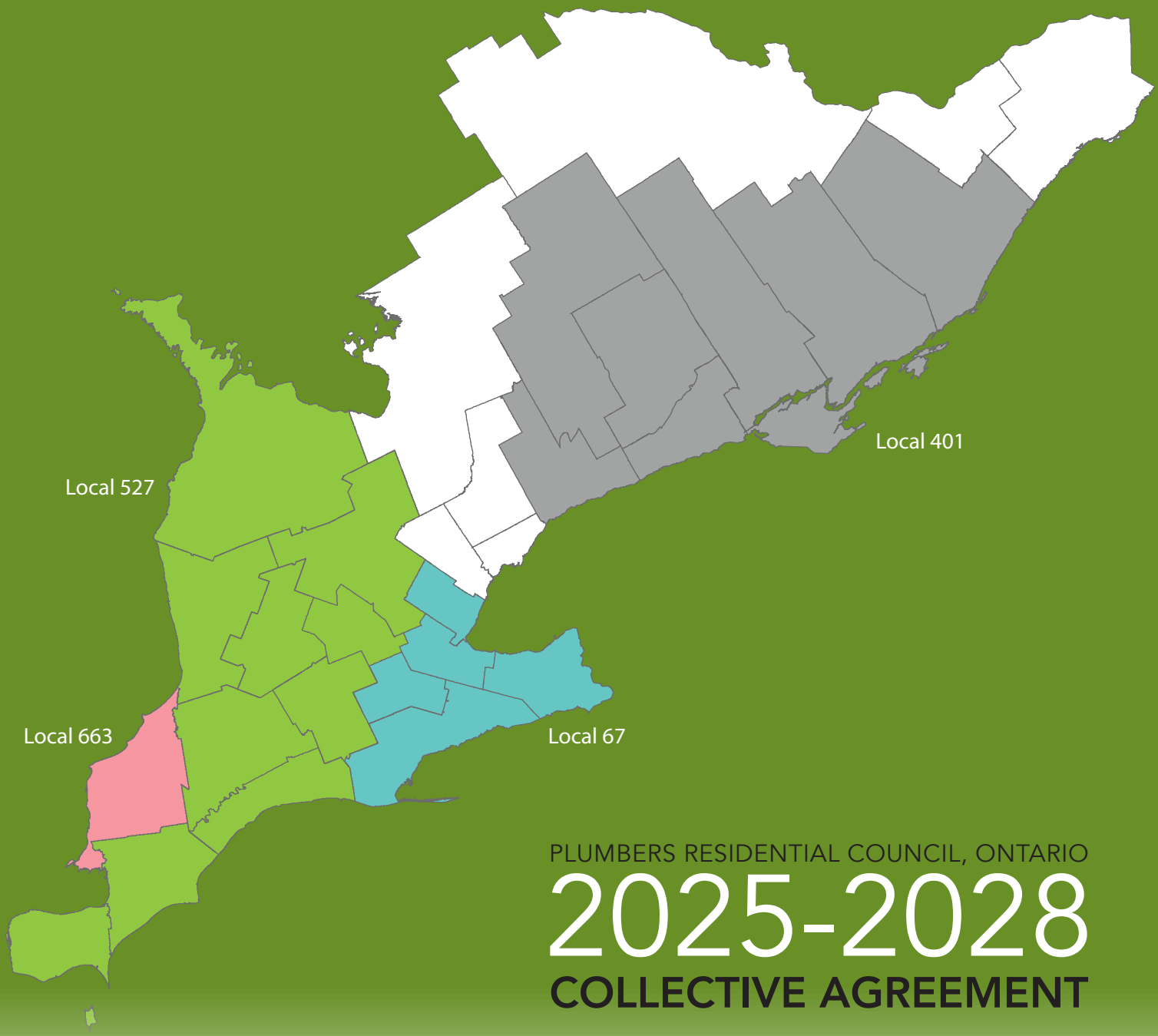


PLUMBERS RESIDENTIAL COUNCIL, ONTARIO

2025-2028

COLLECTIVE AGREEMENT

PLUMBERS RESIDENTIAL COUNCIL ONTARIO

PLUMBERS RESIDENTIAL COUNCIL, ONTARIO
RESIDENTIAL CONSTRUCTION, SERVICE AND MAINTENANCE
COLLECTIVE AGREEMENT

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RESIDENTIAL CONSTRUCTION
SERVICE AND MAINTENANCE
COLLECTIVE AGREEMENT

• B E T W E E N:

_____

(Hereinafter the "Employer")

- And –

PLUMBERS RESIDENTIAL COUNCIL, ONTARIO
(Hereinafter the "Union" or "The P.R.C.O.")

ARTICLE 1 – PURPOSE

1.01 The Parties desire to conclude this collective agreement:

(a) To promote the business of plumbing, heating and air conditioning including all hydronic systems, fire line standpipe, pipefitting and related skills;

(b) To organize persons who are qualified therein;

(c) To ensure a standards of efficiency among such persons for the protection of the public;

(d) For those engaged in such business to establish and maintain fair conditions;

(e) To settle differences that may arise between the parties hereto; and

(f) To maintain industrial peace.

ARTICLE 2 – SCOPE OF THE EMPLOYER

2.01 The Employer signatory to this agreement is, represents and/or binds:

(a) the Employer Organization signatory and all employer members thereof and any additional

employers who have appointed or who may appoint the Employers Organization signatory as its agent for collective bargaining;

(b) all those employers on whose behalf the Employers Organization signatory is the accredited collective bargaining agent; and/or

(c) the signatory contractor who, by signing this agreement, accepts the terms and provisions of this collective agreement.

ARTICLE 3 – SCOPE OF UNION

3.01 The Plumbers Residential Council, Ontario ("the Union") is composed of the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada ("the U.A.") and any signatory Ontario Affiliated Local Union ("U.A. Local Affiliates").

ARTICLE 4 – RECOGNITION

4.01 The Employer recognizes the Plumbers Residential Council, Ontario as the exclusive bargaining agent for all journeymen and apprentices of the plumbers, steamfitters, gasfitters and welders, in the employ of the Employer in the residential sector of the construction industry and/or non-construction service and maintenance within the Province of Ontario described in Article 5 – Geographic Scope.

ARTICLE 5 – GEOGRAPHIC SCOPE

5.01 The geographic scope covered by this collective agreement shall be those Regions of the Province of Ontario set out in Schedule 1.

5.02 Each signatory U.A. Local Affiliate of the Union shall administer this Agreement within its own geographic region or as otherwise specified in this agreement.

5.03 When an Employee working under this Agreement is requested by the Employer to work outside the boundaries described in Schedule 1, the terms of this Agreement shall apply unless the work is already governed by an existing collective agreement with the United Association or one of its affiliated Local Unions.

ARTICLE 6 – FOREPERSON

6.01 Journeymen in charge of work where a number of Journeymen are employed shall receive the additional remuneration of ten percent (10%) of the Journeyman's base wage rate. The percentage shown shall be added to the base rate per hour.

6.02 All Foremen shall be members of the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada.

6.03 The Employer may appoint, at his own discretion, a qualified member of the Union to the position of foreperson. He may also appoint, at his own discretion, additional Foremen as may be required on a project by reason of the size or complexity of the project.

6.04 A Foreman's duties shall include, but not be limited to laying out work and instructing employees in their duties, methods and efficiency within the terms of this Agreement.

6.05 The Foreman shall protect and promote the interest of the Contractor on the job or in the shop at all times, within the terms of this Agreement.

6.06 In the case of a High Rise, Multi-Family Dwelling of 5 (five) stories or more there shall be a Foreperson appointed as outlined above.

ARTICLE 7 – JURISDICTION

7.01 The work covered by this collective agreement shall be all work in connection with residential and non-construction service and maintenance plumbing, pipefitting, gas fitting systems and heating systems.

7.02 The comprehensive work jurisdiction described in 7.01 above shall encompass all work claimed under the Constitution of the United Association with the necessary changes applicable to residential construction and non-construction service and maintenance.

7.03 The assignment of all of the work covered by this agreement must be to the Union and performed on site by its members.

7.04 Jurisdictional disputes, which may arise with other trade unions, shall be referred to the Ontario Labour Relations Board for final and binding decision. The Employer shall support the Union and its assignment of the Work to the Union in any proceedings before the Ontario Labour Relations Board. All Employer(s) shall provide a comprehensive statement of practice under this Collective Agreement (and its predecessors) detailing the date(s), site location(s), general contractor/developer (if any), nature of work, number of tradesperson hours and value of work in dispute covering a minimum period of 10 years when required by request in writing by the Union.

ARTICLE 8 – UNION SECURITY

8.01 All current employees and all new employees shall be required as a condition of employment to be members in good standing of the Union and/or the U.A. and/or the U.A. Local Affiliate(s) as defined in Article 5 and maintain their membership in the Union in good standing at all times during the course of their employment. All Union employees hereby agree to work in accordance with the United Association Standard For Excellence (Appendix 4).

8.02 The Union and each U.A. Local Affiliate agrees to maintain a separate list of residential division members, which lists shall, upon request, be available to the Employer.

8.03 The Employer, as a condition of employment, shall deduct monthly from each Employee's pay, as set out in Wage Appendices, the amount of regular and monthly Union Dues and Field Dues in the amount established by the U.A. Local Affiliate. Such deductions will be made from the first pay cheque issued to the Employee in each month and remittances of Dues shall be not later than the 15th day of the same month to the Financial Secretary/Treasurer of the U.A. Local Affiliate. The Employer shall provide a list with the name of the employees and their social insurance numbers on whose behalf such deductions are made and remitted when remitting such Dues.

ARTICLE 9 – HIRING AND MOBILITY

9.01 The Employer agrees to hire only members of the Union to perform all work covered by this collective agreement. Only employees hired under the terms and conditions of this Collective Agreement shall handle any tools and materials of the trade.

9.02 Local Area Name Hire:

The Employer shall have the right to name-hire all members of the bargaining unit from the separate list of residential members of the Union and/or its U.A. Local Affiliates. The Employer shall hire to a specific project only from the separate list of residential members of the U.A. Local Affiliate having geographic jurisdiction over the project.

9.03 The Union shall supply name-hired residential division members and failing which the Union shall supply other members within forty-eight (48) hours of a request to the U.A. Local Affiliate office having geographic jurisdiction over the project. All plumbers, steamfitters and welders referred to work shall have the required qualifications and trade certificates to meet the requirements of the Employer.

9.04 Every employee shall present the Employer and the Steward with a work referral slip issued to the employee by the U.A. Local Affiliate before starting work, failing which the Union shall have the right to remove the said employee from the project.

9.05 If the Union is unable to supply members within forty-eight (48) hours, the Employer may obtain personnel from other sources. It is agreed that such personnel shall make application for membership with the U.A. Local Affiliate, within two (2) working days of starting work. The U.A. Local Affiliate having geographic jurisdiction over the project shall accept such applicant for membership (subject to the requirements of the U.A. Constitution and Bylaws) and shall issue a work referral slip in accordance with this hiring provision. The Employer agrees to immediately notify the affected U.A. Local Affiliate prior to the hiring of such personnel from other sources.

9.06 Mobility

Subject to all of the provisions of this article, the Employer shall have the right to transfer existing employees from project to project throughout the entire geographic territory covered by this Collective Agreement and specifically projects between each of the geographic territories of the U.A. Local Affiliates on condition that the Employee has been a full-time employee of the transferring Employer for a minimum of three weeks prior to the date of transfer.

9.07 Employees who are transferred from the geographic territory of their home U.A. Local Affiliate to the geographic territory of another U.A. Local Affiliate having geographic jurisdiction over the project, shall be required to obtain a travel card and deposit the travel card with the U.A. Local Affiliate having geographic jurisdiction over the project.

9.08 Employees who are transferred from his/her home U.A. Local Affiliate geographic territory to another shall receive the higher rate of wages and/or benefits and must receive travel time/allowance. The U.A. Local Affiliate with geographic jurisdiction over the project has status to enforce payment in accordance with this provision and this Collective Agreement.

9.09 The Employer shall hire a minimum of fifty percent (50%) from the UA Local Affiliate having geographic jurisdiction over the project and shall maintain the crew on the project at a minimum of fifty percent (50%) members of the U.A. Local Affiliate having geographic jurisdiction over the project.

9.10 Notwithstanding Article 9.09, the Employer may transfer the first 2 bargaining unit members to a project in the geographic territory of any U.A. Local Affiliate.

9.11 Any variance from the provisions of this article must be agreed between the Employer and the Business Manager of the U.A. Local Affiliate having geographic jurisdiction over the project.

ARTICLE 10 – LAYOFF

10.01 The Employer implementing a layoff on a project must maintain a minimum of fifty percent (50%) of the crew from the U.A. Local Affiliate having geographic jurisdiction over the project and is subject to Article 9.09 and Article 9.10.

10.02 On layoff on a regular work day, the Employee shall receive all pay to date, including the applicable hours of pay for the regular work day of layoff plus all other applicable benefits. The Employee shall be notified and paid in full, no later than two (2) hours prior to the end of the workday or shift.

10.03 Where an employee is laid off and does not receive his closing pay and all other applicable benefits as required above, the Employee, in addition, shall be paid waiting time, including applicable benefits at the regular straight time rate for all regular work week hours until the Employee's pay is received. The Employer shall provide an Employment Insurance, Record of Employment with his closing pay. Closing pay shall not be considered to have been made in accordance with this provision until the Record of Employment has been received by the Employee.

ARTICLE 11 – WAGES AND BENEFITS

11.01 The hourly rate of wages and benefits for employees shall be as set out in Wage Package Appendices attached hereto.

11.02 Employees who are transferred from his/her home U.A. Local Affiliate geographic territory to another shall receive the higher rates of wages and/or benefits and must receive travel time/allowance. The U.A. Local Affiliate with geographic jurisdiction over the project has status to enforce payment in accordance with this Collective Agreement.

11.03 No Employee covered by this Collective Agreement shall receive a reduction in his rate of wages and benefits as a result of the introduction of this provision and/or this Collective Agreement.

11.04 Wages shall be paid by cheque or cash not later than Thursday of each week. If normally paid by cheque on Thursday and a Holiday occurs on Friday, payment by cheque shall be on the preceding Wednesday.

11.05 Each Employee shall be given, with employee wages, a statement of all wages, contributions and allowances paid or to be paid on behalf of the Employee, and all deductions made from the Employee wages.

11.06 Employers working in areas other than their regular place of business will, on request of the affected U.A. Local Affiliate having geographic jurisdiction over the project, in writing, arrange with a local bank for employees to cash their pay cheque.

11.07 The Employer shall pay and/or contribute the amount indicated in the wage and benefit Appendices for each hour earned by each employee covered by this Collective Agreement and remit such contributions on the 15th day of the month following the month for which the payments, contributions, deductions and allowances are due. Such payments will be forwarded together with the list of names of Employees for whom the payments are being made to the administrator of the benefit plans indicated in the wage and benefit Appendices attached hereto, on the forms provided in triplicate, to be provided to the administrator, the U.A. Local Affiliate and the Employer.

11.08 Where the Employer fails to file completed report forms and/or remit payments under this Collective Agreement within the time specified, and such default continues for 15 days or more, in addition to any other remedy available to the Union and/or the U.A. Local Affiliate(s), or to any employees, the Employer shall pay liquidated damages, not as a penalty, at a rate of 5% of the said arrears remaining unpaid on the 15th of each successive month while the default continues including all unpaid amounts of liquidated damages from preceding months.

11.09 The Union or the U.A. Local Affiliate(s) shall have the right to inspect the books and records of the Employer using an accountant selected by the Union and/or the U.A. Affiliated Local upon written notice.

ARTICLE 12 - HOURS OF WORK AND OVERTIME

12.01 The regular hours of work shall be forty (40) hours per week Monday through Friday and eight (8) hours per day daily, regular shift hours commencing between 7:00 and 8:00 a.m., with a work break not exceeding ten (10) minutes taken in each half of a shift, and a thirty (30) minute meal break every four (4) hours, subject to variation upon agreement with the U.A. Local Affiliate having geographic jurisdiction over the project.

12.02 All hours of work outside the regular work week hours shall be overtime and paid at time and one-half the regular rate of wages and benefits subject to the following provisions. Travel allowance is not considered time worked and shall not be used in computing benefits or overtime eligibility for premium payment. (Ref. 21.03)

12.03 All hours worked on Sundays and statutory holidays listed below shall be paid at an over-time rate of double-time:

New Year's Day
Family Day (Ontario)
Good Friday
Victoria Day
Canada Day
Civic Holiday
Labour Day
Thanksgiving Day
Christmas Day
Boxing Day

When any of the above holidays fall on a Saturday or a Sunday, such holiday shall be observed on the following regular work day or as proclaimed by the municipal, provincial or federal governments.

12.04 Vacation pay and statutory holiday pay shall be paid weekly at the rate set out in Wage and Benefit Appendices attached hereto.

12.05 Make-Up Time

The first four (4) hours of make-up time worked on Saturday shall be paid at regular rates of wages and benefits, not subject to overtime rates at time and one-half (1 1/2) as with all other Saturday hours.

ARTICLE 13 – CONTRACTING AND SUBCONTRACTING

13.01 The Employer must contract and/or subcontract, let or sublet, or transfer by any method, all work covered by this Collective Agreement to Employer contractors or subcontractors bound by this Collective Agreement and shall not directly or indirectly, contract or subcontract or let or sublet or otherwise transfer any work covered by this collective agreement to an employer or an employee (including dependent contractors) that is not bound by this collective agreement.

13.02 In addition to the obligation provided in Article 13.01, with respect to all low-rise work covered by this Collective Agreement, the provisions of Appendix 2, Low-Rise Clauses 1 through 8 must be observed.

ARTICLE 14 – NO STRIKE NO LOCKOUT

14.01 During the lifetime of this Collective Agreement, the Employer and the Union agree there will be no strike and each Employer agrees that it will not cause a lockout of the bargaining unit employees.

14.02 The Employer and the Union will not condone a work stoppage or observe any picket line placed on a job site for jurisdictional purposes.

ARTICLE 15 – STEWARDS

15.01 There shall be one chief steward per Employer and, if necessary, a job steward on each project appointed by the U.A. Affiliate having geographic jurisdiction over the project.

15.02 The U.A. Local Affiliate shall notify the Employer, in writing, of the steward appointee.

15.03 Provided the steward is capable of performing the remaining work on the project, the stew-

ard will be the second to last journeyman laid off from the project. In the event the steward is not the second to the last journeyman to be laid off from the project, there shall be a prior consultation with the U.A. Local Affiliate.

15.04 The Employer shall provide the U.A. Local Affiliate having geographic jurisdiction over the project, with notice of employees hired, laid off or terminated no later than the first payday following such event.

15.05 The Union Representative of the U.A. Local Affiliate shall be allowed reasonable access to all projects where Employees are employed to carry out the duties of office. There will be no unreasonable interference with the progress of work at the project. The Employer shall grant access to the project and assist to obtain access to any project that is in the control of others.

