

## **SCHEDULE “H”**

This Schedule shall cover and apply to Employers engaged in all work other than the work covered by Schedules “A”, “B”, “C”, & “D” hereof and without limiting the generality of the foregoing **BUILDING and CONSTRUCTION WORK** within the **Regional Municipalities of Niagara, Haldimand, Norfolk, Hamilton, Wentworth and Waterloo, the Counties of Brant, Dufferin, Grey, Wellington and that portion of the Regional Municipality of Halton lying West of #25 Highway.**

**SCHEDULE "H"**

**ARTICLE 1 - CLASSIFICATIONS AND WAGES**

**1.1 a)** Engineers operating: cranes with a manufacturer’s rating of over 164 to 219 tons capacity.

Engineers operating large cranes shall be paid the following wage rate premium per hour above the applicable rate:

220 to 299 tons capacity:	<b>\$1.25</b>	300 to 499 tons capacity:	<b>\$2.50</b>
500 to 749 tons capacity:	<b>\$4.00</b>	750 tons capacity and over:	<b>\$5.00</b>

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$48.48	\$4.85	\$5.79	\$0.10	\$7.43	<b>\$66.65</b>	\$0.87
May 1, 2023	\$50.94	\$5.09	\$5.79	\$0.36	\$7.43	<b>\$69.61</b>	\$0.91
May 1, 2024	\$53.53	\$5.35	\$5.79	\$0.36	\$7.53	<b>\$72.56</b>	\$0.96

**b)** Engineers operating: cranes with a manufacturer’s rating of 100 to 164 tons capacity, 1st Class Stationary Engineers, and skyway, climbing, hammerhead and kangaroo and GCI type cranes.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$48.03	\$4.80	\$5.79	\$0.10	\$7.43	<b>\$66.15</b>	\$0.87
May 1, 2023	\$50.48	\$5.05	\$5.79	\$0.36	\$7.43	<b>\$69.11</b>	\$0.91
May 1, 2024	\$53.07	\$5.31	\$5.79	\$0.36	\$7.53	<b>\$72.06</b>	\$0.96

**1.2 a)** Engineers operating: all conventional and hydraulic type cranes, save and except those set out in **Article 1.1** above, 15 ton capacity and over boom truck, clams, shovels, gradalls, backhoes, draglines, piledrivers, all power derricks, gantry cranes, caisson boring machines (over 25 HP), and similar drill rigs, mine hoists, and all similar equipment working on land or water, overhead cranes, chimney hoists, multiple drum hoists, single drum hoists (over 12 stories), single drum hoists of manual friction and brake type, and all similar equipment, dredges - suction and dipper, hydraulic jacking equipment on vertical slip forms, hydraulic jacking poles, creter cranes, and hydraulic skoopers. Heavy duty mechanics, qualified welders and 2nd Class Stationary Engineers and self-propelled hydraulic drills. Self-erecting cranes 15 ton capacity and over. Carry Deck cranes 15 ton capacity and over.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$47.28	\$4.73	\$5.79	\$0.10	\$7.43	<b>\$65.33</b>	\$0.87
May 1, 2023	\$49.74	\$4.97	\$5.79	\$0.36	\$7.43	<b>\$68.29</b>	\$0.91
May 1, 2024	\$52.33	\$5.23	\$5.79	\$0.36	\$7.53	<b>\$71.24</b>	\$0.96

- b) Pitman type cranes of 10 ton to less than 15 ton capacity. Self-erecting cranes 10 ton to less than 15 ton capacity. Carry Deck cranes 10 ton to less than 15 ton capacity.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$46.80	\$4.68	\$5.79	\$0.10	\$7.43	<b>\$64.80</b>	\$0.87
May 1, 2023	\$49.25	\$4.93	\$5.79	\$0.36	\$7.43	<b>\$67.76</b>	\$0.91
May 1, 2024	\$51.85	\$5.18	\$5.79	\$0.36	\$7.53	<b>\$70.71</b>	\$0.96

**Schedule “H” - Article 1 (continued)**

- 1.3 Operators of: air tuggers used for installation of vessels, tanks, machinery, and for steel erection; side booms on land or water; man and material hoist and single drum hoists 12 stories and under not of a manual friction and brake type; elevators, monorails, bullmoose type equipment of 5 ton capacity or over, air compressor feeding low pressure into air locks, tunnel mole. 3rd Class Stationary Engineer. Self-erecting cranes less than 10 ton capacity. Carry Deck cranes less than 10 ton capacity. Spider-type cranes.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$46.33	\$4.63	\$5.79	\$0.10	\$7.43	<b>\$64.28</b>	\$0.87
May 1, 2023	\$48.78	\$4.88	\$5.79	\$0.36	\$7.43	<b>\$67.24</b>	\$0.91
May 1, 2024	\$51.37	\$5.14	\$5.79	\$0.36	\$7.53	<b>\$70.19</b>	\$0.96

- 1.4 Operators of: bulldozers (including 815 type), tractors, scrapers, graders, emcos, overhead and front-end loaders, side loaders, industrial tractors with excavating attachments, trenching machines, and all similar equipment, mobile concrete pumps, Pitman type cranes under 10 ton capacity, mobile pressure grease units, mucking machines, hydraulically operated utility pole hole digger, and Dinky locomotive type engines. 4th Class Stationary Engineers. Kubota Type Backhoe and Skid Steer Loader. Rock trucks, Hydrovacs.

Effective May 16, 2007, the wage rate for engineers operating mobile concrete pumps 52 metre boom and over shall be \$2.00 per hour above the applicable rate.

Effective May 27, 2016, the wage rate for engineers operating highrise placing booms and pumps working underground shall be \$1.50 per hour above the applicable rate.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$46.16	\$4.62	\$5.79	\$0.10	\$7.43	<b>\$64.10</b>	\$0.87
May 1, 2023	\$48.62	\$4.86	\$5.79	\$0.36	\$7.43	<b>\$67.06</b>	\$0.91
May 1, 2024	\$51.21	\$5.12	\$5.79	\$0.36	\$7.53	<b>\$70.01</b>	\$0.96

- 1.5** Operators of: batching and crushing plants, 6" discharge pumps and over, wellpoint systems and all similar systems, concrete mixers of 1 cubic yard and over, gas, diesel, or steam driven generators over 50 HP (portable), fork lifts over 8' lifting height, air tuggers except those in Group 1.3, caisson boring machines (25 HP and under), drill rigs, post hole diggers, portable air compressors 150 CFM and over, and concrete pumps. Signal person, telehandlers.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$43.83	\$4.38	\$5.79	\$0.10	\$7.43	\$61.53	\$0.87
May 1, 2023	\$46.28	\$4.63	\$5.79	\$0.36	\$7.43	\$64.49	\$0.91
May 1, 2024	\$48.87	\$4.89	\$5.79	\$0.36	\$7.53	\$67.44	\$0.96

- 1.6** Operators of: boom trucks, "A" Frames, driver mounted compaction units, bullmoose type equipment under 5 ton capacity, fork lifts 8' and under in lifting height and conveyors. Firepersons. Permanent automatically controlled elevators on Commercial and Institutional buildings.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$42.83	\$4.28	\$5.79	\$0.10	\$7.43	\$60.43	\$0.87
May 1, 2023	\$45.28	\$4.53	\$5.79	\$0.36	\$7.43	\$63.39	\$0.91
May 1, 2024	\$47.87	\$4.79	\$5.79	\$0.36	\$7.53	\$66.34	\$0.96

**Schedule "H" - Article 1 (continued)**

- 1.7 a)** Operators of: Pumps under 6" discharge where three (3) or more pumps are employed on the same job site, hydraulic jacking equipment for underground operations, portable air compressors under 150 CFM where attendant is required, and driver mounted power sweepers. Attendants for forced air, gas, or oil burning temporary heating units of 500,000 BTU's or over per hour, or, five (5) or more on the same job site, oilers, oiler-drivers, and mechanics helpers.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$41.64	\$4.16	\$5.79	\$0.10	\$7.43	\$59.12	\$0.87
May 1, 2023	\$44.09	\$4.41	\$5.79	\$0.36	\$7.43	\$62.08	\$0.91
May 1, 2024	\$46.68	\$4.67	\$5.79	\$0.36	\$7.53	\$65.03	\$0.96

