

**COLLECTIVE AGREEMENT**

**between**

**THE CROWN IN RIGHT OF ONTARIO**

**and represented by the**

**MANAGEMENT BOARD OF CABINET**

**and**

**THE ONTARIO PUBLIC SERVICE EMPLOYEES UNION**

SOURCE	Union		
EFF.	91	01	01
TERM.	91	12	31
No. OF EMPLOYEES	4,890		
NOMBRE D'EMPLOYÉS	80		

The parties hereto have agreed to all matters in dispute and to the following **terms** in respect of the Maintenance Services Category.

1. **Term**

One (1) year effective from January 1, 1991 to December 31, 1991.



2. **Salaries**

- a) The rates of **pay** for all classifications in this category together with their effective date are shown in Appendix A, attached hereto.
- b) i) A Steam Plant Engineer (2 or 3) in **charge** of all the **shift** engineers in a power plant who acts **as** the assistant to a steam plant chief who has the responsibility for all institutional maintenance, shall be permitted to progress one rate beyond the maximum for the established salary range.
- ii) **Manual** workers who are assigned to operate Type 'A' equipment in one season in each year for not **less** than 40% of the **year's** working time, shall be permitted to be paid one rate above each listed rate in the salary range.

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- iii) Pilots who have a Class II Instrument Flight Rules (IFR) rating ~~from~~ Transport Canada and are permanently assigned to operate aircraft requiring IFR rating, shall be permitted to be paid three rates above each listed rate in the **salary** range.
- iv) **The** rates above the maximum rate which may apply are **set out** in Appendix A in parentheses.

3. Tool Allowance

A tool allowance of one hundred dollars (\$100.00) shall be paid to employees who are in positions classified in the following classes, provided that these employees are required to use their own tool kits and further provided that the employees have been continuously employed for at least one (1) year:

Mechanic 1, 2  
Mechanic Foreman\Woman  
Air Engineer  
Senior Air Engineer  
Maintenance Welder  
Maintenance Machinist  
Maintenance Machinist,  
Foreman\Woman  
Maintenance Mechanic 1, 2, 3  
Technician Equipment Development

4. Retroactivity

The wage rates set out in Appendix A shall be retroactive and payable from their effective date on a full or pro-rata basis, to all employees who are or were in **this** category and shall apply to all overtime worked.

5. Implementation

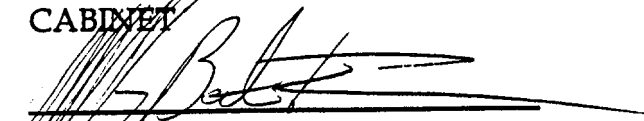
The parties agree to co-operate to facilitate the expeditious implementation of this agreement. The Employer will make every reasonable effort to implement the salary increases within fifty (50) days of the ~~official~~ notice of ratification by the Union of this Memorandum of Settlement, but in any event shall implement the salary increases no later than ~~sixty~~ (60) days from the date of official notice of ratification.

6. Renewal

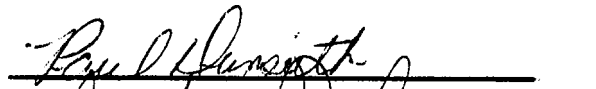


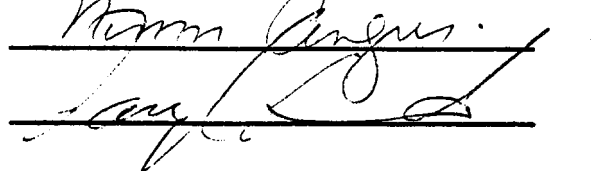
The agreement shall be in effect until December 31, 1991 and from year to year thereafter unless written notice of intention to amend or terminate the agreement is given by either party to the other in accordance with Section 22 of the Crown Employees Collective Bargaining Act, RSO 1980, chapter 108, as amended.

Signed by the parties hereto on the ~~9<sup>th</sup>~~ <sup>May</sup> day of ~~April~~, 1991 in the City of Toronto.