ARTICLE 16 – GRIEVANCE PROCEDURE

16.01 The parties to this Collective Agreement agree that it is of utmost importance to adjust grievance(s) as quickly as possible. A grievance is defined as any dispute, difference or controversy relating to the interpretation, application, administration or alleged violation of this Collective Agreement including any issue of whether the matter is properly the subject matter of a grievance.

16.02 The formal grievance shall be in writing filed by the Union and/or the U.A. Local Affiliate or Employer and state the nature of the grievance, the remedy sought and the section(s) of the Agreement alleged to have been violated.

16.03 **STEP 1**

Within five (5) working days after the circumstances giving rise to the grievance occurred or came to the attention of the employee or his representative, a grievance, in writing, is to be filed with the Employer.

STEP 2

Should no settlement of the grievance be reached between the Union and the Employer within five (5) working days from the date upon which it is submitted, the grievance may be submitted to arbitration, as provided in Article 17, any time within thirty (30) working days thereafter.

16.04 The Union and/or the U.A. Local Affiliate(s) having geographic jurisdiction over the project or the home U.A. Local Affiliate and the Employer may file grievances at Step 1, with the necessary changes.

ARTICLE 17 – ARBITRATION

17.01 The Union, the U.A. Local Affiliate or the Employer may refer any grievance to Arbitration before a single arbitrator.

17.02 The party referring the grievance to arbitration shall propose three arbitrators with its arbitration referral.

17.03 Within two (2) working days of the arbitration referral, the opposite party shall notify the other of its agreement to a suggested arbitrator or provide three suggested arbitrators to hear the grievance.

17.04 The parties shall have five (5) working days to agree upon an arbitrator to hear the grievance failing which either party may request the appointment of an arbitrator by the Minister of Labour.

17.05 The decision of the arbitrator shall be final and binding on the Union, the U.A. Local Affiliate, the Employer and the affected employee(s).

17.06 The arbitrator shall not have the power to alter, change or amend any of the provisions of this Collective Agreement or to substitute any new provisions for any existing provisions nor to give any decision inconsistent with the terms and provisions of this Collective Agreement.

17.07 The parties to this Collective Agreement shall equally share the expense of the arbitrator.

ARTICLE 18 – MANAGEMENT RIGHTS

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

(a) to conduct its business, in all respects in accordance with its commitments and responsibilities, including the right to manage the jobs, locate, extend, curtail or cease operations, to determine the number of men required at any or all operations, to determine the kinds and locations of machines, tools and equipment to be used in the schedules of production, to maintain order, discipline and efficiency;

(b) to hire, discharge, transfer, promote, demote, layoff, suspend or otherwise discipline employees for just cause;

(c) to make, alter from time-to-time, and enforce reasonable rules of conduct and procedure to be observed by employee(s).

18.02 Such functions of management shall not be exercised in a manner inconsistent with the express provisions of this Collective Agreement and shall be subject to the grievance procedure. All Employers agree to be bound to, and work in accordance with, the United Association Standard For Excellence (Appendix 4) as it applies to Signatory Contractors.

ARTICLE 19 – TOOLS

19.01 Each journeyman employee shall supply for his own use the hand tools of the trade as set out below:

1 Reed #TC 3 Q plastic tube cutter

1 Ridged # 15 copper tube cutters (*)

1 Ridged # 103 midget tube cutters

1 3/8 box wrench

1 basin wrench

1 12’ 0” tape (*)

1 hack saw (*)

1 junior hack saw

1 claw hammer (*)

1 1” wood chisel, 2 standard screw drivers (1 long, 1 short)

1 Phillips screw driver (*)

1 Robertson screw driver (*)

1 Wilde pliers (*)

1 Torpedo level (*)

1 Torch kit, complete with applicable tips (Contractor to specify gas type)

1 spark lighter

1 “U” clips driver

The Employer shall supply tanks, and replace tools or parts thereof worn out or damaged in day to day use. In the event employee supplied tools are stolen from a secured tool box, or from a Company owned vehicle, the Employer shall replace these tools at no cost to the employee.

19.02 The Contractor shall supply all remaining tools and equipment for the proper installation of all work to be performed.

19.03 The employee must accept responsibility for the tools supplied by the Contractor. Employees must report breakage or loss of such tools immediately to the Contractor. Employees willfully misusing, losing, or having stolen same tools shall pay for same, but only if the loss or theft occurred as a result of the employees' negligence.

19.04 The Contractor agrees to provide adequate protection and storage for all tools issued and accepts responsibility for normal wear and tear on return of broken or worn tools. Tools shall be kept in good condition at all times.

19.05 Each Apprentice employee shall supply for his own use; the hand tools of the trade as set out in 19.01 marked with an asterisk (*).

ARTICLE 20 – SAFETY

20.01 All employees are required to wear approved safety boots and safety helmets as a condition of employment. The employees shall provide the safety boots and safety helmets at their own expense unless the Employer requires a safety helmet of a particular color or type in which case the Employer shall supply a safety helmet and new liner at the Employer's expense. Safety helmets, supplied by the Employer, shall be returned by the employee on termination of employment.

20.02 The Employer recognizes it is bound by the provisions of the Occupational Health and Safety Act and Regulations for construction projects and the same are deemed applicable to

maintenance and service work. The alleged violation of the Occupational Health and Safety Act and Regulations may be the subject matter of a grievance under this Collective Agreement or pursued under the procedures under that Act.

20.03 The Employer is responsible for all initial and subsequent safety training on paid working hours at Employer Expense.

ARTICLE 21 – TRAVEL

21.01 The U.A. Local Affiliate with geographic jurisdiction over the project has status to enforce payment of travel allowance in accordance with this Collective Agreement.

21.02 Travel allowance is not considered time worked and shall not be used in computing benefits or overtime eligibility for premium payment.

21.03 In the event that transportation is provided by the Employer, such vehicle must comply with the requirements of the Highway Traffic Act as it is applied to the transport of individuals.

21.05 An Employee selected to transport bargaining unit members and/or materials to a job site in an Employer-owned vehicle shall be a "designated driver" and shall be compensated as such in accordance with the Wage Package Appendices in this collective agreement. In such circumstances travel time earned shall not be used in computing benefits and overtime eligibility for premium payment.

ARTICLE 22 – STATUTORY ADMINISTRATIVE PROVISIONS

22.01 **BILL 162 – CONTINUATION OF BENEFIT COVERAGE**

The Employer will contribute three (3) cents per hour earned to the U.A. Affiliated Local

Union Employee Benefit Plan to assure continuation of benefit coverage as provided for in Bill 162. In the event that continuation of benefit coverage becomes funded through government taxation or any other method, the hourly contribution will cease.

ARTICLE 23 – LOCAL MARKET ENABLING AMENDMENT

23.01 A Local Union affiliate may agree to amend any particular article(s) of this agreement effective on a particular project or within the territorial jurisdiction of that Local Union Affiliate, to remain competitive and secure market share. Such agreement must be in writing and signed on behalf of the Local Union affiliate. Such agreement must be equally applicable to all employers bound by this agreement in respect of all work covered by the amendment. It shall be the responsibility of the employer to enquire whether an amendment is applicable to a particular project or territorial jurisdiction.

ARTICLE 24 – DURATION

24.01 This Collective Agreement shall be effective on May 1, 2016 and remain in full force and in effect until April 30, 2019 and shall automatically be renewed triennially thereafter subject to the following:

24.02 This Collective Agreement is subject to and deemed to conform to the provisions of section 150.1 of the Labour Relations Act, 1995 as amended, such that Article 23.01 conforms to that statutory provision but only in respect of the geographic jurisdiction governed by that statutory provision, and only so long as it remains in force.

24.03 Either party may serve notice to bargain in writing to amend this Collective Agreement provided such notice is given within 90 days and not less than 30 days prior to the April 30 expiry date.

In voluntarily executing this agreement and recognizing the Union, the Employer intends to employ persons referred to the Employer by the Union if, as and when they are needed, including on projects to be commenced on a later date.

In voluntarily executing this agreement the Union intends to refer and supply persons to employment with the Employer if, as and when they are needed and requested by the Employer.

DATED AT _____THIS_____ DAY OF _____ 20 _____.

PLUMBERS RESIDENTIAL COUNCIL

ONTARIO

United Association of Journeyman and

Apprentices of the Plumbing and Pipefitting

Industry of the United States and Canada

Local Union: _____

Witness Signature

Union Representative Signature

Witness Name (Please Print)

Name (Please Print)

Title (Please Print)

Employer Name

Witness Signature

Employer Representative Signature

Witness Name (Please Print)

Name (Please Print)

Title (Please Print)

SCHEDULE 1- GEOGRAPHIC SCOPE

REGION 1:

U.A. LOCAL 67- HAMILTON

The geographic territory of U.A. Local 67 is:

Start at the junction of Lake Ontario and the Seventh Line in the Town of Oakville, then north-west to the Queen Elizabeth Highway then continuing the Eighth Line north-west to Highway 401 just beyond Hornby. Join this point to Freelton on Highway 6, then north-west on Highway 6 to the Wellington-Wentworth County Line just south of Puslinch, and then follow the Wellington-Wentworth County Line generally westerly to where it meets the Waterloo County Line just east of Galt. From this point follow the Wentworth County Line generally south to where it angles south-east to North Seneca on Highway 6 just north of Caledonia. From this point follow Highway 6 to Port Dover, and then follow the Lake Erie shoreline to the borderline between South Cayuga and Dunn Township in the County of Haldimand. This is just east of the Village of South Cayuga. Then north to the Lincoln County Line at Kaistorville, then north-west along the Lincoln-Haldimand County Line to the point where it meets the Wentworth County Line, then generally north along the Lincoln-Wentworth County Line to Lake Ontario. All of the shoreline of Lake Ontario to the starting point at Oakville.

Brantford Area:

Commencing at Lake Erie at the County Line between Elgin and Norfolk Counties...north to Oxford County Line... east along the County Line between Oxford and Norfolk Counties to the point where Highway 59 crosses the County Line...north along Highway 59 to the junction of Highway 59 and Highway 401...east along Highway 401 to the junction of Highway 401 and Highway 2...east on Highway 2 to the County Line between Brant and Oxford Counties...north on the Brant-Oxford County Line to the intersection of Brant, Oxford and Waterloo Counties...east along the County Line to the intersection of Brant, Waterloo and Wentworth Counties...south and south-east following the County Line between Brant and Wentworth Counties to where the Wentworth Line crosses Highway 6...south on

Highway 6 to Hagersville,...north-west along the County Lines of Brantford and Haldimand to the intersection of Norfolk, Brant and Haldimand Counties...south along the County Lines of Norfolk and Haldimand to Lake Erie.

REGION 2:

CENTRAL ONTARIO LOCAL 401- (EASTERN)

The geographic scope of U.A. Central Ontario Local 401 (Eastern) consists of all job sites in the city of Kingston and the Counties of Lennox-Addington, Frontenac, Leeds and including that part of the County of Grenville west of Edward Street in the Town of Prescott. (Leeds and Grenville)

REGION 3:

CENTRAL ONTARIO LOCAL 401-(CENTRAL)

The geographic scope of the U.A. Central Ontario Local 401 (Central) area consists of Whitby, East Whitby, Darlington, Clarke, Hope, Hamilton, Haldimand, Cramahe, Brighton (together with the part of Lake Ontario between the International Boundary between Canada and the United States), Murray, Sidney, Thurlow, Tyndinaga, all of Prince Edward County, Hungerford, Elzevir, Grimsthorpe, Cashel, Mayo, Carlow, Bangor, Wicklow, McClure, Sabine, Airy, Nightingale, Lawrence, Livingstone, McClintock, Sherborne, Hindon, Longford, Dalton, Carden, Eldon, Brock, Scott, Uxbridge and all Townships and Counties contained therein.

REGION 4:

U.A. LOCAL 527- SOUTHWESTERN ONTARIO (WATERLOO ZONE)

The geographic territories of U.A. Local 527 Southwestern Ontario (Waterloo Zone) shall be the Counties (1974 boundaries) of Waterloo, Wellington, Bruce and Grey. The County of Halton north and west of Highway 401. The north-east corner of Oxford County bounded by Highways No. 2 to No. 59 thence to No. 7 and No. 8 thence to No. 19 thence to No. 86. The Counties (1974 boundaries) and Perth and Huron north of Highway No. 86.

REGION 5:

U.A. LOCAL 527- SOUTHWESTERN ONTARIO (WINDSOR ZONE)

The geographic territories of U.A. Local 527 Southwestern Ontario (Windsor Zone) shall be the Counties of Essex and Kent.

REGION 6:

U.A. LOCAL 527- SOUTHWESTERN ONTARIO (LONDON ZONE)

The geographic territories of U.A. Local 527 Southwestern Ontario (London Zone) shall be the five Counties of Elgin, Middlesex, Oxford, Perth, and Huron or any areas otherwise designated by the United Association through its Canadian Representative.

REGION 8:

U.A. LOCAL 663- SARNIA

The geographic territory of U.A. Local 663 shall be the County of Lambton.

REGION 9:

U.A. LOCAL 67- (EAST) NIAGARA

The jurisdictional territory of U.A. Local 67 (East) Niagara being within the boundaries of Lincoln and Welland Counties, and that part of Haldimand County from the Lake Erie shoreline to the borderline between South Cayuga and Dunn Township in the County of Haldimand just east of the Village of South Cayuga, then north to the Lincoln-Haldimand County line to the point where it meets the Wentworth County line then to Lake Ontario.

APPENDIX 2 – LOW RISE

(4 STORIES OR LESS)

APPENDIX 2

LOW –RISE

25. "Plumbing Contractor" means the Contractor, bound by this Collective Agreement, responsible for all work covered by this Collective Agreement at a particular project or part thereof receiving the mechanical contract from the builder/developer and/or employees members of the bargaining unit to perform work under this Collective Agreement.

"Independent Contractor" means the Subcontractor, bound by this Collective Agreement who subcontracts, sublets or contracts from one or more Plumbing Contractor(s) and/or employs members of the bargaining unit to perform work covered by this Collective Agreement.

"Dependent Contractor" means a Journeyman employee member of the bargaining unit employed by either the Plumbing Contractor or an Independent Contractor and does not employ persons to perform work covered by this Collective Agreement.

26. "Dependent Contractor(s)" are deemed to be employees of the Employer being either a Plumbing Contractor or an Independent Subcontractor as part of the bargaining unit covered by this Collective Agreement.

27. All employees inclusive of Dependant Contractor(s) shall be either direct hourly rated employees or Dependent Contractor(s) under the Fixture Rates and Fringe Benefits provided in the appendices attached hereto.

28. The Fixture Rates provided in the appendices attached hereto shall not include Liability Insurance, WSIB Premium, the Employer portion of Employment Insurance and Canada Pension Plan Premiums, the Employee Health Tax and Retail Sales Tax on welfare premiums all of which must be paid by the Employer.

29. Income Tax shall be deducted weekly from all employees save and except where the Dependent Contractor has provided the Plumbing Contractor/Independent Contractor with a "Request for Reduction of Tax Deductions at Source".

30. A Standard Work Record Form, attached hereto, shall be itemized by the Dependent Contractor on a weekly basis which outlines the work performed and the associated charges in accordance with this Agreement and the Fixture Rates as provided in the Appendices. A copy of the Standard Work Record Form shall be provided weekly to the Plumbing Contractor, the Independent Contractor, the Dependent Contractor and both the U.A. Local Affiliate having geographic jurisdiction over the project and the employee's home local. There shall be no holdbacks or accounting fees charged to the Dependent Contractor.

31. Employment in the classification of Dependent Contractor is an individual choice of the employee. The Employer may not make the Dependent Contractor status a condition of employment and accordingly, the Employer as an ultimatum to his (continued) employment cannot present it to an employee.

32. The maximum volume of work, in a work month, on a work month, on a project, that may be performed by an Employer utilizing Dependent Contractor(s) is 50%, such percentage may be exceeded on mutual consent between the Employer and the U.A. Local Affiliate, having geographic jurisdiction over the project, in writing.

33. Any personnel working through the Dependent Contractor shall be paid by the Dependent Contractor. These personnel are paid as per the hours earned as set out in the applicable wage package breakdown, including benefits. This amount is deducted from the Dependent Contractors "gross fixture rate".

    The Dependent Contractors benefit contribution shall be deducted up to the maximum equivalent of 40 hours per week. The balance is the gross amount owed to the Dependent Contractor.

APPENDIX 1 - HIGH RISE RESIDENTIAL

(5 STORIES OR MORE)

HIGH-RISE RESIDENTIAL CONSTRUCTION
SERVICE AND MAINTENANCE

This section of the collective agreement shall govern work performed on high rise residential construction (buildings of 5 stories or more).

Standard Articles of the Collective Agreement will apply subject to modification in this section.

If any article of this section is inconsistent with the Standard Articles or Local Appendices, the article in this section shall prevail with respect to high-rise residential construction.

ARTICLE 7 – JURISDICTION

HR 7.01 The work covered by this Agreement shall be that which is normally related to the plumbing and pipe fitting industry, fire line standpipes, heating and air conditioning including all hydronic systems and gas piping systems which are contracted by the company's signatory to this Agreement.

HR 7.02 All Collective Agreements negotiated by the P.R.C.O. shall be available and accessible to the Signatories of this Agreement.

HR 7.03 The Parties to this Agreement recognize that it is the Employer's sole responsibility to assign work. The Contractor shall not assign work contrary to existing area practices predicated on jurisdictional wording outlined in other trade Collective Agreements. The reference herein to area practices and/or jurisdictional awards must be area practices and/or awards that have been accepted and practiced on projects between Unions.

HR 7.04 Jurisdictional disputes that may arise after the enforcement of this Agreement shall be referred to either the Ontario Labor Relations Board (O.L.R.B.), or the Impartial Jurisdictional Dispute Board (I.J.D.B.), or a successor group for a final binding decision.

HR 7.05 Subject to the conditions contained in Article 7.03 and 7.04 above, and subject to jurisdictional agreements between trades, decisions of record and local area practice, this Agreement covers the unloading, distribution and hoisting of all equipment and piping for plumb-

ing and/or pipe fitting systems, and the fabrication, installation and handling of all plumbing, pipe fitting and industrial process control systems (fire protection systems), and air conditioning systems. Without limiting the generality of the foregoing, this Agreement covers the installation of new piping systems and related equipment, the removal and relocation of all piping systems and related equipment, trenching and clean up for the purpose of renovation, retrofit, reconstruction, replacement or relocation. This agreement also covers the use of tools and equipment necessary for the performance of such work. Where no work claim dispute exists, the original assignment of the above work shall be to the United Association.

HR 7.06 The operator of rented and/or leased mobile hoisting equipment of more than 8 tons is not covered by this Agreement.

HR 7.07 Jurisdictional disputes shall not be used to cause work stoppages.

HR 7.08 Where the Employer is responsible for the initial identification of the tagging of valves, instrument panels and piping, such work shall be performed by members of the United Association.

HR 7.09 All on-site hole drilling, setting of sleeves and inserts required for the installation of mechanical services under the control of the Contractor shall be performed by the members of the United Association.