- b)** 2nd Year:

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$39.87	\$3.99	\$5.79	\$0.10	\$7.43	\$57.18	\$0.87
May 1, 2023	\$42.33	\$4.23	\$5.79	\$0.36	\$7.43	\$60.14	\$0.91
May 1, 2024	\$44.92	\$4.49	\$5.79	\$0.36	\$7.53	\$63.09	\$0.96

c) 1st Year:

EFFECTIVE DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$37.75	\$3.77	\$5.79	\$0.10	\$7.43	\$54.84	\$0.87
May 1, 2023	\$40.20	\$4.02	\$5.79	\$0.36	\$7.43	\$57.80	\$0.91
May 1, 2024	\$42.79	\$4.28	\$5.79	\$0.36	\$7.53	\$60.75	\$0.96

- 1.8 When an engineer is made responsible for supplying air on projects where employees are working under air pressure they shall receive a premium rate of Twenty-Five Cents (25¢) per hour over and above their normal rate of pay.
- 1.9 Working foreperson to receive a minimum of Two Dollars (\$2.00) per hour above **Class 1.2 (a)** rate.
- 1.10 Where employees are required to ride in Company vehicles, other than cranes, in cold weather, such vehicles shall be adequately heated.
- 1.11 Repair manuals will be made available where necessary.
- 1.12 **Article 25.3** of the Master Portion of this Agreement shall apply to all employees working under this Schedule.

## **ARTICLE 2 - INCLEMENT WEATHER REPORTING ALLOWANCE**

- 2.1 Two (2) hours pay together with traveling expense, whenever applicable, shall be allowed by the Employer when an employee covered by this Agreement reports for work at the Employer's shop or job but work is not available due to inclement weather provided the employee remains on the job for two (2) hours after their designated starting time. However, no reporting pay shall be allowed where an employee has been informed not to report for work and such information has been given to him before quitting time on the previous day.

If an employee is directed to work and commences to work **Article 19.1** of the Master Portion of this Agreement shall apply.

## **Schedule "H" - Article 3**

### **ARTICLE 3 - TRAVELLING EXPENSE**

- 3.1 No traveling expenses shall be paid for work on projects within the following areas:

#### **Members Dispatched Through Hamilton Hiring Hall**

- a) The County of Wentworth and the Town of Burlington except that portion North and West of Highway #5 and West of Highway #52 and its projection into the Wentworth County Line: and within
- b) the areas within the corporate limits of the municipalities situated along the boundary of the area described in 3.1 (a) above.

#### **Members Dispatched Through Cambridge Hiring Hall**

- c) a thirty kilometre (30 km.) radius from the junction of Highway #401 and Highway #24; **or**
- d) as otherwise agreed to by the Employer and the Union in writing.

#### **Members Dispatched Through St. Catharines Hiring Hall**

- e) a thirty kilometre (30 km) radius from the junction of Highway #20 and Highway #58; **or**
- f) as otherwise agreed to by the Employer and the Union in writing.

**3.2** Traveling expenses for work on projects located outside the area described in **Paragraph 1** of this Article shall be paid at the rate of Sixty Six point Seven Cents per kilometre (**\*66.7¢/km**) / One Dollar and Seven Cents per mile (**\$1.07/mile**) and Two Dollars and Fifteen Cents (**\$2.15**) per day.

Effective May 1, 2023 these amounts shall increase to Seventy Cents (**\*70¢/km**) / One Dollar and Twelve Cents (**\$1.12/mile**) minimum of Two Dollars and Twenty Six Cents (**\$2.26**) per day.

Effective May 1, 2024 these amounts shall increase to Seventy-Three point Five Cents (**\*73.5¢/km**) / One Dollar and Eighteen Cents (**\$1.18/mile**) minimum of Two Dollars and Thirty Seven Cents (**\$2.37**) per day.

*\* In accordance with the signed Memorandum of Agreement dated April 30, 2022, the kilometre allowance increase shall be capped at the prescribed automobile allowance rate issued by Canada Revenue Agency published annually. For any Schedules where the kilometre allowance rate exceeds Canada Revenue Agency's prescribed automobile allowance, it shall be red-circled at the current rate.*

Where the Employer supplies transportation, the rate shall be Forty Six point Seven Cents per kilometre (**\*46.7¢/km**) / Seventy Five point One Cents per mile (**75.1¢/mile**) with a minimum of Two Dollars and Twenty-Five Cents (**\$2.25**) per day.

Effective May 1, 2023 these amounts shall increase to Forty Nine point One Cents (**\*49.1¢/km**) / Seventy Eight point Eight Cents (**78.8¢/mile**) minimum of Two Dollars and Thirty Six Cents (**\$2.36**) per day.

Effective May 1, 2024 these amounts shall increase to Fifty One point Five Cents (**\*51.5¢/km**) / Eighty Two point Eight Cents (**82.8¢/mile**) minimum of Two Dollars and Forty Eight Cents (**\$2.48**) per day.

*\* In accordance with the signed Memorandum of Agreement dated April 30, 2022, the kilometre allowance increase shall be capped at the prescribed automobile allowance rate issued by Canada Revenue Agency published annually. For any Schedules where the kilometre allowance rate exceeds Canada Revenue Agency's prescribed automobile allowance, it shall be red-circled at the current rate.*

When employees are supplied by the Operating Engineers Union, at the request of the Employer, to work elsewhere in the Province of Ontario, transportation and travelling time shall be paid by the Employer. When employees have to remain away from home, suitable room and board shall be supplied by the Employer or an allowance in the amount of:

**PER DAY WORKED**

May 1, 2022	May 1, 2023	May 1, 2024
<b>\$145.00</b>	<b>\$145.00</b>	<b>\$150.00</b>

Per day worked shall be paid by the Employer, the option to be that of the employee.

**ARTICLE 4 - EMPLOYER LABOUR RELATIONS FUND**

**4.1** The contributions referred to in **Article 24.11 (i)** of the Master Portion to this Agreement shall be in the amount of Twenty-Six Cents (**26¢**) per hour for each hour worked by each employee covered by this Schedule.

**ARTICLE 5 - EXCAVATION AND SITE PREPARATION**

**5.1 Wages**

All employees engaged in Excavating and Site Preparation within the geographical area covered by this Schedule shall receive wage rates as outlined in **Article 5.4** below: All other monetary benefits shall be as set out in this Schedule and the Master Portion of this Agreement.

**5.2 Traveling Expenses**

**a)** Traveling expenses for employees of Employers whose main base of operations is within the free zone set out in **Article 3.1** above shall be paid in accordance with **Articles 3.1, 3.2** and **3.3**.

**b)** Employers whose main base of operations is not within the free zone set out in **3.1** shall pay no traveling expense for all work performed within a sixteen (16) kilometre radius from the City Hall, in the City where the Employer's main base of operation is located, or as otherwise agreed to by

the Employer and the Union in writing.

- c) Traveling expense for work performed outside the free zone mentioned in 5.2 (b) above shall be paid at the rates set out in Articles 3.2 and 3.3.

**5.3 HOURS OF WORK AND OVERTIME**

- a) Notwithstanding the provisions of Articles 15 and 16 of the Master Agreement, the following shall apply to employees engaged in excavating and site preparation.
- b) **Hours of Work:** The standard work week shall be fifty (50) hours from Monday to Friday inclusive. The standard work day shall not be more than ten (10) hours per day at straight time between 7:00 a.m. and 6:00 p.m. Such starting and quitting times may be varied by mutual agreement between the Union and the Employer.
- c) **Overtime:** All time worked by an employee in excess of ten (10) hours per day Monday to Friday inclusive, shall be paid for at time and one-half (1-1/2) the regular hourly rate.
- d) All hours worked on Saturday and Sunday shall be paid for at double (2x) the regular rate.

**5.4 CLASSIFICATIONS AND WAGES**

- a) Engineers operating: draglines, cranes including but not limited to Self-erecting Cranes and Carry Deck Cranes. Heavy Duty Mechanics. Spider-type Cranes.

DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$45.99	\$4.60	\$5.79	\$0.10	\$7.43	<b>\$63.91</b>	\$0.87
May 1, 2023	\$48.45	\$4.84	\$5.79	\$0.36	\$7.43	<b>\$66.87</b>	\$0.91
May 1, 2024	\$51.04	\$5.10	\$5.79	\$0.36	\$7.53	<b>\$69.82</b>	\$0.96

**Schedule "H" - Article 5 (continued)**

- b) Engineers operating: shovels, backhoes, hoptoes, gradalls and similar equipment, whip hammer, power mounted drill.

EFFECTIVE DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$45.35	\$4.53	\$5.79	\$0.10	\$7.43	<b>\$63.20</b>	\$0.87
May 1, 2023	\$47.80	\$4.78	\$5.79	\$0.36	\$7.43	<b>\$66.16</b>	\$0.91
May 1, 2024	\$50.39	\$5.04	\$5.79	\$0.36	\$7.53	<b>\$69.11</b>	\$0.96

- c) Welders.

EFFECTIVE DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$45.67	\$4.57	\$5.79	\$0.10	\$7.43	<b>\$63.56</b>	\$0.87
May 1, 2023	\$48.13	\$4.81	\$5.79	\$0.36	\$7.43	<b>\$66.52</b>	\$0.91
May 1, 2024	\$50.72	\$5.07	\$5.79	\$0.36	\$7.53	<b>\$69.47</b>	\$0.96

- d) Operators of: bulldozers (including 815 type), tractors, scrapers, emcos, graders, overhead loaders, front-end loaders, industrial tractors with excavating attachments, compressor operators. Kubota Type Backhoe and Skid Steer Loader. Rock trucks, Hydrovacs.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$44.67	\$4.47	\$5.79	\$0.10	\$7.43	<b>\$62.46</b>	\$0.87
May 1, 2023	\$47.13	\$4.71	\$5.79	\$0.36	\$7.43	<b>\$65.42</b>	\$0.91
May 1, 2024	\$49.72	\$4.97	\$5.79	\$0.36	\$7.53	<b>\$68.37</b>	\$0.96

- e) Mechanic's helpers and Service persons.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$42.86	\$4.29	\$5.79	\$0.10	\$7.43	<b>\$60.47</b>	\$0.87
May 1, 2023	\$45.32	\$4.53	\$5.79	\$0.36	\$7.43	<b>\$63.43</b>	\$0.91
May 1, 2024	\$47.91	\$4.79	\$5.79	\$0.36	\$7.53	<b>\$66.38</b>	\$0.96

- f) Oiler-Grade persons and Oiler-Drivers.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$42.40	\$4.24	\$5.79	\$0.10	\$7.43	<b>\$59.96</b>	\$0.87
May 1, 2023	\$44.85	\$4.49	\$5.79	\$0.36	\$7.43	<b>\$62.92</b>	\$0.91
May 1, 2024	\$47.45	\$4.74	\$5.79	\$0.36	\$7.53	<b>\$65.87</b>	\$0.96

- g) Compactors.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$42.49	\$4.25	\$5.79	\$0.10	\$7.43	<b>\$60.06</b>	\$0.87
May 1, 2023	\$44.95	\$4.49	\$5.79	\$0.36	\$7.43	<b>\$63.02</b>	\$0.91
May 1, 2024	\$47.54	\$4.75	\$5.79	\$0.36	\$7.53	<b>\$65.97</b>	\$0.96



## **SCHEDULE “J”**

This Schedule shall cover and apply to Employers engaged in all work other than the work covered by Schedules “A”, “B”, “C” & “D” hereof and without limiting the generality of the foregoing **BUILDING and CONSTRUCTION WORK** within the **Metropolitan Toronto, the Regional Municipalities of Peel, York, Durham, the Counties of Simcoe, Muskoka, Victoria, Haliburton, Peterborough and that portion of Northumberland lying West of a line running North from Colborne to McCrackens Landing and that portion of the Regional Municipality of Halton lying East of #25 Highway.**

**SCHEDULE "J" – rates for Board Area #8**

**ARTICLE 1 - CLASSIFICATIONS AND WAGES**

**1.1 a)** Engineers operating: cranes with a manufacturer’s rating of over 164 to 219 tons capacity.

Engineers operating large cranes shall be paid the following wage rate premium per hour above the applicable rate:

220 to 299 tons capacity: <b>\$1.25</b>	300 to 499 tons capacity: <b>\$2.50</b>
500 to 749 tons capacity: <b>\$4.00</b>	750 tons capacity and over: <b>\$5.00</b>

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$49.39	\$4.94	\$5.79	\$0.10	\$7.03	<b>\$67.25</b>	\$0.87
May 1, 2023	\$51.85	\$5.18	\$5.79	\$0.36	\$7.03	<b>\$70.21</b>	\$0.91
May 1, 2024	\$54.44	\$5.44	\$5.79	\$0.36	\$7.13	<b>\$73.16</b>	\$0.96

**b)** Engineers operating: cranes with a manufacturer’s rating of 100 to 164 tons capacity, 1st Class Stationary Engineers, and skyway, climbing, hammerhead and kangaroo and GCI type cranes.

DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$48.94	\$4.89	\$5.79	\$0.10	\$7.03	<b>\$66.75</b>	\$0.87
May 1, 2023	\$51.39	\$5.14	\$5.79	\$0.36	\$7.03	<b>\$69.71</b>	\$0.91
May 1, 2024	\$53.98	\$5.40	\$5.79	\$0.36	\$7.13	<b>\$72.66</b>	\$0.96

**1.2 a)** Engineers operating: all conventional and hydraulic type cranes, save and except those set out in **Article 1.1** above, 15 ton capacity and over boom truck, clams, shovels, gradalls, backhoes, draglines, piledrivers, all power derricks, gantry cranes, caisson boring machines (over 25 HP), and similar drill rigs, mine hoists, and all similar equipment working on land or water, overhead cranes, chimney hoists, multiple drum hoists, single drum hoists (over 12 stories), single drum hoists, manual friction and brake type, and all similar equipment, dredges - suction and dipper, hydraulic jacking equipment on vertical slip forms, hydraulic jacking poles, creter cranes, and hydraulic skoopers. Heavy duty mechanics, qualified welders and 2nd Class Stationary Engineers. Mobile concrete pump with 42 metre boom and over. Self-erecting cranes 15 ton capacity and over. Carry Deck cranes 15 ton capacity and over.

The wage rate for engineers operating mobile concrete pumps 52 metre boom and over shall be \$2.00 per hour above the applicable rate.

DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$48.19	\$4.82	\$5.79	\$0.10	\$7.03	<b>\$65.93</b>	\$0.87
May 1, 2023	\$50.65	\$5.06	\$5.79	\$0.36	\$7.03	<b>\$68.89</b>	\$0.91
May 1, 2024	\$53.24	\$5.32	\$5.79	\$0.36	\$7.13	<b>\$71.84</b>	\$0.96

- 1.2 b)** Pitman type cranes of 10 ton to less than 15 ton capacity. Self-erecting cranes 10 ton to less than 15 ton capacity. Carry Deck cranes 10 ton to less than 15 ton capacity.

DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$47.71	\$4.77	\$5.79	\$0.10	\$7.03	<b>\$65.40</b>	\$0.87
May 1, 2023	\$50.16	\$5.02	\$5.79	\$0.36	\$7.03	<b>\$68.36</b>	\$0.91
May 1, 2024	\$52.75	\$5.28	\$5.79	\$0.36	\$7.13	<b>\$71.31</b>	\$0.96

**Schedule “J” – rates for Board Area #8 – Article 1 (continued)**

- 1.3** Operators of: air tuggers used for installation vessels, tanks, machinery, and for steel erection; side booms on land or water. Man and material hoist and single drum hoist 12 stories and under not of a manual friction and brake type; elevators except as set out **Article 1.6**, monorails, bullmoose type equipment of 5 ton capacity or over, air compressor feeding low pressure into air locks, tunnel mole. 3rd Class Stationary Engineer. Mobile concrete pumps save and except those listed in **1.2 (a)** above. Self-erecting cranes less than 10 ton capacity. Carry Deck cranes less than 10 ton capacity. Spider-type Cranes.