FOR MANAGEMENT BOARD OF  
CABINET

  
\_\_\_\_\_  
Eric Delgadillo  
Nancy Robinson  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

FOR ONTARIO PUBLIC SERVICE  
EMPLOYEES UNION

  
\_\_\_\_\_  
  
\_\_\_\_\_  
  
\_\_\_\_\_  
Norm Angus  
  
\_\_\_\_\_  
\_\_\_\_\_

MAINTENANCE SERVICES

REVISED COMPENSATION RATES:

17656 AIR ENGINEER

MS-01	OLD RATE:	17.96	18.39
	01/01/91 :	19.00	19.46

94020 ARTISAN 1

MS-02C	OLD RATE:	13.60	13.85	14.20
	01/01/91:	14.69	14.95	15.32

94022 ARTISAN 2

MS-02C	OLD RATE:	15.12	15.47	15.82
	01/01/91:	16.30	16.67	17.04

94024 ARTISAN 3

MS-02C	OLD RATE:	16.52	16.95
	01/01/91:	17.78	18.23

94028 ARTISAN 4

MS-02C	OLD RATE:	18.43	18.95
	01/01/91:	19.80	20.35

17660 ASSISTANT PLANT SUPERINTENDENT, AIR SERVICE

MS-01	OLD RATE:	793.23	820.63	850.42
	01/01/91:	839.24	868.23	899.74

## 12960 CONSTRUCTION SUPERINTENDENT 1

MS-02C OLD RATE:	709.75	732.32	755.66
01/01/91:	761.80	785.67	810.37

## 12962 CONSTRUCTION SUPERINTENDENT 2

MS-02C OLD RATE:	756.48	781.43	808.00
01/01/91:	811.24	837.63	865.74

## 12964 CONSTRUCTION SUPERINTENDENT 3

MS-02C OLD RATE:	863.59	892.59	924.01
01/01/91:	924.56	955.24	988.48

## 17232 DECKHAND

MS-04 OLD RATE:	12.84	13.16
01/01/91:	13.88	14.22

## 17647 ELECTRONICS REPAIRER

MS-02C OLD RATE:	15.64	16.02
01/01/91:	16.85	17.25

## 05344 ELEVATOR INSPECTOR 1

MS-02C OLD RATE:	772.09	792.18	813.53
01/01/91:	827.75	849.01	871.59

## 05350 ELEVATOR INSPECTOR 3

MS-02C OLD RATE:	925.60	965.88	1003.7:
01/01/91:	990.16	1032.78	1072.81

## 17250 HIGHWAY EQUIPMENT OPERATOR 1

MS-03A OLD RATE:	13.44	13.74
01/01/91:	14.22	14.54

## 17252 HIGHWAY EQUIPMENT OPERATOR 2

MS-03A OLD RATE:	13.74	14.07
01/01/91:	14.54	14.89

## 17254 HIGHWAY EQUIPMENT OPERATOR 3

MS-03A OLD RATE:	14.07	14.37
01/01/91:	14.89	15.20

## 17256 HIGHWAY EQUIPMENT OPERATOR 4

MS-03A OLD RATE:	14.70	15.02
01/01/91 :	15.55	15.89

## 17619 HIGHWAY EQUIPMENT SUPERVISOR 1

MS-03A OLD RATE:	747.50	772.47	799.03
01/01/91:	790.86	817.27	845.37

## 17621 HIGHWAY EQUIPMENT SUPERVISOR 2

MS-03A OLD RATE:	793.23	820.63	850.42
01/01/91:	839.24	868.23	899.74

## 17623 HIGHWAY EQUIPMENT SUPERVISOR 3

MS-03A OLD RATE:	911.63	951.90	989.73
01/01/91:	964.50	1007.11	1047.13

93102	INSTRUMENT REPAIRER 1		
	MS-02C OLD RATE:	16.71	17.10
	01/01/91:	17.98	18.39
93104	INSTRUMENT REPAIRER 2		
	MS-02C OLD RATE:	17.57	18.02
	01/01/91:	18.89	19.37
93106	INSTRUMENT REPAIRER, FOREMAN/WOMAN		
	MS-02C OLD RATE:	19.01	19.47
	01/01/91:	20.41	20.90
17648	LINEMAN/WOMAN		
	MS-02C OLD RATE:	15.27	15.64
	01/01/91:	16.46	16.85
93020	MAINTENANCE BRICKLAYER		
	MS-02B OLD RATE:	16.03	16.39
	01/01/91:	17.26	17.64
93024	MAINTENANCE CARPENTER		
	MS-02B OLD RATE:	16.03	16.39
	01/01/91:	17.26	17.64
93026	MAINTENANCE CARPENTER, FOREMAN/WOMAN		
	MS-02B OLD RATE:	17.25	17.67
	01/01/91:	18.55	18.99