HR 7.10 Where the United Association Contractor is responsible for the installation of all heating and cooling elements in ventilation systems, the installation of all units with heating, cooling coils and elements shall be performed by the members of the United Association.

HR 7.11 All convector covers, hangers, mounting systems and end caps for radiation systems will be unloaded, distributed and installed by the members of the United Association.

HR 7.12 All handling and installation of washroom accessories shall be performed by the members of the United Association as per established area practice.

HR 7.13 The handling and installation of all waterfalls / displays shall be performed by the members of the United Association provided the work in part of the Mechanical Contractors scope of work.

ARTICLE 8 – UNION SECURITY

HR 8.01 As a condition of employment, an employee must be a member in good standing with the United Association.

HR 8.02 Wherever, after reasonable notice (48 hours), the union is unable to supply field personnel with the required qualifications in sufficient numbers to meet the requirements of the Contractor, the Contractor may obtain this personnel from other sources. Such field personnel secured from other sources must sign an application for membership in a Local Union before commencing work.

HR 8.03 All field personnel secured from other sources who meet the requirements of the Union hired under circumstances outlined in this section shall be issued with a work assignment card forthwith.

HR 8.04 No field personnel shall be employed or continue to be employed who do not carry this work assignment card.

ARTICLE 9 – HIRING, TERMINATION AND WORK PRACTICES

HR 9.01 Only certified members of the United Association and indentured apprentices registered under the Apprenticeship and Tradesmen Qualification Act of Ontario shall handle any tools and material of the trade.

HR 9.02 All piping machines, whether power or manually operated, which are required to perform piping fabrication work on the job or contractors' fabrication location, shall be operated by members of the United Association. Contractors who fabricate piping off the job site shall register the fabrication location or shop off site with the Union and shall employ members of the United Association to perform the work.

The above shall not be deemed to include regular items of self-contained packaged equipment, with associated integral piping normally listed in manufacturers' catalogues, or piping from recognized United Association Fabrication Shops.

HR 9.03 There shall be a form known as a "Work Referral Slip". This shall be issued by the Local Union to members when they have secured a job, either through the Local Union Office or their own solicitation. Employers may only hire those members who tender a work referral slip before commencing employment.

HR 9.04 An employee who reports for work at the employers shop or site, unless directed not to report the previous day by his employer, and for whom no work is available due to reasons other than inclement weather, shall, provided he reported for work the previous scheduled shift, receive a minimum of four (4) hours reporting time and shall remain at other work if requested to do so by the foreperson.

HR 9.05 At initial hiring the employee shall give the Contractor or its representative his/her Social Insurance Number.

HR 9.06 When employee's services are terminated by the Contractor he shall receive two (2) hours pay at his basic rate of pay in lieu of any notice. Employers will lay-off according to Article 10.

HR 9.07 Whenever an Employment Insurance Separation Certificate, vacation pay, and all wages due him including two (2) hours severance pay as provided for in Article 10 are not given to employees at the time of termination, they shall be sent by the employer affected to the employee by registered mail to his last known address on file with the company within 48 hours of time of termination.

HR 9.08 Subject to all of the provisions of this article, the employer shall have the right to transfer existing employees from project to project throughout the entire geographic territory covered by this Collective Agreement and specifically projects between each of the geographic territories of the P.R.C.O. Local Affiliates.

HR 9.09 Employees who are transferred from his/her home P.R.C.O. Local Affiliate geographic territory to another shall receive the higher rate of wages and/or benefits.

The P.R.C.O. Local affiliate having geographic jurisdiction over the project has status to enforce payment in accordance with this provision and this Collective Agreement.

HR 9.10 The Employer shall hire a minimum of fifty (50%) from the P.R.C.O. Local Affiliate having geographic jurisdiction over the project and shall maintain the crew on the project at a minimum of fifty (50%) members of the P.R.C.O. Local affiliate having geographic jurisdiction over the project.

HR 9.11 Notwithstanding Article 9.10, the Employer may transfer the first two (2) bargaining unit members to a project in the geographic territory on any P.R.C.O. Local affiliate.

HR 9.12 Any variance from the provisions of this Article must be agreed between the Employer and the Business Manager of the P.R.C.O. Local affiliate having geographic jurisdiction over the project.

ARTICLE 11 – WAGES AND PAYMENT

HR 11.01 The minimum rate of wages for working foreperson shall be ten (10%) per hour above the Journeyman's basic hourly rate.

HR 11.02 There shall be a foreperson appointed by the Contractor on all projects requiring four (4) or more workmen under a foreperson.

HR 11.03 Wages shall be paid by cheque, cash or electronic banking deposit not later than Thursday of each week. If paid by cheque or electronic deposit on Thursday, and a Holiday occurs on Thursday, payment by cheque or electronic deposit shall be on the preceding Wednesday.

HR 11.04 Each Employee shall be given, with the employee's wages, a statement of all wages and allowances paid to the Employee, and all deductions made from the Employee's wages.

HR 11.05 Contractors working in areas other than their regular place of business will, on request from the Union Business Representative in writing, arrange with a local bank for Employees to cash their pay cheque.

DATES OF CONTRIBUTIONS AND MONTHLY REPORTS

HR 11.06 Payments to be made by each of the Contractors towards the Health Benefits Plan, Pension Plan, Training Funds, Supplementary Unemployment Benefit Plan, Ontario Pipe Trades Council, Bill 162, Denovo Fund, Organizing Fund, Union Promotion Fund, Contingency Fund and other possible additions shall be made monthly and followed by cheque prior to the 15th day of the month following the month for which the contributions were due.

HR 11.07 Such payments shall be forwarded, together with a list of names of the employees and the applicable hours earned for whom the contributions are being made, to the P.R.C.O. Administrator.

HR 11.08 The Administrator shall forward contributions received on behalf of the Supplementary Unemployment Benefit Plan (if applicable), to the applicable P.R.C.O. Affiliate Local.

HR 11.09 Forms for the purpose of reporting contributions will be provided by the Administrator of the funds and triplicate copies shall be forwarded to the Administrator, one of which will be forwarded to the Union office.

DEFAULT OF PAYMENT

HR 11.10 If any Contractor shall default in remitting payments required to be made pursuant to this Article within the time specified, then in addition to any other remedy available to the Local Union or to any Employees, such defaulting Contractor shall pay to the Trustees, an annualized interest rate and not as a penalty, an amount equal to ten percent (10%) of the arrears for each month or part thereof during which such default continues. The said damages shall become due and be payable upon the 16th day of the month following the month for which contributions were to be made. The ten percent (10%) of the said arrears shall become due and payable by such Contractor on the 16th day of each successive month while the default continues. For the purposes of calculating the ten percent (10%) as aforesaid, “arrears” shall be deemed to include all accumulated damages remaining unpaid.

ARTICLE 12 – HOURS OF WORK AND OVERTIME

HR 12.01 The regular hours of work shall be forty (40) hours per week Monday through Friday and eight (8) hours per day between 7:30 a.m. and 5:00 p.m.

If mutual agreements can be made within individual shops consistent with the terms of this Agreement, the starting and stopping times may be changed. Any such mutual arrangements must be made between the Contractor and the Union.

HR 12.03 Time and one-half the regular hourly rate shall be paid for all hours worked in excess of the regular work day.

HR 12.04 Double the regular hourly rate shall be paid for all hours worked on Saturday and Sunday and any of the following Holidays:

New Year's Day	Civic Holiday
Family Day (Ontario)	Labor Day
Good Friday	Thanksgiving Day
Victoria Day	Christmas Day
Canada Day	Boxing Day

HR 12.05 All Signatory Contractors agree to support the United Association in their bid to have the Provincial and/or Federal Government recognize Remembrance Day as a Statutory Holiday.

HR 12.06 Vacation pay shall be up to 10% of an employee's basic hourly rate. Statutory Holiday pay shall be up to 10% of the employee's basic hourly rate.

HR 12.07 Pay for vacation pay, and statutory holiday pay shall be paid weekly in the pay cheque as per the rates outlined in Article 12.06.

ARTICLE 13 – SUBCONTRACTING

HR 13.01 Recognizing that the Contractor can contract, subcontract, or sublet, no Contractor shall directly or indirectly sublet or sub-contract or contract or otherwise transfer to any employee or any other employer not signatory to the United Association Agreement, any work coming under the jurisdiction of this Agreement.

ARTICLE 15 – STEWARDS

HR 15.01 Where, in the opinion of the Local Union, a Job Steward or "Shop Steward" is required, the Business Manager or his Representative shall make such appointment. Such appointment shall be from among the contractor's employees who are qualified Journeymen with at least five (5) months service with the Contractor when such are available and if possible one whom is in possession of a Health and Safety Certificate issued by the Construction Safety Association of Ontario.

HR 15.02 The Local Union shall notify the Contractor by letter of the name of the Steward or any replacement.

HR 15.03 The Steward or Foreperson may assist in having an injured workman promptly taken care of and when necessary may accompany them to the hospital or home without loss of time.

HR 15.04 The Steward shall be second to last Journeyman employed on the job provided he has the trade qualifications to perform the work required.

HR 15.05 In the event the Steward is not the second to last Journeyman to be laid off or transferred there shall be a prior consultation with the Business representative of the Local Union to discuss the matter.

HR 15.06 The appointed Steward shall be briefed and instructed by the Business Representative as to his duties, responsibilities and procedures to be followed in the carrying out of his assignments.

HR 15.07 In the event that an impasse is reached in the appointment of a Steward relative to the aforementioned conditions, a meeting shall take place between the Union and the Contractor to resolve the problem.

HR 15.08 The Steward shall be the first man recalled in the event of a temporary layoff.

ARTICLE 18 – MANAGEMENT RIGHTS

HR 18.01 The Union agrees that it is the exclusive function of each Employer covered by this Agreement:

(a) To conduct its business in all respects in accordance with its commitments and responsibilities, including the right to manage the jobs, locate, extend, curtail or cease operations, to determine the number of men required at any or all operations, to determine the kinds and locations of machines, tools and equipment to be used and the schedules of production, to judge the qualification of the employees and to maintain order, discipline and efficiency.

(b) To hire, discharge, classify, transfer, promote, demote, lay-off, suspend or otherwise discipline employees, provided that a claim by an employee that he has been discharged without reasonable cause shall be subject to the provisions of the grievance procedure.

(c) To make, alter from time to time, and enforce reasonable rules of conduct and procedure to be observed by the employees.

HR 18.02 It is agreed that these functions shall not be exercised in a manner inconsistent with the express provisions of this Agreement.

ARTICLE 19 – TOOLS

HR 19.01 The Contractor agrees to replace tools, or parts thereof worn out or damaged in day to day use as per the tool list. Lost or stolen tools (per the tool list) shall be the responsibility of the Employee. The exception would be when tools are stolen from a lock-up facility provided by the Contractor on a project, in the shop or from the Contractor's vehicle. All additional tools and equipment required for the job and not on the tool list shall be the responsibility of the Contractor.

HR 19.02 The Employer shall supply all tanks, i.e. propane tanks, and Acetylene B-Tanks, including torch regulator and hose.

HR 19.03 Each Journeyman employee shall supply for his own use, the hand tools of the Trade as set out below:

Tool Box
Ridged #15 Tube Cutter
Ridged #20 Tube Cutter
Ridged #30 Tube Cutter
Hacksaw
Ball Peen Hammer
5/16" Deep socket, 3/8" Drive
3/8" Ratchet Handle
14" Pipe Wrench
Slot Screwdriver
Phillips Screwdriver
Red Robertson Screwdriver
Long Flat Chisel
Tape Measure

ARTICLE 20 – SAFETY

HR 20.01 All work is to be performed in accordance with the Occupational Health and Safety Act, and Regulations for Construction Projects as amended and Regulations passed pursuant thereto, and the provisions and requirements of the W.H.M.I.S.

HR 20.02 All employees shall be required to have and wear approved safety hats as a condition of employment. The employees shall provide the safety boots and safety hats at their own expense unless the Contractor demands a safety hat of a particular color or style, in which case the Contractor shall supply it at the Contractor's expense. Safety hats, supplied by the Contractor, shall be returned by the Employee on termination of employment.

HR 20.03 Protection goggles shall be provided to any employee, as required by the nature of the work being performed. The Contractor shall supply to the welder, the welder's safety hat, shield, goggles and heat resistant gloves. Welder's leathers shall be available and supplied when required by the welder, due to the nature of the work. Heat resistant gloves shall be supplied to any employees involved in welding operations. Replacement of worn or broken safety equipment supplied by the Contractor under this Article shall be on an exchange basis only. All other safety equipment necessary to comply with all Safety Act and Regulations, applicable to protect the Employees while performing his assigned work, shall be provided by the Contractor and shall be returned to the Contractor at the completion of the assigned work. Heat resistant gloves and flash glasses shall be supplied to any Employee involved in welding operations.

HR 20.04 The Contractor shall provide first aid requirements on the job or project as prescribed by the Workers Compensation Act of Ontario and/or Regulations issued hereunder.

HR 20.05 No Employee shall be required to work in the area of an existing proven violation of the Construction Safety Act or as defined by the governing authority wherein the project is located.

HR 20.06 The Union shall ensure that all tradespersons provided to the project shall be fully trained in WHMIS, Propane Handling and Fall Arrest, as a minimum and shall have valid proof of training.

ARTICLE 22 – BILL 162- Continuation of Benefit Coverage

HR 22.01 The Contractor shall contribute three cents ($.03) per hour earned by each Employee, to the Local union Employee Benefit Plan Administrator, to assure continuation of benefit coverage as provided for in Bill 162 as per wage package breakdown “APPENDIX 1”.

ARTICLE HR-25 JOB CONDITIONS

HR 25.01 Adequately heated accommodation shall be provided by the Contractor on each project when necessary. Such accommodation shall be weather proof and shall be kept reasonably clean. A table and sufficient benches or seats for the employees on the job shall be provided in the accommodation.

HR 25.02 When six (6) or more Local Union employees are employed on any project which is scheduled to last for 45 working days or more, the Contractor shall supply or arrange for a flush toilet where site conditions permit.

HR 25.03 The Contractor shall permit a 15 minute break in each half of a shift at a place designated by the job foreperson and a 30 minute meal break every 4 hours, subject to variation upon agreement with the U.A. Affiliate having geographic jurisdiction over the project.

HR 25.04 The Business Representative, to carry out his duties of their office shall be allowed reasonable access to all places where members of the Local Union are employed, insofar as access to the job is in the control of the Contractor.

ARTICLE HR-26 PARKING ALLOWANCE

HR 26.01 The employer will provide for vehicle parking. If such parking facilities are not available, the employer and the Local Union shall meet prior to employees commencing work, to resolve the parking arrangements.

ARTICLE HR-27 PRODUCTIVITY

HR 27.01 The Association and the Union recognize the mutual value of improving by all proper and reasonable means the productivity of the individual workmen and both will undertake individually and jointly to promote such increased productivity.

HR 27.02 During the lifetime of this Agreement, the Association and the Union agree there will be no strike, slowdown or picketing, which will interfere with the regular schedule of work, and each Employer agrees that it will not cause a lock-out.

HR 27.03 The Association and the Union on whose behalf this Agreement is entered into will not condone a work stoppage or observe any picket line placed on a job site for jurisdictional purposes.

ARTICLE HR-28 SHOP

HR 28.01 The terms and conditions of this Agreement will apply when work covered by the scope of this Agreement is performed in the Contractor's pipe fabrication shop or facility.

ARTICLE HR-29 REGISTERED APPRENTICES

HR 29.01 Apprentice will be hired in the ratio stipulated by the Apprenticeship and Tradesmen's Qualifications Act 1972, and the rate of wages shall be:

1st Year Apprentice = 40% of Journeyman rate.
2nd Year Apprentice = 50% of Journeyman rate.
3rd Year Apprentice = 60% of Journeyman rate.
4th Year Apprentice = 70% of Journeyman rate.
5th Year Apprentice = 85% of Journeyman rate.

HR 29.02 The contractor shall be entitled to request one (1) Apprentice to every three (3) Journeymen. The Union shall supply registered Apprentices with the qualifications and in sufficient numbers to meet the requirements of the Contractor making the request.

HR 29.03 To assure the industry of an adequate supply of properly trained and skilled tradespersons, the Union agrees that there shall be a Joint Apprenticeship Training Committee.

HR 29.04 The percentage for all the applicable apprenticeship year shall be as established in the Article 29.01. The percentage will apply to the Journeyman's hourly rate and the Pension contribution only. All additional contributions and deductions shall be as per the Local Affiliate contained in "APPENDIX 1".

ARTICLE HR-30 HEALTH BENEFITS PLAN

HR 30.01 Each contractor shall contribute as per Local Affiliate wage package breakdown contained in "APPENDIX 1".

ARTICLE HR-31 PENSION PLAN

HR 31.01 Each contractor shall contribute as per Local Affiliate wage package breakdown contained in "APPENDIX 1".

ARTICLE HR-32 TRAINING FUND

HR 32.01 Each contractor shall contribute as per Local Affiliate wage package breakdown contained in "APPENDIX 1".

HR 32.02 Each contractor shall contribute to the International Training Fund, as per Local Affiliate wage package breakdown contained in "APPENDIX 1".

ARTICLE HR-33 SUPPLEMENTARY UNEMPLOYMENT BENEFIT

HR 33.01 Each contractor shall contribute to the Supplementary Unemployment Benefit Plan, (if applicable) as per Local Affiliate wage package breakdown contained in “APPENDIX 1”.

ARTICLE HR-34 ONTARIO PIPE TRADES COUNCIL FUND

HR 34.01 There shall be a United Association Promotion Fund known as the Ontario Pipe Trades Council Promotion Fund. The Contractors agree to deduct from each employee, the sum of two cents ($.02) for each hour earned and shall remit same to the Local Union Administrator.

ARTICLE HR-35 DENOVO FUND

HR 35.01 Each Employer shall contribute two cents ($.02) from each employer and deduct two cents ($.02) from each employee for all hours earned to be contributed to the Denovo Program as per wage package breakdowns.

ARTICLE HR-36 P.R.C.O. ORGANIZING, INDUSTRY STABILITY, AND MARKET RECOVERY

HR-36.01 The United Association recognizes the importance of Organizing as a key component complimenting the promotion of the unionized sector of the Residential High-Rise Plumbing contracting industry. In keeping with the mandate of the United Association, the P.R.C.O. will make every effort to organize the unorganized. In order to achieve these goals, a Fund shall be maintained. Contributions to this Fund shall be made as per the wage package breakdown “APPENDIX 1”.

ARTICLE HR-37 CONTINGENCY FUND

HR 37.01 Each contractor shall contribute to the Contingency Fund, (if applicable) as per Local Affiliate wage package breakdown contained in “APPENDIX 1”.

HR 37.02 Payments for this Fund shall be remitted as per Article HR-11.06 – Dates of Contributions and Monthly Reports.

ARTICLE HR-38 TRAVEL AND BOARD ALLOWANCES

HR 38.01 Travel and Board allowances to be paid as stated in Local Appendices.