The wage rate for engineers operating highrise placing booms and pumps working underground shall be \$1.50 per hour above the applicable rate.

DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$47.24	\$4.72	\$5.79	\$0.10	\$7.03	<b>\$64.88</b>	\$0.87
May 1, 2023	\$49.69	\$4.97	\$5.79	\$0.36	\$7.03	<b>\$67.84</b>	\$0.91
May 1, 2024	\$52.28	\$5.23	\$5.79	\$0.36	\$7.13	<b>\$70.79</b>	\$0.96

- 1.4** Operators of: bulldozers (including 815 type), tractors, scrapers, graders, emcos, overhead and front-end loaders, side loaders, industrial tractors with excavating attachments, trenching machines, and all similar equipment, Pitman type cranes under 10 ton capacity, mobile pressure grease units, mucking machines, hydraulically operated utility pole hole digger, and Dinky locomotive type engines. 4th Class Stationary Engineers. Kubota Type Backhoes and Skid Steer Loader. Rock Trucks, Hydrovac.

DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$47.07	\$4.71	\$5.79	\$0.10	\$7.03	<b>\$64.70</b>	\$0.87
May 1, 2023	\$49.53	\$4.95	\$5.79	\$0.36	\$7.03	<b>\$67.66</b>	\$0.91
May 1, 2024	\$52.12	\$5.21	\$5.79	\$0.36	\$7.13	<b>\$70.61</b>	\$0.96

- 1.5** Operators of: batching and crushing plants, 6" discharge pumps and over, wellpoint systems and all similar systems, concrete mixers of 1 cubic yard and over, gas, diesel, or steam driven generators over 50 HP (portable), fork lifts over 8' lifting height, air tuggers except those in Group **1.3**, caisson boring machines (25 HP and under), drill rigs, post hole diggers, portable

air compressors 150 CFM and over, and concrete pumps. Signal person, telehandlers.

DATE	WAGES	VAC. PAY	BENEFITS		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$44.74	\$4.47	\$5.79	\$0.10	\$7.03	\$62.13	\$0.87
May 1, 2023	\$47.19	\$4.72	\$5.79	\$0.36	\$7.03	\$65.09	\$0.91
May 1, 2024	\$49.78	\$4.98	\$5.79	\$0.36	\$7.13	\$68.04	\$0.96

**1.6** Operators of: boom trucks, “A” Frames, driver mounted compaction units, bullmoose type equipment under 5 ton capacity, fork lifts 8' and under in lifting height and conveyors. Firepersons. Permanent automatically controlled elevators on Commercial and Institutional buildings.

DATE	WAGES	VAC. PAY	BENEFITS		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$43.74	\$4.37	\$5.79	\$0.10	\$7.03	\$61.03	\$0.87
May 1, 2023	\$46.19	\$4.62	\$5.79	\$0.36	\$7.03	\$63.99	\$0.91
May 1, 2024	\$48.78	\$4.88	\$5.79	\$0.36	\$7.13	\$66.94	\$0.96

**Schedule “J” – rates for Board Area #8 – Article 1 (continued)**

**1.7 a)** Operators of: Pumps under 6" discharge where three (3) or more pumps are employed on the same jobsite, hydraulic jacking equipment for underground operations, portable air compressors under 150 CFM where attendant is required, and driver mounted power sweepers. Attendants for forced air, gas, or oil burning temporary heating units of 500,000 BTU’s or over per hour, or, five (5) or more on the same job site. Oilers, oiler-drivers, and mechanics helpers.

DATE	WAGES	VAC. PAY	BENEFITS		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$42.55	\$4.25	\$5.79	\$0.10	\$7.03	\$59.72	\$0.87
May 1, 2023	\$45.00	\$4.50	\$5.79	\$0.36	\$7.03	\$62.68	\$0.91
May 1, 2024	\$47.59	\$4.76	\$5.79	\$0.36	\$7.13	\$65.63	\$0.96

**b)** 1st Year Oilers.

DATE	WAGES	VAC. PAY	BENEFITS		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$42.20	\$4.22	\$5.79	\$0.10	\$7.03	\$59.34	\$0.87
May 1, 2023	\$44.65	\$4.47	\$5.79	\$0.36	\$7.03	\$62.30	\$0.91
May 1, 2024	\$47.25	\$4.72	\$5.79	\$0.36	\$7.13	\$65.25	\$0.96

**SCHEDULE "J" – rates outside Board Area #8**

**ARTICLE 1 - CLASSIFICATIONS AND WAGES**

**1.1 a)** Engineers operating: cranes with a manufacturer’s rating of over 164 to 219 tons capacity.

Engineers operating large cranes shall be paid the following wage rate premium per hour above the applicable rate:

220 to 299 tons capacity: <b>\$1.25</b>	300 to 499 tons capacity: <b>\$2.50</b>
500 to 749 tons capacity: <b>\$4.00</b>	750 tons capacity and over: <b>\$5.00</b>

DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$48.48	\$4.85	\$5.79	\$0.10	\$7.03	<b>\$66.25</b>	\$0.87
May 1, 2023	\$50.94	\$5.09	\$5.79	\$0.36	\$7.03	<b>\$69.21</b>	\$0.91
May 1, 2024	\$53.53	\$5.35	\$5.79	\$0.36	\$7.13	<b>\$72.16</b>	\$0.96

**b)** Engineers operating: cranes with a manufacturer’s rating of 100 to 164 tons capacity, 1st Class Stationary Engineers, and skyway, climbing, hammerhead and kangaroo and GCI type cranes.

DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$48.03	\$4.80	\$5.79	\$0.10	\$7.03	<b>\$65.75</b>	\$0.87
May 1, 2023	\$50.48	\$5.05	\$5.79	\$0.36	\$7.03	<b>\$68.71</b>	\$0.91
May 1, 2024	\$53.07	\$5.31	\$5.79	\$0.36	\$7.13	<b>\$71.66</b>	\$0.96

**1.2 a)** Engineers operating: all conventional and hydraulic type cranes, save and except those set out in **Article 1.1** above, 15 ton capacity and over boom truck, clams, shovels, gradalls, backhoes, draglines, piledrivers, all power derricks, gantry cranes, caisson boring machines (over 25 HP), and similar drill rigs, mine hoists, and all similar equipment working on land or water, overhead cranes, chimney hoists, multiple drum hoists, single drum hoists (over 12 stories), single drum hoists of manual friction and brake type, and all similar equipment, dredges - suction and dipper, hydraulic jacking equipment on vertical slip forms, hydraulic jacking poles, creter cranes, and hydraulic skoopers. Heavy duty mechanics, qualified welders and 2nd Class Stationary Engineers. Mobile concrete pump 42 metre boom and over. Self-erecting cranes 15 ton capacity and over. Carry Deck cranes 15 ton capacity and over.

The wage rate for engineers operating mobile concrete pumps 52 metre boom and over shall be \$2.00 per hour above the applicable rate.

DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$47.28	\$4.73	\$5.79	\$0.10	\$7.03	<b>\$64.93</b>	\$0.87
May 1, 2023	\$49.74	\$4.97	\$5.79	\$0.36	\$7.03	<b>\$67.89</b>	\$0.91
May 1, 2024	\$52.33	\$5.23	\$5.79	\$0.36	\$7.13	<b>\$70.84</b>	\$0.96

- 1.2 b)** Pitman type cranes of 10 ton to less than 15 ton capacity. Self-erecting cranes 10 ton to less than 15 ton capacity. Carry Deck cranes 10 ton to less than 15 ton capacity.

DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$46.80	\$4.68	\$5.79	\$0.10	\$7.03	<b>\$64.40</b>	\$0.87
May 1, 2023	\$49.25	\$4.93	\$5.79	\$0.36	\$7.03	<b>\$67.36</b>	\$0.91
May 1, 2024	\$51.85	\$5.18	\$5.79	\$0.36	\$7.13	<b>\$70.31</b>	\$0.96

**Schedule “J” – rates outside Board Area #8 – Article 1 (continued)**

- 1.3** Operators of: air tuggers used for installation of vessels, tanks, machinery, and for steel erection; side booms on land or water; man and material hoist and single drum hoists 12 stories and under not of a manual friction and brake type; elevators except as set out in **Article 1.6**, monorails, bullmoose type equipment of 5 ton capacity or over, air compressor feeding low pressure into air locks, tunnel mole. 3rd Class Stationary Engineer. Mobile concrete pumps save and except those listed in **1.2 (a)** above. Self-erecting cranes less than 10 ton capacity. Carry Deck cranes less than 10 ton capacity. Spider-type Cranes.