## 93004 MAINTENANCE MECHANIC 2

MS-02B OLD RATE:	14.57	14.90	15.24
01/01/91:	15.72	16.06	16.42

## 93006 MAINTENANCE MECHANIC 3

MS-02B OLD RATE:	16.03	16.39
01/01/91:	17.26	17.64

## 93050 MAINTENANCE PAINTER AND DECORATOR

MS-02B OLD RATE:	15.30	15.70
01/01/91:	16.49	16.91

## 93052 MAINTENANCE PAINTER AND DECORATOR, FOREMAN/WOMAN

MS-02B OLD RATE:	16.86	17.25
01/01/91:	18.14	18.55

## 93056 MAINTENANCE PLASTERER

MS-02B OLD RATE:	16.03	16.39
01/01/91:	17.26	17.64

## 93058 MAINTENANCE PLASTERER, FOREMAN/WOMAN

MS-02B OLD RATE:	17.25	17.67
01/01/91:	18.55	18.99

## 93060 MAINTENANCE PLUMBER

MS-02A OLD RATE:	16.88	17.29
01/01/91:	17.86	18.29



## 93074 MAINTENANCE WELDER

MS-02C OLD RATE:	16.84	17.23
01/01/91:	17.82	18.23

## 18608 MANUAL WORKER

MS-03B OLD RATE:	12.81	13.05 ( 13.36)
01/01/91:	13.85	14.11 ( 14.43)

## 17280 MARINE ENGINEER 1

MS-04 OLD RATE:	16.21	16.62
01/01/91:	17.45	17.88

## 17282 MARINE ENGINEER 2

MS-04 OLD RATE:	16.62	17.05
01/01/91:	17.88	18.34

## 17609 MECHANIC 1

MS-02A OLD RATE:	16.43	16.86
01/01/91:	17.38	17.84

## 17611 MECHANIC 2

MS-02A OLD RATE:	17.22	
01/01/91:	18.22	

## 17613 MECHANIC FOREMAN/WOMAN

MS-02A OLD RATE:	17.95	18.43
01/01/91 :	18.99	19.50

## 52562 OPERATOR 2, BINDERY EQUIPMENT

MS-07	OLD RATE:	461.73	472.48	483.23	493.95	505.75
	01/01/91:	488.51	499.88	511.26	522.60	535.08

## 52564 OPERATOR 3, BINDERY EQUIPMENT

MS-07	OLD RATE:	503.83	519.95	535.30	552.14	569.01
	01/01/91:	533.05	550.11	566.35	584.16	602.01

## 52500 OPERATOR 1, OFFSET EQUIPMENT

MS-07	OLD RATE:	417.17	425.75	434.90	444.54	454.17
	01/01/91:	441.37	450.44	460.12	470.32	480.51

## 52502 OPERATOR 2, OFFSET EQUIPMENT

MS-07	OLD RATE:	474.08	484.79	495.55	507.38	520.21
	01/01/91:	501.58	512.91	524.29	536.81	550.38

## 52504 OPERATOR 3, OFFSET EQUIPMENT

MS-07	OLD RATE:	505.75	518.62	531.51	544.40	558.37
	01/01/91:	535.08	548.70	562.34	575.98	590.76

## 52506 OPERATOR 4, OFFSET EQUIPMENT

MS-07	OLD RATE:	569.01	586.28	605.60	624.94	645.06
	01/01/91:	602.01	620.28	640.72	661.19	682.47

## 17260 PILOT

MS-01	OLD RATE:	731.06	752.33	774.88	798.60	829.83	.....
		.....	( 861.74	895.49	930.47)		