LOCAL 67

February 3, 2026

LETTERS OF UNDERSTANDING #1 PRCO LOW RISE AND HIGH RISE AGREEMENT 2026-2028

The parties in this Agreement shall be as follows:

The United Association of Journeyman and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada Local 67, Hamilton Ontario and the Mechanical Contractors Association Hamilton Niagara.

Both parties agree that the seven Letters of Understanding will be in effect and be in force commencing February 15, 2026 until April 30, 2028.

Respectfully,

Pat Cimek, MCAHN — Date: 06-Feb-2026

Jason Campbell, MCAHN — Date: 06-Feb-26

Nathan Bergstrand, Business Manager
UA Local 67 — Date: FEB 6th, 26

Don Krieg, Business Agent
UA Local 67 — Date: FEB. 6, 2026

February 3, 2026

LETTER OF UNDERSTANDING #2 – HIGH RISE - GRANDFATHERING

United Association Local 67 and the MCAO Contractors bound to this agreement, agree within the geographical areas of UA Local 67 that strides need to be made to assist with on-going efforts to keep our Contractor partners competitive when bidding work in the residential sectors. Therefore, the following language will be followed as required:

Contractors with "existing" commitments will integrate into the revised labour rates. The Union will consider existing work Contractors are engaged in where necessary. Although Local 67 is currently not aware of any high-rise work currently under contract being performed under the existing high-rise rates, Local 67 will work with the Contractor to assist via MRF to meet the new rate schedule or agree to allow the contractor to remain at the current rate for the duration of the hours left on the specific project only. (Pending health of the Market Recovery Fund). **NOTE: The above does not apply to the Low-Rise sector.**

Both parties agree that this Letter of Understanding will be in effect commencing February 15, 2026 and be in force during the transitional period of the rate differentials, up to the end of this agreement, April 30, 2028.

Respectfully,

Pat Cimek, MCAHN — Date: 06-Feb-26

Jason Campbell, MCAHN — Date: 06-Feb-26

Nathan Bergstrand, Business Manager
UA Local 67 — Date: Feb 6th. 26

Don Krieg, Business Agent
UA Local 67 — Date: Feb. 6, 2026

February 3, 2026

LETTER OF UNDERSTANDING #3 – HIGH RISE - MONETARY AND TERM DURATION

United Association Local 67 and the MCAO Contractors bound to this agreement, agree within the geographical areas of UA Local 67 that strides need to be made to assist with on-going efforts to keep our Contractor partners competitive when bidding work in the residential sectors. Therefore, the following language will be followed as required:

High-Rise Monetary:

- Effective Feb 15, 2026 – May 1, 2027 = $71.57 Total Package
- Effective May 2, 2027 – April 29, 2028 = $75.59 Total Package

Note: The effective "payroll change over date" shall be the closest Sunday to May 1st

Both parties agree that this Letter of Understanding will be in effect commencing the date as signed below and be in force commencing February 15, 2026 until April 30, 2028.

Pat Cimek, MCAHN — Date: 06-Feb-26

Jason Campbell, MCAHN — Date: 06-Feb-26

Nathan Bergstrand, Business Manager
UA Local 67 — Date: FEB. 6th 26

Don Krieg, Business Agent
UA Local 67 — Date: FEB. 6, 2026

June 11, 2026

LETTER OF UNDERSTANDING #4 – LOW RISE - MONETARY AND TERM DURATION

United Association Local 67 and the MCAO Contractors bound to this agreement, agree within the geographical areas of UA Local 67 that strides need to be made to assist with on-going efforts to keep our Contractor partners competitive when bidding work in the residential sectors. Therefore, the following language will be followed as required:

Low-Rise Monetary:

- Effective July 5, 2026 – May 1, 2027 = $48.97 Total Package
- Effective May 2, 2027 – April 29, 2028 = $51.42 Total Package

Note: The effective "payroll change over date" shall be Sunday July 5th

Both parties agree that this Letter of Understanding will be in effect commencing the date as signed below and be in force commencing July 5, 2026 until April 30, 2028.

Pat Cimek, MCAHN — June 15, 2026 — Date

Jason Campbell, MCAHN — June 15, 2026 — Date

Nathan Bergstrand, Business Manager
UA Local 67 — JUNE 11th. 2026 — Date

Don Krieg, Business Agent
UA Local 67 — JUNE 11, 2026 — Date

February 3, 2026

LETTER OF UNDERSTANDING #5 – TOOLS

United Association Local 67 and the MCAO Contractors bound to this agreement, agree within the geographical areas of UA Local 67 that strides need to be made to assist with on-going efforts to keep our Contractor partners competitive when bidding work in the residential sectors. Therefore, the following language will be followed as required. Both parties agree that this Letter of Understanding will be in effect commencing the date as signed below and be in force commencing February 15, 2026 until April 30, 2028.

All Journeyperson members working in the residential sector for a contractor signatory to the PRCO residential agreement shall furnish the following tools when they arrive for work on a residential project. It is agreed that Apprentices that arrive on a residential project for a Contractor signatory to the PRCO residential agreement shall only be required to furnish the tools marked with an asterisk.

1-Plastic Tube Cutter Rigid RC 1625 or Reed RS2
1-Plastic Tube Cutter Reed 3Qp
1-Rigid #101 Midget Copper Cutter or Reed MC3
1-Rigid #15 Copper Cutter or Reed T10
1-Rigid #20 Copper Cutter or Reed T20
1-Rigid #30 Copper Cutter or Reed TC3Q
1-Basin Wrench
*1-Hacksaw
1-Junior Hacksaw
*1-Claw Hammer
1-Ballpeen Hammer
1-1" Wood Chisel
*1-9" Torpedo Level
*1-25' Tape Measure
*1-10" Pliers
*1-10" Crescent Wrench
*1-Set Open End Wrenches 5/16" to 1"
*1-Set of Screwdrivers to include
    1 Large Flat, 1 Small Flat
    1 of each Green, Red, Black Robertson
    1 large Phillips, 1 small Phillips
1-1* cold chisel
*1-Tool Box/Pouch with Lock
1- 5/16" Deep Socket with 3/8" Drive
1- 3/8" Ratchet Handle

Pat Cimek, MCAHN — 06-Feb-26 — Date

Jason Campbell, MCAHN — 06-Feb-26 — Date

Nathan Bergstrand, Business Manager
UA Local 67 — FEB. 6th 26 — Date

Don Krieg, Business Agent
UA Local 67 — FEB. 6, 2026 — Date

February 3, 2026

LETTER OF UNDERSTANDING #6 – HIGH RISE - PARKING

United Association Local 67 and the MCAO Contractors bound to this agreement, agree within the geographical areas of UA Local 67 that strides need to be made to assist with on-going efforts to keep our Contractor partners competitive when bidding work in the residential sectors. To aid with this competitiveness, parking rates within Local 67's geographical area will be as follows:

The Contractor shall be responsible for providing parking at no cost to the employee in a designated facility within a mutually agreed upon, reasonable distance from a project. Where such parking is not available, the member will arrange for parking and be reimbursed, upon proof of expenditure, up to $15/day worked.
NOTE: The above does not apply to the Low-Rise sector.
Both parties agree that this Letter of Understanding will be in effect commencing the date as signed below and be in force commencing February 15, 2026 until April 30, 2028. Both parties further agree that they will revisit this Letter of Understanding during the next round of negotiations if necessary.

Pat Cimek, MCAHN — Date: 06-Feb-26

Jason Campbell, MCAHN — Date: 06-Feb-26

Nathan Bergstrand, Business Manager
UA Local 67 — Date: FEB. 6th, 26

Don Krieg, Business Agent
UA Local 67 — Date: FEB. 6, 2026

February 3, 2026

LETTER OF UNDERSTANDING #7 – HIGH RISE – COMMUNAL KITCHENS

United Association Local 67 and the MCAO Contractors bound to this agreement, agree within the geographical areas of UA Local 67 that strides need to be made to assist with on-going efforts to keep our Contractor partners competitive when bidding work in the residential sectors. Therefore, the following language will be followed as required:

It has been communicated that in the past, several "retirement" and similar residential homes have been administered under the ICI agreement when there was no kitchen in the suite (ie, communal kitchen). Local 67 agrees to the use of the PRCO agreement for these type of projects on a case by case basis via a MRF request. If a mutual agreement cannot be met, Local 67 will agree to offer MRF for the differences in rates between the two agreements (Pending health of the Market Recovery Fund).

Both parties agree that this Letter of Understanding will be in effect commencing the date as signed below and be in force for the duration of this recognized term. Both parties further agree that they will revisit this Letter of Understanding during the next round of negotiations.

Pat Cimek, MCAHN — Date: 06-Feb-26

Jason Campbell, MCAHN — Date: 06-Feb-26

Nathan Bergstrand, Business Manager
UA Local 67 — Date: FEB. 6th. 26

Don Krieg, Business Agent
UA Local 67 — Date: FEB. 6, 2026

LOCAL 527

Local 527 Low-Rise Wage Schedule

Effective May 1, 2025 - April 30, 2028

DATE	CLASS	WAGES	VACATION PAY	WELFARE	PENSION	S.U.B.	STAB. FUND	TRAIN. FUND	BILL 162 ART. 30	Article 23 CTF	MEMBER DE NOVO	TOTAL	Employer	SFD	CFD	OPTC
01-May-25	**Journeymen**	$44.60	$4.46	$5.00	$6.75	$0.25	$2.50	$0.38	$0.03	$0.15	$0.05	**$64.17**	$0.25	$0.65	$0.51	$0.02
Apprentices	**1ST TERM**	$17.84	$1.78	$5.00	$2.70	$0.25	$1.00	$0.38	$0.03	$0.15	$0.05	**$29.18**	$0.25	$0.65	$0.51	$0.02
	2ND TERM	$22.30	$2.23	$5.00	$3.38	$0.25	$1.25	$0.38	$0.03	$0.15	$0.05	**$35.02**	$0.25	$0.65	$0.51	$0.02
1st WLD /	**3RD TERM**	$26.76	$2.68	$5.00	$4.05	$0.25	$1.50	$0.38	$0.03	$0.15	$0.05	**$40.85**	$0.25	$0.65	$0.51	$0.02
2nd WLD/	**4TH TERM**	$31.22	$3.12	$5.00	$4.73	$0.25	$1.75	$0.38	$0.03	$0.15	$0.05	**$46.68**	$0.25	$0.65	$0.51	$0.02
3rd WLD/	**5TH TERM**	$35.68	$3.57	$5.00	$5.40	$0.25	$2.00	$0.38	$0.03	$0.15	$0.05	**$52.51**	$0.25	$0.65	$0.51	$0.02
01-May-26	**Journeymen**	$46.32	$4.63	$4.95	$6.96	$0.25	$2.50	$0.38	$0.03	$0.15	$0.05	**$66.22**	$0.25	$0.65	$0.51	$0.02
	1ST TERM	$18.53	$1.85	$4.95	$2.78	$0.25	$1.00	$0.38	$0.03	$0.15	$0.05	**$29.97**	$0.25	$0.65	$0.51	$0.02
	2ND TERM	$23.16	$2.32	$4.95	$3.48	$0.25	$1.25	$0.38	$0.03	$0.15	$0.05	**$36.02**	$0.25	$0.65	$0.51	$0.02
1st WLD /	**3RD TERM**	$27.79	$2.78	$4.95	$4.18	$0.25	$1.50	$0.38	$0.03	$0.15	$0.05	**$42.06**	$0.25	$0.65	$0.51	$0.02
2nd WLD/	**4TH TERM**	$32.42	$3.24	$4.95	$4.87	$0.25	$1.75	$0.38	$0.03	$0.15	$0.05	**$48.10**	$0.25	$0.65	$0.51	$0.02
3rd WLD/	**5TH TERM**	$37.06	$3.71	$4.95	$5.57	$0.25	$2.00	$0.38	$0.03	$0.15	$0.05	**$54.14**	$0.25	$0.65	$0.51	$0.02
01-May-27	**Journeymen**	$47.92	$4.79	$4.90	$7.24	$0.25	$2.50	$0.38	$0.03	$0.15	$0.05	**$68.21**	$0.25	$0.65	$0.51	$0.02
	1ST TERM	$19.17	$1.92	$4.90	$2.90	$0.25	$1.00	$0.38	$0.03	$0.15	$0.05	**$30.74**	$0.25	$0.65	$0.51	$0.02
	2ND TERM	$23.96	$2.40	$4.90	$3.62	$0.25	$1.25	$0.38	$0.03	$0.15	$0.05	**$36.99**	$0.25	$0.65	$0.51	$0.02
1st WLD /	**3RD TERM**	$28.75	$2.88	$4.90	$4.34	$0.25	$1.50	$0.38	$0.03	$0.15	$0.05	**$43.23**	$0.25	$0.65	$0.51	$0.02
2nd WLD/	**4TH TERM**	$33.54	$3.35	$4.90	$5.07	$0.25	$1.75	$0.38	$0.03	$0.15	$0.05	**$49.48**	$0.25	$0.65	$0.51	$0.02
3rd WLD/	**5TH TERM**	$38.34	$3.83	$4.90	$5.79	$0.25	$2.00	$0.38	$0.03	$0.15	$0.05	**$55.72**	$0.25	$0.65	$0.51	$0.02

Employer Amounts

PRCO	**$0.20**
DE NOVO	**$0.05**
	$0.25

Local 527 PRCO High-Rise Wage Schedule

Effective May 1, 2025 - April 30, 2028

CLASS	DATE	WAGES	VACATION PAY	WELFARE	PENSION	S.U.B.	STAB. FUND	TRAIN. FUND	BILL 162 ART. 30	Article 23 CTF	MEMBER DE NOVO	TOTAL	Employer Funds	SFD	CFD	OPTC
Journeymen	**01-May-25**	$53.82	$5.38	$5.00	$8.20	$0.25	$2.50	$0.42	$0.03	$0.15	$0.05	**$75.80**	$0.25	$0.72	$0.51	$0.02
Apprentices	**01-May-25**															
	1ST TERM	$21.53	$2.15	$5.00	$3.28	$0.25	$1.00	$0.42	$0.03	$0.15	$0.05	**$33.86**	$0.25	$0.72	$0.51	$0.02
	2ND TERM	$26.91	$2.69	$5.00	$4.10	$0.25	$1.25	$0.42	$0.03	$0.15	$0.05	**$40.85**	$0.25	$0.72	$0.51	$0.02
1st WLD /	3RD TERM	$32.29	$3.23	$5.00	$4.92	$0.25	$1.50	$0.42	$0.03	$0.15	$0.05	**$47.84**	$0.25	$0.72	$0.51	$0.02
2nd WLD/	4TH TERM	$37.67	$3.77	$5.00	$5.74	$0.25	$1.75	$0.42	$0.03	$0.15	$0.05	**$54.83**	$0.25	$0.72	$0.51	$0.02
3rd WLD/	5TH TERM	$43.06	$4.31	$5.00	$6.56	$0.25	$2.00	$0.42	$0.03	$0.15	$0.05	**$61.82**	$0.25	$0.72	$0.51	$0.02
Journeymen	**01-May-26**	$56.06	$5.61	$4.95	$8.48	$0.25	$2.50	$0.45	$0.03	$0.15	$0.05	**$78.53**	$0.25	$0.75	$0.51	$0.02
Apprentices	**01-May-26**															
	1ST TERM	$22.42	$2.24	$4.95	$3.39	$0.25	$1.00	$0.45	$0.03	$0.15	$0.05	**$34.94**	$0.25	$0.75	$0.51	$0.02
	2ND TERM	$28.03	$2.80	$4.95	$4.24	$0.25	$1.25	$0.45	$0.03	$0.15	$0.05	**$42.20**	$0.25	$0.75	$0.51	$0.02
1st WLD /	3RD TERM	$33.64	$3.36	$4.95	$5.09	$0.25	$1.50	$0.45	$0.03	$0.15	$0.05	**$49.47**	$0.25	$0.75	$0.51	$0.02
2nd WLD/	4TH TERM	$39.24	$3.92	$4.95	$5.94	$0.25	$1.75	$0.45	$0.03	$0.15	$0.05	**$56.73**	$0.25	$0.75	$0.51	$0.02
3rd WLD/	5TH TERM	$44.85	$4.48	$4.95	$6.78	$0.25	$2.00	$0.45	$0.03	$0.15	$0.05	**$64.00**	$0.25	$0.75	$0.51	$0.02
Journeymen	**01-May-27**	$57.97	$5.80	$4.90	$8.80	$0.25	$2.50	$0.73	$0.03	$0.15	$0.05	**$81.18**	$0.25	$0.80	$0.51	$0.02
Apprentices	**01-May-27**															
	1ST TERM	$23.19	$2.32	$4.90	$3.52	$0.25	$1.00	$0.73	$0.03	$0.15	$0.05	**$36.14**	$0.25	$0.80	$0.51	$0.02
	2ND TERM	$28.99	$2.90	$4.90	$4.40	$0.25	$1.25	$0.73	$0.03	$0.15	$0.05	**$43.64**	$0.25	$0.80	$0.51	$0.02
1st WLD /	3RD TERM	$34.78	$3.48	$4.90	$5.28	$0.25	$1.50	$0.73	$0.03	$0.15	$0.05	**$51.15**	$0.25	$0.80	$0.51	$0.02
2nd WLD/	4TH TERM	$40.58	$4.06	$4.90	$6.16	$0.25	$1.75	$0.73	$0.03	$0.15	$0.05	**$58.66**	$0.25	$0.80	$0.51	$0.02
3rd WLD/	5TH TERM	$46.38	$4.64	$4.90	$7.04	$0.25	$2.00	$0.73	$0.03	$0.15	$0.05	**$66.16**	$0.25	$0.80	$0.51	$0.02

Employer Amounts

PRCO	$0.20
DE NOVO	$0.05
	$0.25

Offer of Settlement

Between

PRCO Contractors KW

and

United Association Local 527 Southwestern Ontario

For the renewal of the Plumbing Residential Council of Ontario Collective Agreement

Effective May 1, 2025, through April 30, 2028

1) Letters of Understanding,

- Letter of Understanding – Tools
- Letter of Understanding - Safety and Training
- Letter of Understanding - Work Breaks
- Letter of Understanding – Parking
- Letter of Understanding – Day of Truth and Reconciliation
- Letter of Understanding – Foreperson
- Letter of Understanding – Job Conditions
- Letter of Understanding – Travel & Board Allowance
- Letter of Understanding – Active Retired Contributions
- Letter of Understanding – Communal Kitchen
- Letter of Understanding – Apprentices
- Letter of Understanding – Bereavement Leave

2) **A. Monetary**

UA Local 527 Journeyman Wage Package for High Rise Residential

Effective May 1, 2025 per hour (ie. Total Package per hour)	$2.85 Increase
Effective May 1, 2026 per hour (ie. Total Package per hour)	$2.73 Increase
Effective May 1, 2027 per hour (ie. Total Package per hour)	$2.65 Increase

B. Monetary

UA Local 527 Journeyman Wage Package for Low Rise Residential

Effective May 1,2025 per hour (ie. Total Package per hour)	$7.77 Increase
Effective May 1, 2026 per hour (ie. Total Package per hour)	$2.05 Increase
Effective May 1, 2027 per hour (ie. Total Package per hour)	$1.99 Increase

LETTER OF UNDERSTANDING - HIRING

1. The Employer must hire through the Local Union Office and no one will be employed unless they have been dispatched from the Local Union Office prior to commencing work.
2. All General Foreman and Foremen shall be within the bargaining unit covered by this agreement and members of the Union.
3. The Employer shall be entitled to full (100%) name hire from Out-of-Worklist of UA Local 527 Southwestern Ontario, all Employees within the bargaining unit (except Apprentices.) Each name-hired employee/member that wishes to return to work with an alternate employer under the ICI Collective Agreement must have been on the Out-of-Work List for two (2) calendar weeks immediately prior to hiring, this does not apply to members who are on the Out-of-Work list due to a normal layoff. The Local Union Business Manager shall have the discretion to waive the two-week condition.