The wage rate for engineers operating highrise placing booms and pumps working underground shall be \$1.50 per hour above the applicable rate.

DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$46.33	\$4.63	\$5.79	\$0.10	\$7.03	<b>\$63.88</b>	\$0.87
May 1, 2023	\$48.78	\$4.88	\$5.79	\$0.36	\$7.03	<b>\$66.84</b>	\$0.91
May 1, 2024	\$51.37	\$5.14	\$5.79	\$0.36	\$7.13	<b>\$69.79</b>	\$0.96

- 1.4** Operators of: bulldozers (including 815 type), tractors, scrapers, graders, emcos, overhead and front-end loaders, side loaders, industrial tractors with excavating attachments, trenching machines, and all similar equipment, Pitman type cranes under 10 ton capacity, mobile pressure grease units, mucking machines, hydraulically operated utility pole hole digger, and Dinky locomotive type engines. 4th Class Stationary Engineers. Kubota Type Backhoe and Skid Steer Loader. Rock Trucks, Hydrovacs.

DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$46.16	\$4.62	\$5.79	\$0.10	\$7.03	<b>\$63.70</b>	\$0.87
May 1, 2023	\$48.62	\$4.86	\$5.79	\$0.36	\$7.03	<b>\$66.66</b>	\$0.91
May 1, 2024	\$51.21	\$5.12	\$5.79	\$0.36	\$7.13	<b>\$69.61</b>	\$0.96

- 1.5** Operators of: batching and crushing plants, 6" discharge pumps and over, wellpoint systems and all similar systems, concrete mixers of 1 cubic yard and over, gas, diesel, or steam driven generators over 50 HP (portable), fork lifts over 8' lifting height, air tuggers except those in Group **1.3**, caisson boring machines (25 HP and under), drill rigs, post hole diggers, portable air compressors 150 CFM and over, and concrete pumps. Signal person, telehandlers.

DATE	WAGES	VAC. PAY	BENEFITS		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$43.83	\$4.38	\$5.79	\$0.10	\$7.03	<b>\$61.13</b>	\$0.87
May 1, 2023	\$46.28	\$4.63	\$5.79	\$0.36	\$7.03	<b>\$64.09</b>	\$0.91
May 1, 2024	\$48.87	\$4.89	\$5.79	\$0.36	\$7.13	<b>\$67.04</b>	\$0.96

**1.6** Operators of: boom trucks, “A” Frames, driver mounted compaction units, bullmoose type equipment under 5 ton capacity, fork lifts 8' and under in lifting height and conveyors. Firepersons. Permanent automatically controlled elevators on Commercial and Institutional buildings.

DATE	WAGES	VAC. PAY	BENEFITS		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$42.83	\$4.28	\$5.79	\$0.10	\$7.03	<b>\$60.03</b>	\$0.87
May 1, 2023	\$45.28	\$4.53	\$5.79	\$0.36	\$7.03	<b>\$62.99</b>	\$0.91
May 1, 2024	\$47.87	\$4.79	\$5.79	\$0.36	\$7.13	<b>\$65.94</b>	\$0.96

**Schedule “J” – rates outside Board Area #8 – Article 1 (continued)**

**1.7 a)** Operators of: Pumps under 6" discharge where three (3) or more pumps are employed on the same job site, hydraulic jacking equipment for underground operations, portable air compressors under 150 CFM where attendant is required, and driver mounted power sweepers. Attendants for forced air, gas, or oil burning temporary heating units of 500,000 BTU's or over per hour, or, five (5) or more on the same job site, oilers, oiler-drivers, and mechanics helpers.

DATE	WAGES	VAC. PAY	BENEFITS		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$41.64	\$4.16	\$5.79	\$0.10	\$7.03	<b>\$58.72</b>	\$0.87
May 1, 2023	\$44.09	\$4.41	\$5.79	\$0.36	\$7.03	<b>\$61.68</b>	\$0.91
May 1, 2024	\$46.68	\$4.67	\$5.79	\$0.36	\$7.13	<b>\$64.63</b>	\$0.96

**b)** 1st Year Oilers.

DATE	WAGES	VAC. PAY	BENEFITS		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$41.29	\$4.13	\$5.79	\$0.10	\$7.03	<b>\$58.34</b>	\$0.87
May 1, 2023	\$43.75	\$4.37	\$5.79	\$0.36	\$7.03	<b>\$61.30</b>	\$0.91
May 1, 2024	\$46.34	\$4.63	\$5.79	\$0.36	\$7.13	<b>\$64.25</b>	\$0.96

- 1.8 When an engineer is made responsible for supplying air on projects where employees are working under air pressure they shall receive a premium rate of Twenty-Five Cents (**25¢**) per hour over and above their normal rate of pay.
- 1.9 Working forepersons to receive a minimum of Two Dollars (\$2.00) per hour above **Class 1.2 (a)** rate.
- 1.10 Where employees are required to ride in Company vehicles, other than cranes, in cold weather, such vehicles shall be adequately heated.
- 1.11 Repair manuals will be made available where necessary.

## **ARTICLE 2 - OVERTIME**

- 2.1 All overtime worked by an employee before and after their regular shift on Monday to Friday inclusive, except as provided in **Article 15.1** of the Master Portion of this Agreement and all hours worked on Saturday and Sunday shall be considered overtime and paid for as follows:
- 2.2 Time and one-half (1-1/2) the regular day shift rate shall be paid for the first one (1) hour of overtime, Monday to Friday inclusive.
- 2.3 Overtime for all work performed in excess of the hours noted in 2.2 above and on Saturday and Sunday shall be paid for at double (2x) the regular day shift rate.

## **ARTICLE 3 - INCLEMENT WEATHER REPORTING ALLOWANCE**

- 3.1 Two (2) hours pay together with traveling expense, whenever applicable, shall be allowed by the Employer when an employee covered by this Agreement reports for work at the Employer's shop or job but work is not available due to inclement weather provided the employee remains on the job for two (2) hours after their designated starting time. However, no reporting pay shall be allowed where an employee has been informed not to report for work and such information has been given to him before quitting time on the previous day. If an employee is directed to work and commences to work **Article 19.1** of the Master Portion of this Agreement shall apply.

## **Schedule "J" – Article 4**

### **ARTICLE 4 - TRAVELLING EXPENSE & BOARD**

- 4.1 There shall be no travelling expense allowed for all work within an area bounded on the West by Hwy #27, on the North by Steeles Avenue and on the East by Markham Road, extended to Lake Ontario.
- 4.2 Travel Expense at the rate of Sixty One point Seven Cents per kilometre (**\*61.7¢/km**) / One Dollar and Five Cents per mile (**\$1.05/mile**) each way and a minimum of Six Dollars and Sixty Five Cents (**\$6.65**) shall be paid for all work beyond the free zone limits as described in **Paragraph 4.1** above.

Effective May 1, 2023 these amounts shall increase to Sixty Four point Eight Cents (**\*64.8¢/km**) / One Dollar and Ten Cents (**\$1.10¢/mile**) minimum of Six Dollars and Ninety-Eight Cents (**\$6.98**) per day.

Effective May 1, 2024 these amounts shall increase to Sixty Eight point One Cents (**\*68.1¢/km**) / One Dollar and Fifteen Cents (**\$1.15/mile**) minimum of Seven Dollars and Thirty-Three Cents (**\$7.33**) per day.

