricklaying Masonry shall consist of the laying of bricks made from any material, in, under, or upon any structure or form of work where bricks are used, whether in the ground, or over its surface, or beneath water, in commercial buildings, rolling mills, iron works, blast or smelter furnaces, lime or brick kilns, in mines or fortifications, and in all underground work, such as sewers, telegraph, electric and telephone conduits. **All** cutting of joints, pointing, cleaning and setting of brick walls, pointing or caulking of masonry to masonry, fireproofing, block-arching, terra-cotta cutting and setting, the cutting, laying of all tile, mineral wool, insulation, cork blocks and glass masonry, or any substitute for the above materials, the installation of air barriers on masonry and/or concrete, the cutting, rubbing and grinding of all kinds of brick and the setting of all cut stone trimmings on brick buildings is bricklayers work. It shall consist of all restoration work involving the removal and replacement of existing or deteriorated masonry units. Bricklayers shall have the right to use all hand held tools or power tools and equipment which are considered necessary in the performance of their work.

The laying, cleaning, cutting and pointing of cement blocks, artificial stone, and all cement blocks that are used for backing up external wall, the building of party wall, columns, girders, beams, floors, stairs, arches and block partitions where substituted for the clay or natural stone products. The preparation, application or erection of plastic castables or any refractory materials and membrane installation on all acid work. **All** on-site preparation and erection of prefabricated brick and/or block panels, including the cutting, setting, plumbing, aligning, levelling, shimming, pointing and all necessary work to complete same. Bricklayers shall have the right to use all tools which are considered necessary in the performance of their work. **All** cork installations and substitutes therefore where cement or other adhesive materials

are used, when such is installed in floors, wall, partitions, roofs, and ceiling insulation, including the cutting of closures to fill out courses. The laying of all mono-wall and thread-line materials and the operation of all tools and applicators in connection with the mono-wall system of construction shall be the work of the bricklayer.

The laying of all rubble work with or without mortar, setting all cut stone, marble, or slate of stone work (meaning as to stone any work manufactured from such foreign or domestic products as are specified and used in the interior or on the exterior of buildings by Architects, and customarily called "Stone" in the Trade). Cutting all shoddy, broken ashlar or random ashlar, that is roughly dressed upon the beds and joints and range ashlar not over ten inches in height; the dressing of all jambs, corners and ringstone that are roughly dressed upon the bed, joints or reveals, and the cutting of a draft upon same for plumbing purpose only; and the cleaning and pointing of stone work. This is to apply to all work on buildings, sewers, bridges, railroads, bulkheads, breakwaters, jetties, playgrounds, parks, landscaping and curbing or other public works, and to all kinds of stone, particularly to the product of the locality where the work is being done, and the same shall be considered Stonemasonry.

Stonemasons shall have the right to use all tools which are considered necessary in the performance of their work. A Stonemason shall be required to provide sharp tools when starting a job and the Employer agrees to provide for the forging of these tools during the job and prior to lay-off. Stonemasons shall have the right to use all hand held tools or power tools and equipment which are considered necessary in the performance of their work.

Cutting, setting, plumbing, aligning, leveling, shimming, pointing and other necessary work involving the installation of units which have been moulded, formed or cast and having a facing of materials such as Brick, Block, Tile, Marble, Slate, Granite, natural or artificial stone may be performed by members of the Union. Granite Cladding will be performed by members of the Union.

All exterior or interior plastering, plain and ornamental, when done with stucco, cement and lime mortars or patent materials, artificial marble work, when applied in plastic form, composition work in all its branches, the covering of all walls, ceilings, soffits, piers, columns or any part of a construction of any work when covered with any plastic materials in the usual methods of plastering, is the work of the Plasterer. The casting and striking of all ornaments of plaster compositions, the cutting and filling of cracks. All cornices, moulding, coves, and bull nose shall be run in place on rods and white mortar screeds and with a regular mold and all substitutes of any kind, when applied in plastic form with a trowel, or substitute for same, dry-wall taping is the work of the Plasterer. Any material related to stucco including any thermal base that supports any acrylics shall be the work of the Plasterers or Dry-Wall Tapers.

Ceramic Welding -The Employers agree to assign to employees represented by the BACU of Canada all on site maintenance, repair and renovation work involved in the ceramic welding process, including but not limited to: the handling and transportation of all materials; tools and equipment associated with ceramic welding; the operation and repair of ceramic welding equipment; all work and tasks necessary to prepare the work areas for ceramic welding; the mixing of all ceramic materials; the operation of all lances used in performing ceramic welding; all tasks necessary to restore the work area to normal operating conditions; and any other work assignments necessary under the manufacturers requirements.