May 8/25

Dated

United Association Local 527 Southwestern Ontario

PRCO Contractors KW

LETTER OF UNDERSTANDING-TOOLS

United Association Local 527 Southwestern Ontario and PRCO Contractors KW bound to the PRCO Residential agreement agree that the need for a common list of tools in both the Low-Rise Section and the High-Rise Section of the collective agreement be merged as one. Both parties agree that this Letter of Understanding will be in effect commencing the date as signed below and be in force until April 30, 2028. Both parties further agree that this letter of understanding should try to be negotiated into the main body of the PRCO agreement during the 2025 round of negotiations. Should this Letter of Understanding not be negotiated into the main body the parties agree that they will revisit this Letter of Understanding during Local negotiations in 2028.

All Journeyperson members working in the residential sector for a contractor signatory to the PRCO Residential agreement shall furnish the following tools when they arrive for work on a residential project. It is agreed that Apprentices that arrive on a residential project for a Contractor signatory to the PRCO Residential agreement shall only be required to furnish the tools marked with an asterisk.

1-Plastic Tube Cutter Rigid RC 1625 or Reed RS2

1-Plastic Tube Cutter Reed 3QP

1- Rigid #101 Midget Copper Cutter or Reed MC3

1- Rigid #15 Copper Cutter or Reed T10

1- Rigid #20 Copper Cutter or Reed T20

1- Rigid #30 Copper Cutter or Reed TC3Q

1- Basin Wrench

*1- Hacksaw

*1- Claw Hammer

1 - 2LB Mini sledgehammer

1-1" Wood Chisel

*1- 9" Torpedo Level

*1-251 Tape Measure

*1-10" Pliers

*1-10" Crescent Wrench

Open End Wrenches 5/16", 7/16", ½" 9/16", ¾"

*1-Set of Screwdrivers to include

1 - flat screwdriver

1 - #1, #2, #3 Robertson screwdriver

1 -Phillips screwdriver

1-1" cold chisel

*1-Tool Box/Pouch with Lock

1- 5/16" Deep Socket with 3/8" Drive

1- 3/8" Ratchet Handle

May 8/25

Dated

United Association Local 527 Southwestern Ontario

PRCO Contractors KW

LETTER OF UNDERSTANDING - WORK BREAKS

United Association Local 527 Southwestern Ontario and the PRCO Contractors KW bound to PRCO Residential agreement, agree within the geographical areas of UA Local 527 Southwestern Ontario that strides need to be made to help keep Contractors competitive when bidding work in the residential sector. To aid with this competitiveness work breaks within UA Local 527's Geographical area will be as follows:

During the course of an eight (8) hour workday, employees will be permitted two (2) breaks of ten (10) minutes in duration and one (1) lunch period of thirty (30) minutes in duration. The employer has the right to establish the times that these breaks will take place through the workday. All breaks and lunch periods will commence and terminate at the lunch trailer or designated lunch area for the project.

Both parties agree that this Letter of Understanding will be in effect commencing the date as signed below and be in force until April 30, 2028. Both parties further agree that this letter of understanding should try to be negotiated into the main body of the PRCO agreement during the 2025 round of negotiations. Should this Letter of Understanding not be negotiated into the main body the parties agree that they will revisit this Letter of Understanding during Local negotiations in 2028.

May 8/25

Dated

United Association Local 527 Southwestern Ontario

PRCO Contractors KW

LETTER OF UNDERSTANDING - SAFETY AND TRAINING

Any employee who reports to work on the date of hiring with a contractor without the required documentation will be sent away without pay and not hired on by the contactor until the required documentation is provided,

C of Q/apprenticeship contract

Valid STO membership card or governing body equivalent

Worker awareness in 4 steps

WHIMS (site specific training by individual employer)

Working at heights

Any new legislated mandatory safety training prescribed provincially or federally

As both the United Association and the Mechanical Contractor's Association agree there is a need for elevated work platform training, UA Local 527 Southwestern Ontario will endeavor to secure a trainer and deliver the proper certification for the operation of elevated work platforms that are used in the ICI sector.

Once the trainer is secured and the course is available to be administered, UA Local 527 Southwestern Ontario will, to the best of their ability, take into consideration the length of time needed to deliver this course to all members that may require the training, dispatch members to contractors with elevated platform training.

UA local 527 Southwestern Ontario and the MCA Zone 4, Zone 6 and Zone 7 will work together to identify all existing members of UA local 527 Southwestern Ontario, through records kept on file at the local union office and from employer history records held by

individual contractors, to build into the database potential members that have not been trained in the past.

This cooperative effort will ensure that all employees will have the basic training needed to report to any construction project in the ICI sector. All other training that may be required for site specific projects will be the responsibility of the individual contractor to provide to the employee.

May 8/25

Dated

United Association Local 527 Southwestern Ontario

PRCO Contractors KW

LETTER OF UNDERSTANDING-PARKING

United Association Local 527 Southwestern Ontario and the PRCO Contractors bound to PRCO residential agreement, agree within the geographical areas of UA Local 527 Southwestern Ontario that strides need to be made to help keep Contractors competitive when bidding work in the residential sector and to aid with this competitiveness, parking rates within UA Local 527's Geographical area will be as follows:

The contractor shall be responsible for providing parking at no cost to the employee in a designated facility within a mutually agreed-upon, reasonable distance from a project. This mutually agreed upon location shall be the preferred option for employee parking and will be utilized prior to any reimbursement for paid parking, provided there is adequate space available. Should no parking facility as described above be available, the contractor shall reimburse the employees to a maximum of $17.00 effective May 1, 2025, $18.00 effective May 1, 2026, $19.00 effective May 1, 2027 per day worked upon the employee producing original receipts.

Both parties agree that this Letter of Understanding will be in effect commencing the date as signed below and be in force until April 30, 2028. Both parties further agree that this letter of understanding should try to be negotiated into the main body of the PRCO agreement during the 2025 round of negotiations. Should this Letter of Understanding not be negotiated into the main body the parties agree that they will revisit this Letter of Understanding during Local negotiations in 2028.

May 8/25

Dated

United Association Local 527 Southwestern Ontario

PRCO Contractors KW

LETTER OF UNDERSTANDING – TRUTH & RECONCILLIATION

1. The United Association and the Contractors bound by the PRCO residential Agreement jointly agree to recognize the Day for Truth and Reconciliation in observance of those who have died or been affected by the legacy of the Canadian Residential School System, as a Statutory Holiday and shall be added to the list of holidays in 12.03 and HR 12.04 and treated the same.
2. Should a statutory holiday in addition to those listed in 12.03 or HR 12.04 be proclaimed by the Provincial or Federal Governments, then such holiday shall be added to these lists and recognized in the same manner as those listed. When falling on a Saturday or Sunday, such Holiday shall be observed on the following working days or as proclaimed by the Municipal, Provincial or Federal Government as a holiday.

Both parties agree that this Letter of Understanding will be in effect commencing the date signed below and be in force until April 30, 2028. Both parties further agree to endeavour to ensure the terms of this Letter of Understanding are accepted into the main body of this agreement during the next round of negotiations.

May 8/25

Dated

United Association Local 527 Southwestern Ontario

PRCO Contractors KW

LETTER OF UNDERSTANING - FOREPERSON

The United Association Local 527 Southwestern Ontario and PRCO Contractors KW jointly recognize the need to ensure fair and adequate compensation is provided to those employees elevated to the position of foreperson and entrusted with the responsibility of directing the workforce and maintaining a safe and productive, harassment free work environment.

1. A foreperson shall mean a qualified journeyperson who is elevated by their employer to promote and ensure that Regulatory and Employer safety policies and working rules are adhered to by those under their direct supervision.
2. The duties of a foreperson shall include but not be limited to the laying out of work and instruction of employees in their duties.
3. A foreperson that has nine (9) employees or less under their direct supervision, shall receive eleven percent (11%) above the journeyperson's base rate. A foreperson that has ten (10) or more employees under their direct supervision, shall receive sixteen percent (16%) above the journeyperson's base rate
4. A foreperson may be allowed to work one (1) additional hour per regular workday on administrative tasks if required. If worked, this additional hour shall be paid at the regular full rate of pay.

Both parties agree that this Letter of Understanding will be in effect commencing the date signed below and be in force until April 30, 2028. Both parties further agree to endeavour to ensure the terms of this Letter of Understanding are accepted into the main body of this agreement during the next round of negotiations.

May 8/25

Dated

United Association Local 527 Southwestern Ontario

PRCO Contractors K

LETTER OF UNDERSTANDING – JOB CONDITION

Potable drinking water shall be supplied by the Employer in a sanitary container, or from an approved potable water faucet on all jobs as laid down in Federal, Provincial or Municipal Government regulations.

Both parties agree that this Letter of Understanding will be in effect commencing the date as signed below and be in force until April 30, 2028. Both parties further agree to endeavor to ensure the terms of this Letter of Understanding are accepted into the main body of this agreement during the next round of negotiations.

May 8/25

Dated

United Association Local 527 Southwestern Ontario

PRCO Contractors KW

LETTER OF UNDERSTANDING – TRAVEL & BOARD ALLOWANCE

The United Association Local 527 and PRCO Contractors KW jointly recognize the need to ensure fair and adequate compensation is provided to employees required to travel distances to and from their place of employment.

In such case a daily travel amount agreed upon between the Union and the Contractor shall be deemed applicable, when travel to the project exceeds a 50km radius from the Region of Waterloo International Airport. This daily travel amount shall be negotiated and agreed to prior to commencement of the project and shall be applicable for the duration of the project if awarded.

May 8/25

Dated

United Association Local 527 Southwestern Ontario

PRCO Contractors KW

LETTER OF UNDERSTANDING – ACTIVE RETIRED CONTRIBUTIONS

In the event that the pension plan is prohibited by the provisions of paragraph

8510(7)(c) of the *Income Tax Regulations (ITA)*, as amended from accepting any contributions required by the terms of this Agreement on behalf of employees that are in receipt of a monthly pension from the pension plan ("working pensioners") or employees over the age of 71, an amount equal to such contributions shall be paid by the Employer to that employee as additional wages. The increase in vacation pay generated by this change will be drawn from the same pension contribution.

In the event that contributions on behalf of working pensioners or employees over the age of 71 are inadvertently remitted to the pension plan and returned to the Employer, the Employer shall pay an amount equal to the refunded amount to that employee as additional wages.

Both parties agree that this Letter of Understanding will be in effect commencing the date as signed below and be in force until April 30, 2028. Both parties further agree to endeavor to ensure the terms of this Letter of Understanding are accepted into the main body of this agreement during the next round of negotiations.

May 8/25

Dated

United Association Local 527 Southwestern Ontario

PRCO Contractors KW

LETTER OF UNDERSTANDING – PAYROLL EFFECTIVE DATE

The United Association Local 527 Southwestern Ontario and PRCO Contractors KW bound to this agreement, agree within the geographical areas of UA Local 527 that strides a need to be made to help keep Contractors competitive when bidding work in the residential sector. In an effort to aid in the uniformity of the payroll process, the effective payroll change over date shall be the closest Sunday to the wage schedules effective date.

Both parties agree that this Letter of Understanding will be in effect commencing the date as signed below and be in force until April 30, 2028. Both parties further agree to endeavor to ensure the terms of this Letter of Understanding are accepted into the main body of this agreement during the next round of negotiations.

May 8/25

Dated

United Association Local 527 Southwestern Ontario

PRCO Contractors KW

LETTER OF UNDERSTANDING – COMMUNAL KITCHENS

The United Association Local 527 Southwestern Ontario and PRCO Contractors KW bound to this agreement, agree within the geographical areas of UA Local 527 that strides a need to be made to help keep Contractors competitive when bidding work in the residential sector. Therefore, the following language will be followed as required:

It has been communicated in the past, several "retirement" and similar residential homes have been administered under the ICI agreement when there was no kitchen in the suite (i.e. commercial kitchen). The use of the PRCO agreement for these types of projects shall be mutually agreed by the Union and Employer on a case-by-case basis.

Both parties agree that this Letter of Understanding will be in effect commencing the date as signed below and be in force until April 30, 2028. Both parties further agree to endeavor to ensure the terms of this Letter of Understanding are accepted into the main body of this agreement during the next round of negotiations.

May 8/25

Dated

United Association Local 527 Southwestern Ontario

PRCO Contractors KW

LETTER OF UNDERSTANDING – APPRENTICES

The United Association Local 527 Southwestern Ontario and PRCO Contractors KW bound to this agreement, agree within the geographical areas of UA Local 527 that strides a need to be made to help keep Contractors competitive when bidding work in the residential sector. To aid with this competitiveness within UA Local 527's Geographical area the applicable pay percentages for plumber, steamfitter and welder apprentices shall be as stipulated and laid out in the Zone 7 appendix of the ICI collective agreement.

The contractor may employ one (1) Apprentice to every two (2) Journeyperson of that trade that is regularly employed. The union shall supply qualified registered Apprentices upon receiving a request from the employer.

Both parties agree that this Letter of Understanding will be in effect commencing the date as signed below and be in force until April 30, 2028. Both parties further agree to endeavor to ensure the terms of this Letter of Understanding are accepted into the main body of this agreement during the next round of negotiations.

May 8/25

Dated

United Association Local 527 Southwestern Ontario

PRCO Contractors KW

LETTER OF UNDERSTANDING – BEREAVEMENT LEAVE

The United Association Local 527 and the PRCO Contractors of KW bound to this Agreement agree, that an unpaid leave of absence of up to five (5) days may be granted to a member upon the death of an immediate family member (spouse, mother, father, brother, sister, or child). This leave of absence shall not be unreasonably withheld.

Both parties agree that this Letter of Understanding will be in effect commencing the date as signed below and be in force until April 30, 2028. Both parties further agree to endeavor to ensure the terms of this Letter of Understanding are accepted into the main body of this agreement during the next round of negotiations.

May 8/25

Dated

United Association Local 527 Southwestern Ontario

PRCO Contractors KW

LOCAL 401

CENTRAL ONTARIO LOCAL 401 (EASTERN)

LOW RISE RESIDENTIAL CONSTRUCTION RATES

JOURNEYMAN & APPRENTICES RATE OF WAGE

EFFECTIVE May 11, 2025

	Journeyman	1st Year	2nd Year	3rd Year	4th Year	5th Year
Base Rate	53.95	21.03	26.52	32.01	37.49	42.98
Vacation Pay (10%)	5.40	2.10	2.65	3.20	3.75	4.30
**Union Field Dues	1.14	1.14	1.14	1.14	1.14	1.14
O.P.T.P.F	0.01	0.01	0.01	0.01	0.01	0.01
P.R.C.O.	0.20	0.20	0.20	0.20	0.20	0.20
Welfare (+ 8% RST)	2.70	2.70	2.70	2.70	2.70	2.70
Pension	5.16	2.06	2.58	3.10	3.61	4.13
Local Training	0.92	0.92	0.92	0.92	0.92	0.92
Article 23 (C.T.F. & I.T.F.)	0.15	0.15	0.15	0.15	0.15	0.15
Article 30 (Bill 162)	0.03	0.03	0.03	0.03	0.03	0.03
Denovo	0.05	0.05	0.05	0.05	0.05	0.05
Sick & Distressed Fund	0.04	0.04	0.04	0.04	0.04	0.04
**Contingency Fund	0.10	0.10	0.10	0.10	0.10	0.10
S.U.B	0.10	0.10	0.10	0.10	0.10	0.10
National Organizing	0.10	0.10	0.10	0.10	0.10	0.10
**Helmets to Hardhats	0.01	0.01	0.01	0.01	0.01	0.01
TOTAL	**70.06**	**30.74**	**37.30**	**43.86**	**50.40**	**56.96**
Denovo	0.05	0.05	0.05	0.05	0.05	0.05
**Worker Ready Training	0.12	0.12	0.12	0.12	0.12	0.12
Industry Fund (+ 13% HST)	0.17	0.17	0.17	0.17	0.17	0.17
TOTAL	**70.40**	**31.08**	**37.64**	**44.20**	**50.74**	**57.30**

Local 401 Eastern does not have "Union Field Dues", " OPTPF (Ontario Pipe Trades Promotion Fund)", or "Contingency Fund" included in the Base Rate. In this case each fund is added to the Base Rate for taxing only. The full amount of the Union Field Dues, OPTPF, and Contingency funds are deducted and remitted in accordance with the Local Appendix. Vacation Pay is calculated only on the specified Base Rate.

**** Indicates funds remitted on Hours WORKED, all other funds remitted on Hours PAID**

CENTRAL ONTARIO LOCAL 401 (EASTERN)

LOW RISE RESIDENTIAL CONSTRUCTION RATES

JOURNEYMAN & APPRENTICES RATE OF WAGE

EFFECTIVE May 3, 2026

	Journeyman	1st Year	2nd Year	3rd Year	4th Year	5th Year
Base Rate	55.60	21.69	27.35	33.00	38.65	44.30
Vacation Pay (10%)	5.56	2.17	2.73	3.30	3.86	4.43
**Union Field Dues	1.17	1.17	1.17	1.17	1.17	1.17
O.P.T.P.F	0.01	0.01	0.01	0.01	0.01	0.01
P.R.C.O.	0.20	0.20	0.20	0.20	0.20	0.20
Welfare (+ 8% RST)	2.95	2.95	2.95	2.95	2.95	2.95
Pension	5.52	2.21	2.76	3.31	3.86	4.42
Local Training	0.92	0.92	0.92	0.92	0.92	0.92
Article 23 (C.T.F. & I.T.F.)	0.15	0.15	0.15	0.15	0.15	0.15
Article 30 (Bill 162)	0.03	0.03	0.03	0.03	0.03	0.03
Denovo	0.05	0.05	0.05	0.05	0.05	0.05
Sick & Distressed Fund	0.04	0.04	0.04	0.04	0.04	0.04
**Contingency Fund	0.10	0.10	0.10	0.10	0.10	0.10
S.U.B	0.10	0.10	0.10	0.10	0.10	0.10
National Organizing	0.10	0.10	0.10	0.10	0.10	0.10
**Helmets to Hardhats	0.01	0.01	0.01	0.01	0.01	0.01
TOTAL	**72.51**	**31.90**	**38.67**	**45.44**	**52.20**	**58.98**
Denovo	0.05	0.05	0.05	0.05	0.05	0.05
**Worker Ready Training	0.12	0.12	0.12	0.12	0.12	0.12
Industry Fund (+ 13% HST)	0.17	0.17	0.17	0.17	0.17	0.17
TOTAL	**72.85**	**32.24**	**39.01**	**45.78**	**52.54**	**59.32**

Local 401 Eastern does not have "Union Field Dues", " OPTPF (Ontario Pipe Trades Promotion Fund)", or "Contingency Fund" included in the Base Rate. In this case each fund is added to the Base Rate for taxing only. The full amount of the Union Field Dues, OPTPF, and Contingency funds are deducted and remitted in accordance with the Local Appendix. Vacation Pay is calculated only on the specified Base Rate.