*\* In accordance with the signed Memorandum of Agreement dated April 30, 2022, the kilometre allowance increase shall be capped at the prescribed automobile allowance rate issued by Canada Revenue Agency published annually. For any Schedules where the kilometre allowance rate exceeds Canada Revenue Agency's prescribed automobile allowance, it shall be red-circled at the current rate.*

- 4.3 When employees are supplied by the Operating Engineers Union, at the request of the Employer to work elsewhere in the Province of Ontario, transportation and traveling time shall be paid by the Employer. When employees have to remain away from home suitable room and board shall be supplied by the Employer or, an allowance in the amount:



**PER DAY WORKED**

<b>May 1, 2022</b>	<b>May 1, 2023</b>	<b>May 1, 2024</b>
<b>\$115.82</b>	<b>\$123.92</b>	<b>\$131.36</b>

Shall be paid by the Employer, the option to be that of the employee.

All Room and Board Allowance to be paid on a daily basis for each day the employee is required to be away. The Employer may continue to pay the Room and Board Allowance to keep the employee out of town, and the employee shall not be entitled to any travelling expenses, except and on the final day of the job, when the employee returns home. **For clarity, employees remain entitled to travelling expenses and commuting allowance on the first day of the job.**

Should the cost of accommodation exceed the amounts identified above, the employer shall reimburse the employee the difference in cost of accommodation upon presentation of a valid receipt. The location of the accommodation is subject to approval by the employer, but approval shall not be unreasonably denied.

**ARTICLE 5 - SEWER AND WATERMAIN CONSTRUCTION**  
**(O.L.R.B. Geographic Areas #8 and #18)**

**5.1** The rates and other individual employee working conditions for Operating Engineers engaged in sewer and watermain construction as set out in the Collective Agreement between the International Union of Operating Engineers, Local 793 and the Metropolitan Toronto Sewer and Watermain Contractors Association are hereby incorporated into and form part of this Schedule.

**ARTICLE 6 - UTILITIES CONSTRUCTION**  
**(O.L.R.B. Geographic Areas #8 and #18)**

**6.1** The rates and other individual employee working conditions for Operating Engineers engaged in utilities construction as set out in the Collective Agreement binding upon the International Union of Operating Engineers, Local 793 and the Utilities Contractors Association of Ontario Incorporated are hereby incorporated into and form part of this Schedule.

**ARTICLE 7 - EMPLOYER LABOUR RELATIONS FUND**

**7.1** The contributions referred to in **Article 24.11 (i)** of the Master Portion to this Agreement shall be in the amount of Twenty-Five Cents (**25¢**) per hour for each hour worked by each employee covered by this Schedule.

## **SCHEDULE “K”**

This Schedule shall cover and apply to Employers engaged in all work other than the work covered by Schedules “A”, “B”, “C”, & “D” hereof and without limiting the generality of the foregoing **BUILDING and CONSTRUCTION WORK** within the **Regional Municipality of Ottawa / Carleton, the counties of Prescott, Glengarry, Russell, Stormont, Dundas, Grenville, Leeds, Lanark, Renfrew, Frontenac, Lennox and Addington, Hastings, Prince Edward and that portion of the County of Northumberland lying East of a line running North from Colborne to McCrackens Landing.**

**SCHEDULE "K"**

**ARTICLE 1 - CLASSIFICATIONS AND WAGES**

**1.1 a)** Engineers operating: cranes with a manufacturer’s rating of over 164 to 219 tons capacity.

Engineers operating large cranes shall be paid the following wage rate premium per hour above the applicable rate:

220 to 299 tons capacity: <b>\$1.25</b>	300 to 499 tons capacity: <b>\$2.50</b>
500 to 749 tons capacity: <b>\$4.00</b>	750 tons capacity and over: <b>\$5.00</b>

DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$48.34	\$4.83	\$5.79	\$0.10	\$7.03	<b>\$66.09</b>	\$0.87
May 1, 2023	\$50.79	\$5.08	\$5.79	\$0.36	\$7.03	<b>\$69.05</b>	\$0.91
May 1, 2024	\$53.38	\$5.34	\$5.79	\$0.36	\$7.13	<b>\$72.00</b>	\$0.96

**b)** Engineers operating: cranes with a manufacturer’s rating of 100 to 164 tons capacity, 1st Class Stationary Engineers, and skyway, climbing, hammerhead and kangaroo and GCI type cranes.

DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$47.88	\$4.79	\$5.79	\$0.10	\$7.03	<b>\$65.59</b>	\$0.87
May 1, 2023	\$50.34	\$5.03	\$5.79	\$0.36	\$7.03	<b>\$68.55</b>	\$0.91
May 1, 2024	\$52.93	\$5.29	\$5.79	\$0.36	\$7.13	<b>\$71.50</b>	\$0.96

**1.2 a)** Engineers operating: all conventional and hydraulic type cranes, save and except those set out in **Article 1.1** above, 15 ton capacity and over boom truck, clams, shovels, gradalls, backhoes, draglines, piledrivers, all power derricks, gantry cranes, caisson boring machines (over 25 HP), and similar drill rigs, mine hoists, and all similar equipment working on land or water, overhead cranes, chimney hoists, multiple drum hoists, single drum hoists (over 12 stories), single drum hoists of manual friction and brake type, and all similar equipment, dredges - suction and dipper, hydraulic jacking equipment on vertical slip forms, hydraulic jacking poles, creter cranes, and hydraulic skoopers. Heavy duty mechanics, qualified welders and 2nd Class Stationary Engineers. Self-erecting cranes 15 ton capacity and over. Carry Deck cranes 15 ton capacity and over.

DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$46.59	\$4.66	\$5.79	\$0.10	\$7.03	<b>\$64.17</b>	\$0.87
May 1, 2023	\$49.05	\$4.90	\$5.79	\$0.36	\$7.03	<b>\$67.13</b>	\$0.91
May 1, 2024	\$51.64	\$5.16	\$5.79	\$0.36	\$7.13	<b>\$70.08</b>	\$0.96

- b) Pitman type cranes of 10 ton to less than 15 ton capacity. Self-erecting cranes 10 ton to less than 15 ton capacity. Carry Deck cranes 10 ton to less than 15 ton capacity.

DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$46.11	\$4.61	\$5.79	\$0.10	\$7.03	\$63.64	\$0.87
May 1, 2023	\$48.56	\$4.86	\$5.79	\$0.36	\$7.03	\$66.60	\$0.91
May 1, 2024	\$51.15	\$5.12	\$5.79	\$0.36	\$7.13	\$69.55	\$0.96

**Schedule “K” – Article 1 (continued)**

- 1.3 Operators of: air tuggers used for installation of vessels, tanks, machinery, and for steel erection; side booms on land or water; man and material hoist and single drum hoists 12 stories and under not of a manual friction and brake type; elevators, monorails, bullmoose type equipment of 5 ton capacity or over, air compressor feeding low pressure into air locks, tunnel mole. 3rd Class Stationary Engineer. Self-erecting cranes less than 10 ton capacity. Carry Deck cranes less than 10 ton capacity. Spider-type cranes.

DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$45.54	\$4.55	\$5.79	\$0.10	\$7.03	\$63.01	\$0.87
May 1, 2023	\$47.99	\$4.80	\$5.79	\$0.36	\$7.03	\$65.97	\$0.91
May 1, 2024	\$50.58	\$5.06	\$5.79	\$0.36	\$7.13	\$68.92	\$0.96

- 1.4 Operators of: bulldozers (including 815 type), tractors, scrapers, graders, emcos, overhead and front-end loaders, side loaders, industrial tractors with excavating attachments, trenching machines, and all similar equipment, mobile concrete pumps, Pitman type cranes under 10 ton capacity, mobile pressure grease units, mucking machines, hydraulically operated utility pole hole digger, and Dinky locomotive type engines. 4th Class Stationary Engineers. Kubota Type Backhoe and Skid Steer Loader. Rock trucks, Hydrovacs.

The wage rate for engineers operating mobile concrete pumps 52 metre boom and over shall be \$2.00 per hour above the applicable rate.

The wage rate for engineers operating highrise placing booms and pumps working underground shall be \$1.50 per hour above the applicable rate.

DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$45.40	\$4.54	\$5.79	\$0.10	\$7.03	\$62.86	\$0.87
May 1, 2023	\$47.85	\$4.79	\$5.79	\$0.36	\$7.03	\$65.82	\$0.91
May 1, 2024	\$50.45	\$5.04	\$5.79	\$0.36	\$7.13	\$68.77	\$0.96

- 1.5 Operators of: batching and crushing plants, 6" discharge pumps and over, wellpoint systems and all similar systems, concrete mixers of 1 cubic yard and over, gas, diesel, or steam driven generators over 50 HP (portable), fork lifts over 8' lifting height, air tuggers except those in **Group 1.3**, caisson boring machines (25 HP and under), drill rigs, post hole diggers, portable air compressors 150 CFM and over, and concrete pumps. Signal person, telehandlers.

DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$42.46	\$4.25	\$5.79	\$0.10	\$7.03	\$59.63	\$0.87
May 1, 2023	\$44.92	\$4.49	\$5.79	\$0.36	\$7.03	\$62.59	\$0.91
May 1, 2024	\$47.51	\$4.75	\$5.79	\$0.36	\$7.13	\$65.54	\$0.96

1.6 Operators of: boom trucks, “A” Frames, driver mounted compaction units, bullmoose type equipment under 5 ton capacity, fork lifts 8' and under in lifting height and conveyors. Firepersons.

DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$42.15	\$4.21	\$5.79	\$0.10	\$7.03	\$59.28	\$0.87
May 1, 2023	\$44.60	\$4.46	\$5.79	\$0.36	\$7.03	\$62.24	\$0.91
May 1, 2024	\$47.19	\$4.72	\$5.79	\$0.36	\$7.13	\$65.19	\$0.96

**Schedule “K” – Article 1 (continued)**

1.7 Operators of: Pumps under 6" discharge where three (3) or more pumps are employed on the same job site, hydraulic jacking equipment for underground operations, portable air compressors under 150 CFM where attendant is required, and driver mounted power sweepers. Attendants for forced air, gas, or oil burning temporary heating units of 500,000 BTU’s or over per hour, or, five (5) or more on the same job site, oilers, oiler-drivers, and mechanics helpers.

DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$41.45	\$4.15	\$5.79	\$0.10	\$7.03	\$58.52	\$0.87
May 1, 2023	\$43.91	\$4.39	\$5.79	\$0.36	\$7.03	\$61.48	\$0.91
May 1, 2024	\$46.50	\$4.65	\$5.79	\$0.36	\$7.13	\$64.43	\$0.96

**ARTICLE 2 - OVERTIME**

- 2.1 All overtime worked by an employee before and after their regular shift on Monday to Friday inclusive, except as provided in **Article 15.1** of the Master Portion of this Agreement and all hours worked on Saturday and Sunday shall be considered overtime and paid for as follows:
- 2.2 Time and one-half (1-1/2) the regular day shift rate shall be paid for the first two (2) hours of overtime, Monday to Friday inclusive.
- 2.3 Overtime for all work performed in excess of the hours noted in 2.2 above and on Saturday and Sunday shall be paid for at double (2x) the regular day shift rate.

**ARTICLE 3 - INCLEMENT WEATHER REPORTING ALLOWANCE**

- 3.1 Two (2) hours pay together with traveling expense, whenever applicable, shall be allowed by the Employer when an employee covered by this Agreement reports for work at the Employer’s shop or job but work is not available due to inclement weather provided the employee remains on the job for two (2) hours after their designated starting

time. However, no reporting pay shall be allowed where an employee has been informed not to report for work and such information has been given to him before quitting time on the previous day. If an employee is directed to work and commences to work **Article 19.1** of the Master Portion of this Agreement shall apply.

**ARTICLE 4 - TRAVELLING EXPENSES**

**4.1 a)** There shall be no traveling allowance within a twenty-four kilometre (24 km.) / fifteen mile (15 mile) radius of the Peace Tower in Ottawa. Beyond this radius, traveling expenses shall be:

**PER KILOMETRE EACH WAY FROM THE JOB SITE**

May 1, 2022	May 1, 2023	May 1, 2024
*72.0¢ / km	*75.6¢ / km	*79.4¢ / km
\$1.16 / mile	\$1.21 / mile	\$1.27 / mile

**b)** There shall be no traveling allowance within a twenty-four kilometre (24 km.) / fifteen mile (15 mile) radius of the Belleville City Hall.

**PER KILOMETRE EACH WAY FROM THE JOB SITE**

May 1, 2022	May 1, 2023	May 1, 2024
*72.0¢ / km	*75.6¢ / km	*79.4¢ / km
\$1.16 / mile	\$1.21 / mile	\$1.27 / mile

**Schedule “K” – Article 4 (continued)**

*\* In accordance with the signed Memorandum of Agreement dated April 30, 2022, the kilometre allowance increase shall be capped at the prescribed automobile allowance rate issued by Canada Revenue Agency published annually. For any Schedules where the kilometre allowance rate exceeds Canada Revenue Agency’s prescribed automobile allowance, it shall be red-circled at the current rate.*

These provisions apply to an employee required to drive their own car or truck to their place of employment.

**ARTICLE 5 - LIVING OUT ALLOWANCE**

**5.1 a)** When employees are required to work beyond a sixty-four kilometre (64 km.) / forty mile (40 mile) radius from the Peace Tower in the City of Ottawa, the Company shall pay living-out allowance computed on the basis of:

**PER WORKING DAY**

May 1, 2022	May 1, 2023	May 1, 2024
\$117.77	\$126.01	\$133.57

The living-out allowance shall not apply where the Company supplies full room and board.

All Room and Board Allowance to be paid on a daily basis for each day the employee is required to be away. The Employer may continue to pay the Room and Board Allowance to keep the employee out of town, and the employee shall not be entitled to any travelling expenses, except and on the final day of the job, when the employee returns home. **For clarity, employees remain entitled to travelling expenses and commuting allowance on the first day of the job.**

Should the cost of accommodation exceed the amounts identified above, the employer shall reimburse the employee the difference in cost of accommodation upon presentation of a valid receipt. The location of the accommodation is subject to approval by the employer, but approval shall not be unreasonably denied.

- b) When employees are required to work beyond a sixty-four kilometre (64 km.) / forty mile (40 mile) radius from the Belleville City Hall, the Company shall pay living-out allowance computed on the basis of:

**PER WORKING DAY**

May 1, 2022	May 1, 2023	May 1, 2024
\$117.77	\$126.01	\$133.57

The living-out allowance shall not apply where the Company supplies full room and board.

**ARTICLE 6 - EMPLOYER LABOUR RELATIONS FUND**

- 6.1** The contributions referred to in **Article 24.11 (i)** of the Master Portion to this Agreement shall be in the amount of Ten Cents (**10¢**) plus HST per hour for each hour worked by each employee covered by this Schedule.

## **SCHEDULE “L”**

This Schedule shall cover and apply to Employers engaged in all work other than the work covered by Schedules “A”, “B”, “C”, & “D” hereof and without limiting the generality of the foregoing **BUILDING and CONSTRUCTION WORK** within the **Districts of Sudbury, Manitoulin Island, Parry Sound, Nipissing, Temiskaming, Cochrane and that portion of the District of Algoma lying East of a line running North from Blind River to the Southerly boundary of the District of Sudbury.**



**SCHEDULE "L"**

**ARTICLE 1 - CLASSIFICATIONS AND WAGES**

**1.1 a)** Engineers operating: cranes with a manufacturer’s rating of over 164 to 219 tons capacity.

Engineers operating large cranes shall be paid the following wage rate premium per hour above the applicable rate:

220 to 299 tons capacity: <b>\$1.25</b>	300 to 499 tons capacity: <b>\$2.50</b>
500 to 749 tons capacity: <b>\$4.00</b>	750 tons capacity and over: <b>\$5.00</b>

DATE	WAGES	VAC. PAY	BENEFITS		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$48.44	\$4.84	\$5.79	\$0.10	\$7.03	<b>\$66.20</b>	\$0.87
May 1, 2023	\$50.89	\$5.09	\$5.79	\$0.36	\$7.03	<b>\$69.16</b>	\$0.91
May 1, 2024	\$53.48	\$5.35	\$5.79	\$0.36	\$7.13	<b>\$72.11</b>	\$0.96

**b)** Engineers operating: cranes with a manufacturer’s rating of 100 to 164 tons capacity, 1st Class Stationary Engineers, and skyway, climbing, hammerhead and kangaroo and GCI type cranes.