## 94016 RADIO AND TV REPAIRER

MS-02B OLD RATE:	16.03	16.39
01/01/91:	17.26	17.64

## 16701 RADIO OPERATOR 1

MS-05 OLD RATE:	13.58	13.83
01/01/91:	14.37	14.63

## 16703 RADIO OPERATOR 2

MS-05 OLD RATE:	14.13	14.42	14.76
01/01/91:	14.95	15.26	15.62

## 16705 RADIO OPERATOR 3

MS-05 OLD RATE:	14.76	15.24	15.73
01/01/91:	15.62	16.12	16.64

## 17658 SENIOR AIR ENGINEER

MS-01 OLD RATE:	750.88	772.03
01/01/91:	794.43	816.81

## 12832 SENIOR BRIDGE OPERATOR

MS-04 OLD RATE:	13.67	14.00
01/01/91:	14.76	15.11

## 17286 SENIOR MARINE ENGINEER 1

MS-04 OLD RATE:	16.89	17.31
01/01/91:	18.17	18.61

## 40120 STEAM PLANT CHIEF 2

MS-06	OLD RATE:	687.21	709.75	732.32
	01/01/91:	737.95	761.80	785.67

## 40110 STEAM PLANT ENGINEER 1

MS-06	OLD RATE:	15.12	15.47
	01/01/91:	16.30	16.67

## 40112 STEAM PLANT ENGINEER 2

MS-06	OLD RATE:	16.16	16.52 (	16.95)
	01/01/91:	17.40	17.78 (	18.23)

## 40114 STEAM PLANT ENGINEER 3

MS-06	OLD RATE:	17.31	17.69 (	18.22)
	01/01/91 :	18.61	19.02 (	19.58)

## 40100 STEAM PLANT TECHNICIAN 1

MS-06	OLD RATE:	13.58	13.84
	01/01/91 :	14.67	14.94

## 40102 STEAM PLANT TECHNICIAN 2

MS-06	OLD RATE:	14.74	15.07
	01/01/91 :	15.89	16.24

## 12738 TECHNICIAN, EQUIPMENT DEVELOPMENT

MS-02C	OLD RATE:	17.30	17.68	18.21
	01/01/91:	18.60	19.01	19.57

## 40206 THERMAL OPERATOR 4

MS-06	OLD RATE:	19.37	19.93	20.50
	01/02/91:	20.49	21.09	21.69

## 12590 TRAFFIC PATROLLER 1, TRANSPORTATION AND COMMUNICATIONS

MS-03A	OLD RATE:	13.74	14.07
	01/01/91:	14.54	14.89

## 12592 TRAFFIC PATROLLER 2, TRANSPORTATION AND COMMUNICATIONS

MS-03A	OLD RATE:	14.70	15.02
	01/01/91:	15.55	15.89

## 17208 TRANSPORT DESPATCHER

MS-03A	OLD RATE:	15.46	15.86
	01/01/91:	16.36	16.78

## 17206 TRANSPORT DRIVER

MS-03A	OLD RATE:	14.37	14.70
	01/01/91:	15.20	15.55

## 50442 UPHOLSTERY REPAIRER

MS-02C	OLD RATE:	14.57	14.91
	01/01/91:	15.72	16.07

## 40402 WASTE AND WATER PROJECT OPERATOR 1

MS-02C	OLD RATE:	15.20	15.60	15.96
	01/01/91:	16.38	16.80	17.19

# TRADES APPRENTICES

## RATES OF PAY

January 1, 1991 - December 31, 1991

The requirements regarding the period of apprenticeship and the wages paid for a particular trade shall be as stipulated under the Apprenticeship and Tradesmen's Qualification Act, 1986.

### PERCENTAGE WAGE PROGRESSION

### JOURNEYMAN HOURLY RATE

January 1, 1991

40%	50%	55%	60%	65%	70%	75%	80%	85%	90%	
6.08	7.60	8.36	9.12	9.88	10.64	11.40	12.16	12.92	13.68	15.20
6.35	7.94	8.73	9.52	10.32	11.11	11.90	12.70	13.49	14.28	15.87
6.45	8.06	8.87	9.67	10.48	11.28	12.09	12.90	13.70	14.51	16.12
6.76	8.46	9.30	10.15	10.99	11.84	12.68	13.53	14.37	15.22	16.91
7.06	8.82	9.70	10.58	11.47	12.35	13.23	14.11	14.99	15.88	17.64
7.14	8.92	9.81	10.70	11.60	12.49	13.38	14.27	15.16	16.06	17.84
7.14	8.93	9.82	10.72	11.61	12.50	13.40	14.29	15.18	16.07	17.86
7.32	9.15	10.06	10.97	11.89	12.80	13.72	14.63	15.55	16.46	18.29