**** Indicates funds remitted on Hours WORKED, all other funds remitted on Hours PAID**

CENTRAL ONTARIO LOCAL 401 (EASTERN)

LOW RISE RESIDENTIAL CONSTRUCTION RATES

JOURNEYMAN & APPRENTICES RATE OF WAGE

EFFECTIVE May 2, 2027

	Journeyman	1st Year	2nd Year	3rd Year	4th Year	5th Year
Base Rate	57.18	22.33	28.14	33.94	39.75	45.56
Vacation Pay (10%)	5.72	2.23	2.81	3.39	3.98	4.56
**Union Field Dues	1.21	1.21	1.21	1.21	1.21	1.21
O.P.T.P.F	0.01	0.01	0.01	0.01	0.01	0.01
P.R.C.O.	0.20	0.20	0.20	0.20	0.20	0.20
Welfare (+ 8% RST)	3.20	3.20	3.20	3.20	3.20	3.20
Pension	5.67	2.27	2.84	3.40	3.97	4.54
Local Training	0.92	0.92	0.92	0.92	0.92	0.92
Article 23 (C.T.F. & I.T.F.)	0.15	0.15	0.15	0.15	0.15	0.15
Article 30 (Bill 162)	0.03	0.03	0.03	0.03	0.03	0.03
Denovo	0.05	0.05	0.05	0.05	0.05	0.05
Sick & Distressed Fund	0.04	0.04	0.04	0.04	0.04	0.04
**Contingency Fund	0.10	0.10	0.10	0.10	0.10	0.10
S.U.B	0.10	0.10	0.10	0.10	0.10	0.10
National Organizing	0.10	0.10	0.10	0.10	0.10	0.10
**Helmets to Hardhats	0.01	0.01	0.01	0.01	0.01	0.01
TOTAL	**74.69**	**32.95**	**39.91**	**46.85**	**53.82**	**60.78**
Denovo	0.05	0.05	0.05	0.05	0.05	0.05
**Worker Ready Training	0.12	0.12	0.12	0.12	0.12	0.12
Industry Fund (+ 13% HST)	0.17	0.17	0.17	0.17	0.17	0.17
TOTAL	**75.03**	**33.29**	**40.25**	**47.19**	**54.16**	**61.12**

Local 401 Eastern does not have "Union Field Dues", " OPTPF (Ontario Pipe Trades Promotion Fund)", or "Contingency Fund" included in the Base Rate. In this case each fund is added to the Base Rate for taxing only. The full amount of the Union Field Dues, OPTPF, and Contingency funds are deducted and remitted in accordance with the Local Appendix. Vacation Pay is calculated only on the specified Base Rate.

**** Indicates funds remitted on Hours WORKED, all other funds remitted on Hours PAID**

CENTRAL ONTARIO LOCAL 401 (EASTERN)
HIGH RISE RESIDENTIAL CONSTRUCTION RATES
JOURNEYMAN & APPRENTICES RATE OF WAGE

EFFECTIVE May 11, 2025

	Journeyman	1st Year	2nd Year	3rd Year	4th Year	5th Year
Base Rate	53.95	21.03	26.52	32.01	37.49	42.98
Vacation Pay (10%)	5.40	2.10	2.65	3.20	3.75	4.30
**Union Field Dues	1.14	1.14	1.14	1.14	1.14	1.14
O.P.T.P.F	0.01	0.01	0.01	0.01	0.01	0.01
P.R.C.O.	0.20	0.20	0.20	0.20	0.20	0.20
Welfare (+ 8% RST)	2.70	2.70	2.70	2.70	2.70	2.70
Pension	9.71	3.88	4.86	5.83	6.80	7.77
Local Training	0.93	0.93	0.93	0.93	0.93	0.93
Article 23 (C.T.F. & I.T.F.)	0.15	0.15	0.15	0.15	0.15	0.15
Article 30 (Bill 162)	0.03	0.03	0.03	0.03	0.03	0.03
Denovo	0.05	0.05	0.05	0.05	0.05	0.05
Sick & Distressed Fund	0.04	0.04	0.04	0.04	0.04	0.04
**Contingency Fund	0.10	0.10	0.10	0.10	0.10	0.10
S.U.B	0.10	0.10	0.10	0.10	0.10	0.10
National Organizing	0.10	0.10	0.10	0.10	0.10	0.10
**Helmets to Hardhats	0.01	0.01	0.01	0.01	0.01	0.01
TOTAL	**74.62**	**32.57**	**39.59**	**46.60**	**53.60**	**60.61**
Denovo	0.05	0.05	0.05	0.05	0.05	0.05
**Worker Ready Training	0.12	0.12	0.12	0.12	0.12	0.12
Industry Fund (+ 13% HST)	0.17	0.17	0.17	0.17	0.17	0.17
TOTAL	**74.96**	**32.91**	**39.93**	**46.94**	**53.94**	**60.95**

Local 401 Eastern does not have "Union Field Dues", " OPTPF (Ontario Pipe Trades Promotion Fund)", or "Contingency Fund" included in the Base Rate. In this case each fund is added to the Base Rate for taxing only. The full amount of the Union Field Dues, OPTPF, and Contingency funds are deducted and remitted in accordance with the Local Appendix. Vacation Pay is calculated only on the specified Base Rate.

**** Indicates funds remitted on Hours WORKED, all other funds remitted on Hours PAID**

CENTRAL ONTARIO LOCAL 401 (EASTERN)
HIGH RISE RESIDENTIAL CONSTRUCTION RATES
JOURNEYMAN & APPRENTICES RATE OF WAGE

EFFECTIVE May 3, 2026

	Journeyman	1st Year	2nd Year	3rd Year	4th Year	5th Year
Base Rate	55.60	21.69	27.35	33.00	38.65	44.30
Vacation Pay (10%)	5.56	2.17	2.73	3.30	3.86	4.43
**Union Field Dues	1.17	1.17	1.17	1.17	1.17	1.17
O.P.T.P.F	0.01	0.01	0.01	0.01	0.01	0.01
P.R.C.O.	0.20	0.20	0.20	0.20	0.20	0.20
Welfare (+ 8% RST)	2.95	2.95	2.95	2.95	2.95	2.95
Pension	10.01	4.00	5.01	6.01	7.01	8.01
Local Training	0.93	0.93	0.93	0.93	0.93	0.93
Article 23 (C.T.F. & I.T.F.)	0.15	0.15	0.15	0.15	0.15	0.15
Article 30 (Bill 162)	0.03	0.03	0.03	0.03	0.03	0.03
Denovo	0.05	0.05	0.05	0.05	0.05	0.05
Sick & Distressed Fund	0.04	0.04	0.04	0.04	0.04	0.04
**Contingency Fund	0.10	0.10	0.10	0.10	0.10	0.10
S.U.B	0.10	0.10	0.10	0.10	0.10	0.10
National Organizing	0.10	0.10	0.10	0.10	0.10	0.10
**Helmets to Hardhats	0.01	0.01	0.01	0.01	0.01	0.01
TOTAL	**77.01**	**33.70**	**40.93**	**48.15**	**55.36**	**62.58**
Denovo	0.05	0.05	0.05	0.05	0.05	0.05
**Worker Ready Training	0.12	0.12	0.12	0.12	0.12	0.12
Industry Fund (+ 13% HST)	0.17	0.17	0.17	0.17	0.17	0.17
TOTAL	**77.35**	**34.04**	**41.27**	**48.49**	**55.70**	**62.92**

Local 401 Eastern does not have "Union Field Dues", " OPTPF (Ontario Pipe Trades Promotion Fund)", or "Contingency Fund" included in the Base Rate. In this case each fund is added to the Base Rate for taxing only. The full amount of the Union Field Dues, OPTPF, and Contingency funds are deducted and remitted in accordance with the Local Appendix. Vacation Pay is calculated only on the specified Base Rate.

**** Indicates funds remitted on Hours WORKED, all other funds remitted on Hours PAID**

CENTRAL ONTARIO LOCAL 401 (EASTERN)
HIGH RISE RESIDENTIAL CONSTRUCTION RATES
JOURNEYMAN & APPRENTICES RATE OF WAGE

EFFECTIVE May 2, 2027

	Journeyman	1st Year	2nd Year	3rd Year	4th Year	5th Year
Base Rate	57.18	22.33	28.14	33.94	39.75	45.56
Vacation Pay (10%)	5.72	2.23	2.81	3.39	3.98	4.56
**Union Field Dues	1.21	1.21	1.21	1.21	1.21	1.21
O.P.T.P.F	0.01	0.01	0.01	0.01	0.01	0.01
P.R.C.O.	0.20	0.20	0.20	0.20	0.20	0.20
Welfare (+ 8% RST)	3.20	3.20	3.20	3.20	3.20	3.20
Pension	10.29	4.12	5.15	6.17	7.20	8.23
Local Training	0.93	0.93	0.93	0.93	0.93	0.93
Article 23 (C.T.F. & I.T.F.)	0.15	0.15	0.15	0.15	0.15	0.15
Article 30 (Bill 162)	0.03	0.03	0.03	0.03	0.03	0.03
Denovo	0.05	0.05	0.05	0.05	0.05	0.05
Sick & Distressed Fund	0.04	0.04	0.04	0.04	0.04	0.04
**Contingency Fund	0.10	0.10	0.10	0.10	0.10	0.10
S.U.B	0.10	0.10	0.10	0.10	0.10	0.10
National Organizing	0.10	0.10	0.10	0.10	0.10	0.10
**Helmets to Hardhats	0.01	0.01	0.01	0.01	0.01	0.01
TOTAL	**79.32**	**34.81**	**42.23**	**49.63**	**57.06**	**64.48**
Denovo	0.05	0.05	0.05	0.05	0.05	0.05
**Worker Ready Training	0.12	0.12	0.12	0.12	0.12	0.12
Industry Fund (+ 13% HST)	0.17	0.17	0.17	0.17	0.17	0.17
TOTAL	**79.66**	**35.15**	**42.57**	**49.97**	**57.40**	**64.82**

Local 401 Eastern does not have "Union Field Dues", " OPTPF (Ontario Pipe Trades Promotion Fund)", or "Contingency Fund" included in the Base Rate. In this case each fund is added to the Base Rate for taxing only. The full amount of the Union Field Dues, OPTPF, and Contingency funds are deducted and remitted in accordance with the Local Appendix. Vacation Pay is calculated only on the specified Base Rate.

**** Indicates funds remitted on Hours WORKED, all other funds remitted on Hours PAID**

CENTRAL ONTARIO LOCAL 401 (CENTRAL)

LOW RISE RESIDENTIAL CONSTRUCTION RATES

JOURNEYMAN & APPRENTICES RATE OF WAGE

EFFECTIVE May 1, 2025

	Journeyman	1st Year	2nd Year	3rd Year	4th Year	5th Year
Base Rate	52.15	22.97	25.62	30.93	36.23	44.19
Vacation Pay (10%)	5.22	2.30	2.56	3.09	3.62	4.42
Union Field Dues	1.14	1.14	1.14	1.14	1.14	1.14
O.P.T.P.F	0.01	0.01	0.01	0.01	0.01	0.01
P.R.C.O.	0.20	0.20	0.20	0.20	0.20	0.20
Welfare (+ 8% RST)	2.70	2.70	2.70	2.70	2.70	2.70
Pension	9.38	4.22	4.69	5.63	6.57	7.97
Stabilization	1.00	1.00	1.00	1.00	1.00	1.00
Local Training	0.80	0.80	0.80	0.80	0.80	0.80
Article 23 (C.T.F. & I.T.F.)	0.15	0.15	0.15	0.15	0.15	0.15
Article 30 (Bill 162)	0.03	0.03	0.03	0.03	0.03	0.03
Denovo	0.05	0.05	0.05	0.05	0.05	0.05
Sick & Distressed Fund	0.04	0.04	0.04	0.04	0.04	0.04
Contingency Fund	0.10	0.10	0.10	0.10	0.10	0.10
S.U.B	0.10	0.10	0.10	0.10	0.10	0.10
National Organizing	0.10	0.10	0.10	0.10	0.10	0.10
**Helmets to Hardhats	0.01	0.01	0.01	0.01	0.01	0.01
TOTAL	**73.18**	**35.92**	**39.30**	**46.08**	**52.85**	**63.01**
Denovo	0.05	0.05	0.05	0.05	0.05	0.05
**Worker Ready Training	0.12	0.12	0.12	0.12	0.12	0.12
TOTAL	**73.35**	**36.09**	**39.47**	**46.25**	**53.02**	**63.18**

Local 401 Central does not have "Union Field Dues", " OPTPF (Ontario Pipe Trades Promotion Fund)", or "Contingency Fund" included in the Base Rate. In this case each fund is added to the Base Rate for taxing only. The full amount of the Union Field Dues, OPTPF, and Contingency funds are deducted and remitted in accordance with the Local Appendix. Vacation Pay is calculated only on the specified Base Rate.

**** Indicates funds remitted on Hours WORKED, all other funds remitted on Hours PAID**

CENTRAL ONTARIO LOCAL 401 (CENTRAL)

LOW RISE RESIDENTIAL CONSTRUCTION RATES

JOURNEYMAN & APPRENTICES RATE OF WAGE

EFFECTIVE May 1, 2026

	Journeyman	1st Year	2nd Year	3rd Year	4th Year	5th Year
Base Rate	53.92	23.76	26.51	31.99	37.47	45.70
Vacation Pay (10%)	5.39	2.38	2.65	3.20	3.75	4.57
Union Field Dues	1.17	1.17	1.17	1.17	1.17	1.17
O.P.T.P.F	0.01	0.01	0.01	0.01	0.01	0.01
P.R.C.O.	0.20	0.20	0.20	0.20	0.20	0.20
Welfare (+ 8% RST)	2.95	2.95	2.95	2.95	2.95	2.95
Pension	9.70	4.37	4.85	5.82	6.79	8.25
Stabilization	1.00	1.00	1.00	1.00	1.00	1.00
Local Training	0.80	0.80	0.80	0.80	0.80	0.80
Article 23 (C.T.F. & I.T.F.)	0.15	0.15	0.15	0.15	0.15	0.15
Article 30 (Bill 162)	0.03	0.03	0.03	0.03	0.03	0.03
Denovo	0.05	0.05	0.05	0.05	0.05	0.05
Sick & Distressed Fund	0.04	0.04	0.04	0.04	0.04	0.04
Contingency Fund	0.10	0.10	0.10	0.10	0.10	0.10
S.U.B	0.10	0.10	0.10	0.10	0.10	0.10
National Organizing	0.10	0.10	0.10	0.10	0.10	0.10
**Helmets to Hardhats	0.01	0.01	0.01	0.01	0.01	0.01
TOTAL	**75.72**	**37.22**	**40.72**	**47.72**	**54.72**	**65.23**
Denovo	0.05	0.05	0.05	0.05	0.05	0.05
**Worker Ready Training	0.12	0.12	0.12	0.12	0.12	0.12
TOTAL	**75.89**	**37.39**	**40.89**	**47.89**	**54.89**	**65.40**

Local 401 Central does not have "Union Field Dues", " OPTPF (Ontario Pipe Trades Promotion Fund)", or "Contingency Fund" included in the Base Rate. In this case each fund is added to the Base Rate for taxing only. The full amount of the Union Field Dues, OPTPF, and Contingency funds are deducted and remitted in accordance with the Local Appendix. Vacation Pay is calculated only on the specified Base Rate.

**** Indicates funds remitted on Hours WORKED, all other funds remitted on Hours PAID**

CENTRAL ONTARIO LOCAL 401 (CENTRAL)

LOW RISE RESIDENTIAL CONSTRUCTION RATES

JOURNEYMAN & APPRENTICES RATE OF WAGE

EFFECTIVE May 1, 2027

	Journeyman	1st Year	2nd Year	3rd Year	4th Year	5th Year
Base Rate	55.58	24.51	27.34	32.98	38.63	47.11
Vacation Pay (10%)	5.56	2.45	2.73	3.30	3.86	4.71
Union Field Dues	1.21	1.21	1.21	1.21	1.21	1.21
O.P.T.P.F	0.01	0.01	0.01	0.01	0.01	0.01
P.R.C.O.	0.20	0.20	0.20	0.20	0.20	0.20
Welfare (+ 8% RST)	3.20	3.20	3.20	3.20	3.20	3.20
Pension	10.00	4.50	5.00	6.00	7.00	8.50
Stabilization	1.00	1.00	1.00	1.00	1.00	1.00
Local Training	0.80	0.80	0.80	0.80	0.80	0.80
Article 23 (C.T.F. & I.T.F.)	0.15	0.15	0.15	0.15	0.15	0.15
Article 30 (Bill 162)	0.03	0.03	0.03	0.03	0.03	0.03
Denovo	0.05	0.05	0.05	0.05	0.05	0.05
Sick & Distressed Fund	0.04	0.04	0.04	0.04	0.04	0.04
Contingency Fund	0.10	0.10	0.10	0.10	0.10	0.10
S.U.B	0.10	0.10	0.10	0.10	0.10	0.10
National Organizing	0.10	0.10	0.10	0.10	0.10	0.10
**Helmets to Hardhats	0.01	0.01	0.01	0.01	0.01	0.01
TOTAL	**78.14**	**38.46**	**42.07**	**49.28**	**56.49**	**67.32**
Denovo	0.05	0.05	0.05	0.05	0.05	0.05
**Worker Ready Training	0.12	0.12	0.12	0.12	0.12	0.12
TOTAL	**78.31**	**38.63**	**42.24**	**49.45**	**56.66**	**67.49**

Local 401 Central does not have "Union Field Dues", " OPTPF (Ontario Pipe Trades Promotion Fund)", or "Contingency Fund" included in the Base Rate. In this case each fund is added to the Base Rate for taxing only. The full amount of the Union Field Dues, OPTPF, and Contingency funds are deducted and remitted in accordance with the Local Appendix. Vacation Pay is calculated only on the specified Base Rate.