■ APPENDIX E MONTHLY BASE DUES SCHEDULE

Provincial Monthly Base Dues (all Locals)

Local Union Form

Local 1	\$ 25.00
Local 2	\$ 20.00
Local 4	\$ 10.00
Local 5	\$ 25.00
IU Local 6	\$ 25.00
IU Local 7	\$ 34.00
Local 10	\$ 30.00
Local 12	\$ 21.00
Local 20	\$ 32.00
Local 23	\$ 30.00
IU Local 25	\$ 34.00
Local 28	\$ 22.00
Local 29	\$ 25.00

The amount of these deductions may have varied upon sixty (60) days notice, prior to the anniversary date, in writing, from the Financial Secretary of the Local Union.

■ APPENDIX F BENEFIT PLANS

Canadian Bricklayers and Allied Craft Unions Members Pension Trust, (CMPT) Canada Customs and Revenue Agency Registration No. TF 1063478.

Global Benefit Plan Consultants
545 Wilson Ave
Toronto, Ontario M3H 1V2

The administrators of the Local Union Benefit Plans are as follows:

Local 2 Toronto Global Benefit Plan Consultants
545 Wilson Ave
Toronto, Ontario M3H 1V2

Local 4 St. Catharines

Local 5 London

Local 10 Kingston

Local 12 Kitchener

Local 20 Oshawa

Local 23 Sarnia

Local 1 Hamilton

Kerry Wilson
51 Wentworth Street South
Hamilton, Ontario L8N 2Y5
(905) 527-8418

Local 28 Sudbury

Franco Rocca
469 Bouchard St. Suite 201
Sudbury, Ontario P3E 2K8
(705) 522 4140

Local 29 Sault Ste. Marie

W. Sonley
316 Korah Road
Sault Ste. Marie, Ontario P6C 4H1
(705) 949-2642

IU Local 6, 7, and 25

Benefit Plan Administrators

IU Local 6 Windsor

Luciano Mascarin
3454 Sandwich St
Windsor, Ontario **N9C 1B3**
(519) 256-3070

IU Local 7 Ottawa

Lea-Power Assoc. Inc.
616 Cooper Street
Ottawa, Ontario
(613) 236-9007

IU Local 25 Thunder Bay

David Kubinec
BDO Dunwoody LLP
1095 Barton Street
Thunder Bay, Ontario **P7B 5N3**
(807) 625-4444

For all Union and Local Union Benefit Plans and the amount involved in the various Plans, refer to Article 29, Wages, Deductions, Contributions.

■ **APPENDIX G**
LETTER OF UNDERSTANDING;
OCTOBER 8TH, 2004

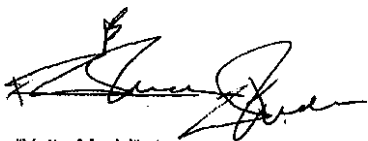
Re: Article 8 (f) expired agreement April 30th, 2004

Article 8 (e) Union proposal.

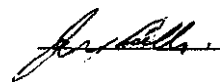
Whereas it is in the interest of the parties to increase the number of bricklayer apprentices and the quality of their training.

Therefore the parties agree to establish a joint committee within 90 days of ratification to consider the scope of work and the hourly limitation contained within the above noted articles and to make recommendation with regards to any changes for consideration **by** the parties.

Dated at Toronto, this 8th day of October, 2004



"Vello Medri"



"Jerry Coelho"

MIECO/OBBC

OPC/BACU

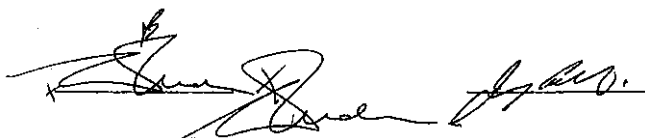
■ APPENDIX H CONTRACTING AND SUBCONTRACTING LETTER OF UNDERSTANDING

The BACU will provide a complete list of employers who have executed ICI collective agreements with the BACU.

The BACU agrees that from the date of execution of the collective agreement with OBBC

1. The BACU will not sign any ICI collective agreements that do not provide for payments to OMCA in the same amounts as agreed to in the BACU-OBBC agreement;
2. The BACU will not enter into ICI collective agreements with any employers that are more favourable to that employer than the BACU-OBBC collective agreement;
3. The BACU will use its best efforts to seek authorization for OBBC to bargain on behalf of the employer in the **2007-2010** ICI Provincial collective agreement; and
4. If the BACU has entered into any ICI collective agreement with any employer that contains any provision that is more favourable than the provision in the BACU-OBBC collective agreement, the more favourable provision shall be substituted into the BACU-OBBC and MIECO-OPC collective agreements.

Dated at Toronto, this 8th day of October, 2004.



"Vello Medri"

"Jerry Coelho"

MIECO/OBBC

OPC/BACU

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