**** Indicates funds remitted on Hours WORKED, all other funds remitted on Hours PAID**

CENTRAL ONTARIO LOCAL 401 (CENTRAL)

HIGH RISE RESIDENTIAL CONSTRUCTION RATES

JOURNEYMAN & APPRENTICES RATE OF WAGE

EFFECTIVE May 1, 2025

	Journeyman	1st Year	2nd Year	3rd Year	4th Year	5th Year
Base Rate	54.14	23.86	26.62	32.12	37.63	45.88
Vacation Pay (10%)	5.41	2.39	2.66	3.21	3.76	4.59
Union Field Dues	1.14	1.14	1.14	1.14	1.14	1.14
O.P.T.P.F	0.01	0.01	0.01	0.01	0.01	0.01
P.R.C.O.	0.20	0.20	0.20	0.20	0.20	0.20
Welfare (+ 8% RST)	2.70	2.70	2.70	2.70	2.70	2.70
Pension	9.74	4.38	4.87	5.84	6.82	8.28
Stabilization	1.00	1.00	1.00	1.00	1.00	1.00
Local Training	0.80	0.80	0.80	0.80	0.80	0.80
Article 23 (C.T.F. & I.T.F.)	0.15	0.15	0.15	0.15	0.15	0.15
Article 30 (Bill 162)	0.03	0.03	0.03	0.03	0.03	0.03
Denovo	0.05	0.05	0.05	0.05	0.05	0.05
Sick & Distressed Fund	0.04	0.04	0.04	0.04	0.04	0.04
Contingency Fund	0.10	0.10	0.10	0.10	0.10	0.10
S.U.B	0.10	0.10	0.10	0.10	0.10	0.10
National Organizing	0.10	0.10	0.10	0.10	0.10	0.10
**Helmets to Hardhats	0.01	0.01	0.01	0.01	0.01	0.01
TOTAL	**75.72**	**37.06**	**40.58**	**47.60**	**54.64**	**65.18**
Denovo	0.05	0.05	0.05	0.05	0.05	0.05
**Worker Ready Training	0.12	0.12	0.12	0.12	0.12	0.12
Association Fund	0.10	0.10	0.10	0.10	0.10	0.10
TOTAL	**75.99**	**37.33**	**40.85**	**47.87**	**54.91**	**65.45**

Local 401 Central does not have "Union Field Dues", " OPTPF (Ontario Pipe Trades Promotion Fund)", or "Contingency Fund" included in the Base Rate. In this case each fund is added to the Base Rate for taxing only. The full amount of the Union Field Dues, OPTPF, and Contingency funds are deducted and remitted in accordance with the Local Appendix. Vacation Pay is calculated only on the specified Base Rate.

**** Indicates funds remitted on Hours WORKED, all other funds remitted on Hours PAID**

CENTRAL ONTARIO LOCAL 401 (CENTRAL)

HIGH RISE RESIDENTIAL CONSTRUCTION RATES

JOURNEYMAN & APPRENTICES RATE OF WAGE

EFFECTIVE May 1, 2026

	Journeyman	1st Year	2nd Year	3rd Year	4th Year	5th Year
Base Rate	55.81	24.61	27.45	33.12	38.79	47.30
Vacation Pay (10%)	5.58	2.46	2.75	3.31	3.88	4.73
Union Field Dues	1.17	1.17	1.17	1.17	1.17	1.17
O.P.T.P.F	0.01	0.01	0.01	0.01	0.01	0.01
P.R.C.O.	0.20	0.20	0.20	0.20	0.20	0.20
Welfare (+ 8% RST)	2.95	2.95	2.95	2.95	2.95	2.95
Pension	10.04	4.52	5.02	6.02	7.03	8.53
Stabilization	1.00	1.00	1.00	1.00	1.00	1.00
Local Training	0.80	0.80	0.80	0.80	0.80	0.80
Article 23 (C.T.F. & I.T.F.)	0.15	0.15	0.15	0.15	0.15	0.15
Article 30 (Bill 162)	0.03	0.03	0.03	0.03	0.03	0.03
Denovo	0.05	0.05	0.05	0.05	0.05	0.05
Sick & Distressed Fund	0.04	0.04	0.04	0.04	0.04	0.04
Contingency Fund	0.10	0.10	0.10	0.10	0.10	0.10
S.U.B	0.10	0.10	0.10	0.10	0.10	0.10
National Organizing	0.10	0.10	0.10	0.10	0.10	0.10
**Helmets to Hardhats	0.01	0.01	0.01	0.01	0.01	0.01
TOTAL	**78.14**	**38.30**	**41.93**	**49.16**	**56.41**	**67.27**
Denovo	0.05	0.05	0.05	0.05	0.05	0.05
**Worker Ready Training	0.12	0.12	0.12	0.12	0.12	0.12
Association Fund	0.10	0.10	0.10	0.10	0.10	0.10
TOTAL	**78.41**	**38.57**	**42.20**	**49.43**	**56.68**	**67.54**

Local 401 Central does not have "Union Field Dues", " OPTPF (Ontario Pipe Trades Promotion Fund)", or "Contingency Fund" included in the Base Rate. In this case each fund is added to the Base Rate for taxing only. The full amount of the Union Field Dues, OPTPF, and Contingency funds are deducted and remitted in accordance with the Local Appendix. Vacation Pay is calculated only on the specified Base Rate.

**** Indicates funds remitted on Hours WORKED, all other funds remitted on Hours PAID**

CENTRAL ONTARIO LOCAL 401 (CENTRAL)

HIGH RISE RESIDENTIAL CONSTRUCTION RATES

JOURNEYMAN & APPRENTICES RATE OF WAGE

EFFECTIVE May 1, 2027

	Journeyman	1st Year	2nd Year	3rd Year	4th Year	5th Year
Base Rate	57.41	25.33	28.25	34.08	39.91	48.66
Vacation Pay (10%)	5.74	2.53	2.83	3.41	3.99	4.87
Union Field Dues	1.21	1.21	1.21	1.21	1.21	1.21
O.P.T.P.F	0.01	0.01	0.01	0.01	0.01	0.01
P.R.C.O.	0.20	0.20	0.20	0.20	0.20	0.20
Welfare (+ 8% RST)	3.20	3.20	3.20	3.20	3.20	3.20
Pension	10.33	4.65	5.17	6.20	7.23	8.78
Stabilization	1.00	1.00	1.00	1.00	1.00	1.00
Local Training	0.80	0.80	0.80	0.80	0.80	0.80
Article 23 (C.T.F. & I.T.F.)	0.15	0.15	0.15	0.15	0.15	0.15
Article 30 (Bill 162)	0.03	0.03	0.03	0.03	0.03	0.03
Denovo	0.05	0.05	0.05	0.05	0.05	0.05
Sick & Distressed Fund	0.04	0.04	0.04	0.04	0.04	0.04
Contingency Fund	0.10	0.10	0.10	0.10	0.10	0.10
S.U.B	0.10	0.10	0.10	0.10	0.10	0.10
National Organizing	0.10	0.10	0.10	0.10	0.10	0.10
**Helmets to Hardhats	0.01	0.01	0.01	0.01	0.01	0.01
TOTAL	**80.48**	**39.51**	**43.25**	**50.69**	**58.13**	**69.31**
Denovo	0.05	0.05	0.05	0.05	0.05	0.05
**Worker Ready Training	0.12	0.12	0.12	0.12	0.12	0.12
Association Fund	0.10	0.10	0.10	0.10	0.10	0.10
TOTAL	**80.75**	**39.78**	**43.52**	**50.96**	**58.40**	**69.58**

Local 401 Central does not have "Union Field Dues", " OPTPF (Ontario Pipe Trades Promotion Fund)", or "Contingency Fund" included in the Base Rate. In this case each fund is added to the Base Rate for taxing only. The full amount of the Union Field Dues, OPTPF, and Contingency funds are deducted and remitted in accordance with the Local Appendix. Vacation Pay is calculated only on the specified Base Rate.

**** Indicates funds remitted on Hours WORKED, all other funds remitted on Hours PAID**

Dated May 13, 2025 at Kingston Ontario

Offer of Settlement.

Between

Mechanical Contractors Association of Kingston

("MCAK")

and

Provincial Residential Council, Ontario

("PRCO")

and

United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local 401

("Local 401")

The parties agree to incorporate the following terms into the Local 401 Appendix to the PRCO Residential Construction, Service and Maintenance Collective Agreement (the "PRCO Collective Agreement").

To the extent that any of the terms below conflict with the terms of the Standard Articles of the PRCO Collective Agreement, the terms below shall supersede the terms of the Standard Articles.

1. **HOURS OF WORK**

   NEW OPTION – An additional option to schedule members to a standard work week of four nine-hour days, Monday to Thursday and a four-hour day on Friday for a total of 40 hours. For this option, additional hours worked on Friday shall be paid at 1.5x after the first four hours and 2x after eight hours.

2. **TRAINING – LETTER OF UNDERSTANDING**

   A letter of understanding 'Regarding Ongoing Proactive Training in the Pipe Trades' will be drafted and signed by MCA Kingston and UA Local 401 similar to the letter that was signed as per the Provincial ICI agreement. – see attached.

3. **DENOVO**

It is agreed that contributions to DeNovo shall be five (5) cents employer / five (5) cents employee contribution effective May 11th, 2025.

4. **WAGES**

MCAK and Local 401 - Kingston agree that the stabilization contribution amounts for both Low-Rise and High-Rise will be reduced to zero for the term from May 11th, 2025 until April 30th, 2028.

MCAK and Local 401 - Kingston agree that the Base Rate and Vacation Pay amounts for Low-Rise and High-Rise will be equal to the ICI amounts. The pension amount for High-Rise shall also be equal to the ICI amount.

MCAK and Local 401 – Kingston agree to the attached wage schedules that will be effective from May 11th, 205 until April 30, 2028.

5. **EFFECTIVE DATES**

This agreement shall be in effect May 11th, 2025 conditional upon ratification by UA Local 401 – Kingston members and MCA Kingston. The Retroactive pay considerations shall be. satisfied by a one-time $95.00 taxed wage payment to members that worked prior to May 11th, 2025 on previous wage schedule.(Apprentices to be prorated).

Signed for the MCAK John Senior Mike Hogan

Print: John Senior Mike Hogan

UA Local 401

John Graham

Letter of Understanding
Regarding Ongoing Proactive Training in the Pipe Trades
MCAK – Mechanical Contractor Association Kingston
P.R.C.O Local 401

This Letter of Understanding serves to affirm our mutual commitment to maintaining the highest standards in the pipe trades through ongoing, proactive training. We recognize that the quality, safety and efficiency of installation and maintenance practices are directly influenced by the level of knowledge and skill possessed by tradespeople.

To ensure that all professionals in the pipe trades remain informed of current codes, industry advancements and best practices, we agree to support and participate in continuous training initiatives. This includes, but is not limited to:

- Plumbing service and maintenance, customer service
- New Home construction and renovation, tools and product updates
- Regular updates on local, provincial and national plumbing and mechanical codes
- Training on new tools, technologies, and materials used in pipe systems
- Safety protocols and procedures relevant to both installation and maintenance
  tasks
- Manufacturer-certified training programs where applicable
- Participation in industry seminars, workshops and certifications
- Members shall be trained on all types of pipe joint methods

This proactive approach to training is essential in assuring that all work performed is not only compliant with regulations but also aligned with modern industry standards. It also supports the professional development of tradespeople, reinforces public confidence in our services and helps to reduce costly rework or safety incidents.

We acknowledge the shared responsibility between employers, unions, training providers and tradespeople themselves in fostering a culture of continuous learning and improvement. A committee of contractors and UA will be assembled within 90 days of the new agreement.

This Letter of Understanding reflects our commitment to excellence in the pipe trades now and into the future.

MCA- Kingston

MCA- Kingston

John Graham: UA Local 401 Business Manager

Shawn Lovett: UA Local 401 Business Agent

Dated June 2, 2022 at Kingston Ontario

Offer of Settlement.

Between

Mechanical Contractors Association of Kingston

("MCAK")

and

Provincial Residential Council, Ontario

("PRCO")

and

United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local 401

("Local 401")

The parties agree to incorporate the following terms into the Local 401 Appendix to the PRCO Residential Construction, Service and Maintenance Collective Agreement (the "PRCO Collective Agreement").

To the extent that any of the terms below conflict with the terms of the Standard Articles of the PRCO Collective Agreement, the terms below shall supersede the terms of the Standard Articles.

1. STANDARD OF EXCELLENCE

The United Association Standard for Excellence is to be incorporated to the Local 401 Appendix.

2. SAFETY TRAINING

Safety training shall be provided with the **same** requirements of the Provincial ICI Collective Agreement.

Contractors will remit $0.10 per hour worked to the Worker Ready Training Fund.

All members dispatched by Local 401, in addition to being a registered apprentice or licensed journeyperson, will have WAH, 4 Step MOL and WHMIS training.

3. ACCESS TO MEMBERSHIP

In the event that Local 401 is unable to supply members to a contractor and the contractor has found a suitable non-member it wishes to hire, Local 401 will make every effort to provide the non-member with access to membership. However, Local 401 retains the discretion not to admit any person into membership.

4. SECTION 11.09

Local 401 will not make use of Section 11.09 of the Standard Articles to inspect the books of contractors. However, Local 401 reserves the right to seek the production of such documents in the context of the grievance procedure and grievance referrals, and any other legal proceedings.

5. HOURS OF WORK

Regular hours of work are 40 hours per week, Monday through Friday.

Contractors have the option to schedule members to a standard work week consisting of five eight-hour days, or a compressed work week consisting of four ten-hour days, at the regular rate of pay. All hours worked outside of these options are to be paid at a rate of 1.5 times the regular rate, except make-up days, which can only be used within the Monday-Friday week when a statutory holiday falls on a Monday. Holidays remain at the double time rate of pay.

Regular start time can be varied by two hours on either side of 8 am.

Shift changes must be made prior to the beginning of the week, or an hourly rate of 1.5 times the regular shall apply.

Shift changes can only be made with Local 401's consent with respect to multi-unit dwelling projects and crews that exceed 5 members.

6. FORWARDING OF GRIEVANCE REFERRALS

Grievances referred to the Ontario Labour Relations Board will be forwarded at time of filing to the MCAK office.

7. TOOL LIST

MCAK and Local 401 will agree to and sign a Tool List to be attached to this document. The attached Tool List shall be the only Tool List for members working in the residential sector in Zone 12.

Members' tools will be replaced or repaired for normal wear and tear at contractors' expense. Members will provide only tools on the list.

Contractors will inspect tools at time of hire and document their inspection with a record to be signed by the contractor and the member.

8. REPORTING FOR WORK

Contractors will endeavour to contact members before they reach the worksite when no work is available for them. If a member reports for work at a worksite and no effort to contact them was made, the member shall receive two hours' pay, after which it is the contractors discretion to re-designate the members duties.

9. ZONE 12 RATIO

In Zone 12, the apprentice to journeyman ratio shall be on 1:1 for all work covered by the PRCO Collective Agreement.

10. PARKING

Parking expenses are included in wage rates.

Contractors will endeavour to plan for members' parking needs and to assist members facing parking challenges.

11. WAGES

MCAK and Local 401 agree that the high rise wage schedule is to be brought into total package parity for the duration of this agreement with the zone 12 ICI Provincial agreement. With the stabilization contribution to remain at $1.00 for the duration of the agreement.

MCAK and United Association Local 401 agree to the attached Low rise schedule for the duration of the agreement. The increase is $21.33 the first year, $2.31 the second year and $2.29 the third year.

Local 401 will ask members registering on the out of work list to identify that they have experience working in the residential sector.

EXPIRED 2022

12. APPRENTICE WAGE SCHEDULE

The Zone 12 wage schedule will include an apprentice wage schedule. Apprentice wage rates will be determined as a percentage of journeyperson wage rates, based on years of apprenticeship, as follows: 1st year: 40%; 2nd year: 50%; 3rd year: 60%; 4th year: 70%; 5th year: 80%.

13. This agreement shall be in effect the first Sunday after ratification by UA members and MCA Kingston PRCO contractor members. The Retroactive pay considerations shall be satisfied by a one time $500.00 taxed wage payment to members that worked the month of May on previous wage schedule.(Apprentices to be prorated)

Signed for the MCAK _____

Print : John Senior Mike Hogan

Signed for the UA Local 401 _____

Print: Brad Hill

Shawn Lovett.

Ray Drankwalter

John Graham

P.R.C.O

Zone 12 TOOL LIST CHECK OFF

- ❑ ½ and ¾ pex crimpers
- ❑ 14” pipe wrench
- ❑ 2 sets of slip joint pliers*
- ❑ Basin wrench
- ❑ Tool pouch*
- ❑ 18 volt cordless drill and Sawzall with Battery and charger (blades to be contractor provided)
- ❑ Bits for drill to be provided by contractor(Robertson, Phillips, Slotted, 5/16, ¼,3/8)
- ❑ #15 copper tube cutters*
- ❑ Mini copper cutters*
- ❑ Pex cutter*
- ❑ 25’ Tape*
- ❑ Torpedo level*
- ❑ Pencil and note pad*
- ❑ Lock and key*
- ❑ ABS saw*

Employer signature _____

Employee signature_____

Tool List Zone 12

*This list is to serve in zone 12 as the only tool list and will supersede Article 19 of the standard articles and article HR 19.03 in the high rise section.

- ❑ ½ and ¾ pex crimpers
- ❑ 14” pipe wrench
- ❑ 2 sets of slip joint pliers*
- ❑ Basin wrench
- ❑ Tool pouch*
- ❑ 18 volt cordless drill and Sawzall with Battery and charger(Blades to be provided by contractor)
- ❑ Bits for drill to be provided by contractor(Robertson, Phillips, Slotted, 5/16, ¼,3/8)
- ❑ #15 copper tube cutters*
- ❑ Mini copper cutters*
- ❑ Pex cutter*
- ❑ 25’ Tape*
- ❑ Torpedo level*
- ❑ Pencil and note pad*
- ❑ Lock and key*
- ❑ ABS saw*

* indicates which items an apprentice is responsible to provide.

The contractor will provide safe storage either a tool box or van/truck lockable.

The contractor will replace worn out tools with same.(Excluding cordless tools and batteries and charger)

The employee will show the tools to the employer to verify he has provided them upon hire on.

OLRB File No. 1978-10-U

Between:

PLUMBERS RESIDENTIAL COUNCIL, ONTARIO AND ITS AFFILIATE UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPEFITTING INDUSTRY OF THE UNITED STATES AND CANADA, LOCAL 221

(the "Union")

-and-

MECHANICAL CONTRACTORS ASSOCIATION KINGSTON

(the "MCAK")

MINUTES OF SETTLEMENT

WHEREAS the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States .and Canada, Local 221 ("Local 221") claims that it has bargaining rights with respect to certain contractors carrying on business in the residential sector of the construction industry in the area surrounding Kingston, Ontario including Board Area 12;

AND WHEREAS the Ontario Labour Relations Board (the "Board") issued a certificate to MCAK on December 4, 1973 accrediting the MCAK as a bargaining agent for employers working in the residential sector of the construction industry in the said area (the "Accreditation Order");

AND WHEREAS Local 221 assigned its bargaining rights with respect to residential construction to a Council of the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, known as the Plumbers Residential Council of Ontario ("PRCO") on August 15, 2007;

AND WHEREAS the Union brought certain proceedings before the Board in relation to collective bargaining, these proceedings being assigned file No, 1978-10-U (the Labour Board Application");

AND WHEREAS the MCAK denies that it has violated the Ontario Labour Relations Acts 1995 (the "Act'), this denial including the position that bargaining rights in respect of its members held Local 221, and subsequently assigned to PRCO, have been abandoned through this disuse;

AND WHEREAS the MCAK and -the Union wish to fully and finally resolve these proceedings by settlement,

NOW THEREFORE THE PARTIES AGREE:

1 The MCAK recognizes that Local 221 has legitimately assigned bargaining rights withrespect to residential construction to PRCO.

2. The MCAK and the Union agree that the Accreditation Order applies to the residential and the industrial, commercial and institutional ("ICI") sectors of the construction industry and remains in effect and that the parties will negotiate a new and successive collective agreement covering the residential sector (the "PRCO Agreement") which shall be known as the PRCO Agreement.

3. Despite the provisions of the Accreditation Order, the MCAK and PRCO will not negotiate a collective agreement for the ICI sector given the provisions of the Act mandating province-wide bargaining;

4. The Union hereby confirms that the PRCO Agreement will not apply to any entity which was a member of MCAK on October 31, 2010, nor will the Union attempt to assert bargaining rights in the residential sector in respect of any such entity, subject only to paragraph 5 below. The list of such excluded entitles who were members of MCAK on October 31, 2010 (the "Excluded Contractors") is attached as Schedule "A".

5. Nothing in paragraph 4 above prevents the Union from attempting to obtain bargaining rights in accordance with the Act in respect of any of the Excluded Contractors. Should such bargaining rights be obtained on or after November 1, 2010 in respect of any of the Excluded Contractors, the Excluded Contractors will be bound to the PRCO Agreement or any successor thereto, unless and until bargaining rights are extinguished in accordance with the Act or by abandonment.

6. Any contractor carrying out work within the jurisdiction of the Union in the residential sector will be bound to the PRCO Agreement, provided that such contractor is:

(a) not an Excluded Contractor and the Union can establish that it possesses bargaining rights respect of that contractor; or

(b) an Excluded Contractor in respect of which bargaining rights have been established on or after November 1, 2010 in accordance with and in conformity to paragraph 5 above.

7. No contractor will be bound to Union bargaining rights generally, and the PRCO Agreement in particular, merely by virtue of having membership in the MCAK on or prior to October 31, 2010. However, any Contractor who becomes a new member of the MCAK on or after November 1, 2010 and performs work in the residential sector shall be bound to Union bargaining rights and the PRCO Agreement.

8. These Minutes apply only to the geographic area set out in the Accreditation Order and not beyond (the "Greater Kingston Area"). For clarity, these Minutes apply only to bargaining rights acquired or abandoned in respect of the Greater Kingston Area and it is understood that the PRCO Agreement will apply only to the Greater Kingston Area.

9. The Union Will immediately withdraw its Labour Board Application.

10. These Minutes are entered into without prejudice to the respective position of the parties, and represent a labour relations compromise. They are enforceable pursuant to section 96(7) of the Act.

Dated this 22nd day of November, 2010

Plumbers Residential Council, Ontario and its Affiliate United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local 221

_____

"Brian Maloney"
_____
Print Name: Brian Maloney
UA Local 221 Business Manager

"John Bernier"
_____
Print Name: John Bernier
PRCO Organizer

Mechanical Contractors Association Kingston

"Jack Stanton"
_____
Print Name: MCA-Kingston
President

Zone 12 Original agreed to language.

"The following clauses have been and continue to be part of the standard articles of this agreement they were inducted in agreement in November 2010. Please consider these as part of the standard agreement for zone 12 MCAK and local 401 eastern area."

PRCO MAIN AGREEMENT 2013-2016 PLUS 2016-2022

ARTICLE 4 – RECOGNITION:

4.01 The Employer recognizes the Plumbers Residential Council, Ontario as the exclusive bargaining agent for all journeyman and apprentices of the plumbers, steamfitters, gasfitters and welders, in the employ of the Employer in the residential sector of the construction industry and/or non-construction service and maintenance within the Province of Ontario described in Article 5 – Geographic Scope.

For purposes of clarity, the residential sector is defined as:

1. all single and semi-detached family dwellings,

2. all row-house and townhouse units,

3. (a) all residential projects now governed by the existing N.B.C. requirements for plastic pipe and fire ratings,

(b) all projects of mixed usage, where the residential portion comprises 50 per cent or more which are now governed by the existing N.B.C. requirements for plastic pipe and fire ratings,

4. apartment buildings,

5. all projects of mixed usage, where the residential portion comprises 50 per cent or more.

Determination of sector status may be made by mutual consent between the Contractor and the Local Affiliate having jurisdiction over the project.

4.02 The Collective Agreement is intended to be read and understood to abide by the Minutes of Settlement as per Appendix 4 of this Agreement.

ARTICLE 7- JURISDICTION:

7.04 Jurisdictional disputes, which may arise with other trade unions, shall be referred to the Ontario Labour Relations Board for final and binding decision. The Employer shall support the union and its assignment of the Work to the Union as per area practice in any proceedings before the Ontario Labour Relations Board. All Employer(s) shall provide a comprehensive statement of practice under this Collective Agreement (AND ITS PREDECESSORS) detailing the date(s), site location(s), general contractor/developer (if any), nature of work, number of tradesperson hours and value of work in dispute covering a minimum period of 10 years when required by request in writing by the Union.

ARTICLE 11 – WAGES AND BENEFITS:

11.03 No Employee covered by this Collective Agreement shall receive a reduction in his rate of wages and benefits as a result of the introduction of this provision and/or this Collective Agreement.

(Applicable in cases of newly Organized Contractors wherein a current employee is already receiving wages and benefits greater than the rates prescribed herein)

ARTICLE 12 – HOURS OF WORK AND OVERTIME:

12.01 The regular hours of work shall be forty (40) hours per week Monday through Friday and eight (8) per day daily, regular shift hours commence after 6 a.m., with a work break not exceeding ten (10) minutes taken in each half of a shift, and a thirty (30) minute meal break every four (4) hours, subject to variation upon agreement with the U.A. Local Affiliate having geographic jurisdiction over the project.

ARTICLE 14- NO STRIKE NO LOCKOUT:

14.02 The Employer and the Union will not condone a work stoppage or observe any picket line placed on a job site for jurisdictional purposes. Any work stoppage arising from a jurisdictional dispute shall be deemed as a violation to this Collective Agreement and may be subject to grievance procedure at the Ontario Labour Relations Board.

ARTICLE 20- SAFETY:

20.03 The Employer is responsible for all initial and subsequent safety training on paid working hours at Employer expense, save and except those training courses already provided by the Local Union J.A.T.C..

Schedule "A"
===2010 Membership List===

COMPANY and ADDRESS	REPRESENTATIVE	TRADE	TELEPHONE/FAX
ALLEN PLUMBING & HEATING 3272 Creekford Road Kingston, ON K7P 2Z8	Mr. Robert Allen	Mech/S.M.	PH: 613-634-7298 FAX: 613-634-1068
BLACK & McDONALD LTD. 2460 Don Reid Drive Ottawa, ON K1H 1E1	Mr. Don Bennett	Mech/S.M.	PH: 613-526-1226
BROUGH SHEET METAL 49 Terry Fox Drive Kingston, ON K7M 8N4	Mr. Harold Brough	S.M.	PH: 613-544-4794 FAX: 613-544-4433
901677 ONTARIO LTD. 0/A C & S MECHANICAL SERVICES R.R. #3, 1404 Hallecks Rd., East Brockville, ON K6V 5T3	Mr. Clarence Hoare	Mech/S.M.	PH: 613-342-2390 FAX: 613-342-1511
COMSTOCK CANADA LIMITED 3455 Landmark Rd Burlington, ON L7M 1T4			PH: 905-335-333 FAX: 905-335-0304
COVERTITE KINGSTON LTD. 192 Hagerman Avenue Kingston, ON K7K 5B8	Mr. Barry Warner	S.M.	PH: 613-536-2223 FAX: 613-536-2225
D.B. MECHANICAL (KINGSTON) LTD. 594 Norris Court Kingston, ON K7P 2S1	Mr. Denis Brisebois	Mech	PH: 613-389-9676 FAX: 613-389-3888
DERUE MECHANICAL LTD. 3651 Sydenham Rd Elginburg, ON KOH 1 MO	Mr. Jack Derue	Mech	PH: 613-372-2272 FAX: 613-372-5524
DONOVAN McNICHOLS LTD. 829 NORWEST Rd., Suite 116 Kingston, ON K7P 2N3	Mr. Dave Donovan	Mech	PH: 613-384-8419 FAX: 613-384-1451

DRAPEAU AUTOMATIC SPRINKLER 143 Hickson Ave. Kingston, ON K7K 2N8	Mr. Rod Drapeau	SPRK	PH: 613-549-3353 FAX: 613-549-3354
2089164 ONTARIO LTD. 0/A DUCTWORK 3236 County Rd. 26, RR 2 Brockville, ON K6V 5T2	Mr. Don Tooley	S.M. dupont	PH: 613-549-6298 FAX: 613-549-7876 FAX: 613-348-3919 FAX: 613-634-8487
SIMPLEX GRINELL LTD. 595 McKay St. Kingston, ON K7M 5V8	Mr. Fred Cooke	Mech	PH: 613-634-8486 FAX: 613-364-8487
TAB MECHANICAL INC. 79 Whisperwood Drive Trenton, ON K8V 5P7	Mr. Michael Tiffe	Mech	PH: 613-561-8779 FAX: 613-965-4259
UNIVERSAL MECHANICAL & CONST. 60 Rigney Street Kingston, ON K7K 6Z2	Mr. Gerry Sutton	Mech	PH: 613-544-8882 FAX: 613-544-8877
Life Member — Mr. Reg Smith 591 Stanford St. Kingston, ON K7M 6A2			

LOCAL 663
(Contact Local 663)

APPENDIX 4

UNITED ASSOCIATION
STANDARD FOR EXCELLENCE

MEMBER AND LOCAL UNION RESPONSIBILITIES

To ensure the UA Standard for Excellence platform meets and maintains its goals, the Local Union Business Manager, in partnership with his implementation team, including shop stewards and the local membership, shall ensure all members:

- Meet their responsibilities to the employer and their fellow workers by arriving on the job ready to work, every day on time (Absenteeism and tardiness will not be tolerated).
- Adhere to the contractual starting and quitting times, including lunch and break periods (Personal cell phones will not be used during the workday with the exception of lunch and break periods).
- Meet their responsibility as highly skilled craftsworkers by providing the required tools as stipulated under the local Collective Bargaining Agreement while respecting those tools and equipment supplied by the employer.
- Use and promote the local union and international training and certification systems to the membership so they may continue on the road of lifelong learning, thus ensuring UA craftworkers are the most highly trained and sought after workers.
- Meet their responsibility to he fit for duty, ensuring a zero tolerance policy for substance abuse is strictly met.
- Be productive and keep inactive time to a minimum.
- Meet their contractual responsibility to eliminate dis-ruptions on the job and safely work towards the on-time completion of the project in an auspicious manner.
- Respect the customers' property (Waste and property destruction, such as graffiti, will not be tolerated).
- Respect the UA, the customer, client and contractor by dressing in a manner appropriate for our highly skilled and professional craft (Offensive words and symbols on clothing and buttons are not acceptable).
- Respect and obey employer and customer rules and policies.
- Follow safe, reasonable and legitimate management directives.

EMPLOYER AND MANAGEMENT RESPONSIBILITIES

MCAA/MSCA, PFI, MCPWB, PCA, UAC and NFSA and their signatory contractors have the responsibility to manage their jobs effectively, and as such have the following responsibilities under the UA Standard for Excellence.

- Replace and return to the referral hall ineffective superintendents, general foremen, foremen, journeyworkers and apprentices.
- Provide worker recognition for a job well done.
- Ensure that all necessary tools and equipment are readily available to employees.
- Minimize workers' downtime by ensuring blueprints, specifications, job layout instructions and material are readily available in a timely manner.
- Provide proper storage for contractor and employee tools.
- Provide the necessary leadership and problem-solving skills to jobsite supervision.
- Ensure jobsite leadership takes the necessary ownership of mistakes created by management decisions.
- Encourage employees, but if necessary, be fair and consistent with discipline.
- Create and maintain a safe work environment by providing site specific training, proper equipment and following occupational health and safety guidelines.
- Promote and support continued education and training for employees while encouraging career building skills.
- Employ an adequate number of properly trained employees to efficiently perform the work in a safe manner, while limiting the number of employees to the work at hand, thereby providing the customer with a key performance indicator of the value of the UA Standard for Excellence.
- Treat all employees in a respectful and dignified manner, acknowledging their contributions to a successful project.
- Cooperate and communicate with the job steward.

MEMBER AND LOCAL UNION RESPONSIBILITIES

Under the UA Standard for Excellence it is understood, that members through the local union, and management through the signatory contractors, have duties and are accountable in achieving successful resolutions.

MEMBER AND LOCAL UNION RESPONSIBILITIES:

- The local union and the steward will work with members to correct and solve problems related to job performance.
- Job stewards shall be provided with steward training and receive specialized training with regard to the UA Standard for Excellence.
- Regular meetings will he held where the job steward along with UA supervision will communicate with the management team regarding job progress, work sched-ules, and other issues affecting work processes.
- The job steward shall communicate with the members about issues affecting work progress.
- The business manager or his delegate will conduct regularly scheduled meetings to discuss and resolve issues affecting compliance of the UA Standard for Excellence policy.
- The steward and management will attempt to correct such problems with individual members in the workplace.
- Individual members not complying with membership responsibility shall be brought before the Local Union Executive Board, which will address such members' failure to meet their obligation to the local and the UA, up to and including filing charges. The local union's role is to use all available means to correct the compliance problem.

EMPLOYER AND MANAGEMENT RESPONSIBILITIES

- Regular meetings will be held where the management team and UA supervision will communicate with the job steward regarding job progress, work schedules, and other issues affecting the work process.
- Management will address concerns brought forth by the steward or UA supervision in a professional and timely manner.
- A course of action shall be established to allow the job steward and/or UA supervision to communicate with higher levels of management in the event there is a breakdown with the responsible manager.
- In the event that the employee is unwilling or unable to make the necessary changes, management must make the decision whether the employee is detrimental to the UA Standard for Excellence platform and make a decision regarding his/her further employment.

ADDITIONAL JOINTLY SUPPORTED METHODS OF PROBLEM RESOLUTION:

- In the event an issue is irresolvable at this level, the local or the contractor may call for a contractually established labor management meeting to resolve the issues.
- Weekly job progress meetings should be conducted with job stewards, UA supervision and management.
- The local or the contractor may involve the customer when their input is prudent in finding a solution.
- Foremen, general foremen, superintendents and other management should be educated and certified as leaders in the UA Standard for Excellence policy.

VOLUNTARY RECOGNITION AGREEMENT

Between:

THE PLUMBERS RESIDENTIAL COUNCIL, ONTARIO

("the Union")

AND

("the Employer)

Memorandum of Agreement

The Employer and the Union agree with each other as follows:

The Employer recognizes the Plumbing Residential Council, Ontario as the exclusive bargaining agent for all journeymen and apprentices of the plumbers, steamfitters, gasfitters and welders in the employ of the Employer in the residential sector of the construction industry and/or non-construction service and maintenance within the Province of Ontario, as described in Article 5 – Geographic Scope of the Plumbing Residential Council, Ontario Residential, Service and Maintenance Collective Agreement ("PRCO Agreement").

The Employer and the Union agree to be bound by all of the terms, conditions and provisions (both monetary and non-monetary) set forth in and forming part of the PRCO Agreement, its Appendices, and the applicable Wage Rates including any amendments to or renewals thereof, as if they were original parties and signatories thereto.

The Employer hereby acknowledges that it is in possession of and is familiar with all of the terms, conditions and provisions of the PRCO Agreement, its Appendices, and the applicable Wage Rates.

This Collective Agreement shall be operative and effective as and from the _____day of _____ until the 30th day of April, 2028 or such expiry date as set out with respect to any particular Geographic Region provided in the PRCO Agreement, whichever is later, and thereafter from year to year unless either party shall provide the other with notice of change or termination of this Agreement in writing not more than ninety (90) days prior to the expiry.

In voluntarily executing this agreement and recognizing the Union, the Employer intends to employ persons referred to the Employer by the Union if, as and when they are needed, including on projects to be commenced on a later date.

In voluntarily executing this agreement the Union intends to refer and supply persons to employment with the Employer if, as and when they are needed and requested by the Employer.

Dated at _____, this _____ day of _____, 20__

SIGNED FOR THE UNION

_____
Printed Name of Authorized Representative

_____
Signature of Authorized Representative

_____

SIGNED FOR THE EMPLOYER

_____
Printed Name of Authorized Representative

_____
Signature of Authorized Representative

Company Address: _____

_____

Telephone Number _____

Fax Number _____

E-Mail Address _____

Between:

THE PLUMBERS RESIDENTIAL COUNCIL, ONTARIO

("the Union")

AND

("the Employer)

Memorandum of Agreement

The Employer and the Union agree with each other as follows:

The Employer recognizes the Plumbing Residential Council, Ontario as the exclusive bargaining agent for all journeymen and apprentices of the plumbers, steamfitters, gasfitters and welders in the employ of the Employer in the residential sector of the construction industry and/or non-construction service and maintenance within the Province of Ontario, as described in Article 5 – Geographic Scope of the Plumbing Residential Council, Ontario Residential, Service and Maintenance Collective Agreement ("PRCO Agreement").

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In voluntarily executing this agreement the Union intends to refer and supply persons to employment with the Employer if, as and when they are needed and requested by the Employer.

Dated at _____, this _____ day of _____, 20__

SIGNED FOR THE UNION

_____
Printed Name of Authorized Representative

_____
Signature of Authorized Representative

_____

SIGNED FOR THE EMPLOYER

_____
Printed Name of Authorized Representative

_____
Signature of Authorized Representative

Company Address: _____

_____

Telephone Number _____

Fax Number _____

E-Mail Address _____

NOTES

NOTES



UNITED ASSOCIATION
LOCAL 46
UA
SOUTHERN CENTRAL ONTARIO

UNITED ASSOCIATION
UA
PRCO
PLUMBERS RESIDENTIAL COUNCIL ONTARIO

UNITED ASSOCIATION
LOCAL 527
UA
PLUMBERS, GASFITTERS & STEAMFITTERS
SOUTHWESTERN ONTARIO

UNITED ASSOCIATION
LOCAL 67
UA
PLUMBERS, STEAMFITTERS & SPRINKLER FITTERS
HAMILTON
NIAGARA

UA
663

PRCO
PLUMBERS RESIDENTIAL COUNCIL ONTARIO