DATE	WAGES	VAC. PAY	BENEFITS		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$47.98	\$4.80	\$5.79	\$0.10	\$7.03	<b>\$65.70</b>	\$0.87
May 1, 2023	\$50.44	\$5.04	\$5.79	\$0.36	\$7.03	<b>\$68.66</b>	\$0.91
May 1, 2024	\$53.03	\$5.30	\$5.79	\$0.36	\$7.13	<b>\$71.61</b>	\$0.96

**1.2 a)** Engineers operating: all conventional and hydraulic type cranes, save and except those set out in **Article 1.1** above, including shovels, clams, backhoes, gradalls, draglines, 15 ton capacity and over boom truck, all power hoists over 25 HP, all power derricks, pile drivers, overhead cranes, chimney hoists, caisson boring machines, high lines, side booms requiring hoisting engineers license, mine hoist, tunneling moles, hydraulic skoopers, creter cranes, and dredges - suction & dipper. Heavy Duty mechanics, qualified welders and 2nd Class Stationary Engineers. Self-erecting cranes 15 ton capacity and over. Carry Deck cranes 15 ton capacity and over.

DATE	WAGES	VAC. PAY	BENEFITS		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$46.71	\$4.67	\$5.79	\$0.10	\$7.03	<b>\$64.30</b>	\$0.87
May 1, 2023	\$49.16	\$4.92	\$5.79	\$0.36	\$7.03	<b>\$67.26</b>	\$0.91
May 1, 2024	\$51.75	\$5.18	\$5.79	\$0.36	\$7.13	<b>\$70.21</b>	\$0.96

**b)** Pitman type cranes of 10 ton to less than 15 ton capacity. Self-erecting cranes 10 ton to less than 15 ton capacity. Carry Deck cranes 10 ton to less than 15 ton capacity.

DATE	WAGES	VAC. PAY	BENEFITS		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$46.22	\$4.62	\$5.79	\$0.10	\$7.03	\$63.76	\$0.87
May 1, 2023	\$48.67	\$4.87	\$5.79	\$0.36	\$7.03	\$66.72	\$0.91
May 1, 2024	\$51.26	\$5.13	\$5.79	\$0.36	\$7.13	\$69.67	\$0.96

**1.3** Operators of: bulldozers (including 815 type), graders, scrapers, front-end loaders, highway tractors, drill rigs, concrete pumps, batching plants, mucking machines, underground boring machines, bullmoose type equipment 5 ton capacity and over, industrial tractors with attachments, side booms (unlicensed), overhead loaders, trenching machines and similar

**Schedule “L” – Article 1 (continued)**

equipment, caisson boring machines (25 HP and under), Pitman type cranes under 10 ton capacity, tuggers used for installation of vessels, tanks and machinery or for steel erection, man and material hoists, mobile concrete pumps, tractors, emcos, and mobile pressure grease units, Dinky locomotive type engines, elevators, all power hoists 25 HP and under, skidders with attachments. Kubota Type Backhoe and Skid Steer Loader. Self-erecting cranes less than 10 ton capacity. Carry Deck cranes less than 10 ton capacity. Spider-type cranes.

The wage rate for engineers operating mobile concrete pumps 52 metre boom and over shall be \$2.00 per hour above the applicable rate.

The wage rate for engineers operating highrise placing booms and pumps working underground shall be \$1.50 per hour above the applicable rate.

DATE	WAGES	VAC. PAY	BENEFITS		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$45.41	\$4.54	\$5.79	\$0.10	\$7.03	\$62.87	\$0.87
May 1, 2023	\$47.86	\$4.79	\$5.79	\$0.36	\$7.03	\$65.83	\$0.91
May 1, 2024	\$50.45	\$5.05	\$5.79	\$0.36	\$7.13	\$68.78	\$0.96

**1.4** Operators of: portable compressors over 150 CFM, wellpoint systems, gas, diesel or steam driven portable generators over 50 HP, concrete mixers 1 cubic yard capacity or more, 6" discharge pumps and over, tuggers not listed in 1.3 above, asphalt spreaders, off-highway aggregate haulers, fork lifts and side lifts over 8' in lifting height, conveyors, crushers, caisson boring machines 25 HP and under, skidders. Utility persons and servicepersons. Rock trucks, telehandlers, hydrovac.

DATE	WAGES	VAC. PAY	BENEFITS		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$43.13	\$4.31	\$5.79	\$0.10	\$7.03	\$60.36	\$0.87
May 1, 2023	\$45.58	\$4.56	\$5.79	\$0.36	\$7.03	\$63.32	\$0.91
May 1, 2024	\$48.17	\$4.82	\$5.79	\$0.36	\$7.13	\$66.27	\$0.96

- 1.5** Operators of: boom trucks, “A” Frames, (excluding Pitman type cranes in **Classes 1.2 and 1.3**), rollers on grade work, driver mounted compaction units, fork lifts and side-lifts under 8' in lifting height, bullmoose type equipment under 5 ton capacity, driver mounted power sweeper. Firemen and attendants for forced air, gas, electrical, or oil burning temporary heating units of 500,000 BTU's or, 5 or more heating units on a job site, fuel truck service person.

DATE	WAGES	VAC. PAY	BENEFITS		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$41.43	\$4.14	\$5.79	\$0.10	\$7.03	<b>\$58.49</b>	\$0.87
May 1, 2023	\$43.88	\$4.39	\$5.79	\$0.36	\$7.03	<b>\$61.45</b>	\$0.91
May 1, 2024	\$46.47	\$4.65	\$5.79	\$0.36	\$7.13	<b>\$64.40</b>	\$0.96

- 1.6 a)** Operators of: pumps under 6" discharge where a full time attendant is required, hydraulic jacking equipment for underground operations. Mechanic's helpers.

DATE	WAGES	VAC. PAY	BENEFITS		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$40.79	\$4.08	\$5.79	\$0.10	\$7.03	<b>\$57.79</b>	\$0.87
May 1, 2023	\$43.25	\$4.32	\$5.79	\$0.36	\$7.03	<b>\$60.75</b>	\$0.91
May 1, 2024	\$45.84	\$4.58	\$5.79	\$0.36	\$7.13	<b>\$63.70</b>	\$0.96

**Schedule “L” – Article 1 (continued)**

- b)** Truck crane and mobile equipment drivers.

DATE	WAGES	VAC. PAY	BENEFITS		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$40.56	\$4.06	\$5.79	\$0.10	\$7.03	<b>\$57.54</b>	\$0.87
May 1, 2023	\$43.02	\$4.30	\$5.79	\$0.36	\$7.03	<b>\$60.50</b>	\$0.91
May 1, 2024	\$45.61	\$4.56	\$5.79	\$0.36	\$7.13	<b>\$63.45</b>	\$0.96

- c)** Oilers.

DATE	WAGES	VAC. PAY	BENEFITS		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$40.37	\$4.04	\$5.79	\$0.10	\$7.03	<b>\$57.33</b>	\$0.87
May 1, 2023	\$42.83	\$4.28	\$5.79	\$0.36	\$7.03	<b>\$60.29</b>	\$0.91
May 1, 2024	\$45.42	\$4.54	\$5.79	\$0.36	\$7.13	<b>\$63.24</b>	\$0.96

- 1.7 It is understood and agreed that when full-time attendants on heaters or pumps, as per **Classifications 1.4 and 1.5**, are not required, all services, maintaining and repairing shall be done by a member of the Union.
- 1.8 Where seven (7) or more members of Local 793, I.U.O.E., are employed by the Employer having a job or project of Two Million Dollars (\$2,000,000) or more, the foreperson, working or otherwise, shall be a member of the Union. The foreperson's rate shall be Two Dollars (\$2.00) per hour above the regular mechanic's rate.
- 1.9 When an oiler is not employed and when oiling and greasing is not performed, due to lack of time, during the regular working hours, Engineers operating such equipment shall be paid for one (1) hour, at the regular day shift rate, for oiling and greasing which they perform before or after their regular working day.
- 1.10 Where punch clocks are mandatory on any job or project, employees shall be allowed punch out time.

**ARTICLE 2 - INCLEMENT WEATHER REPORTING ALLOWANCE**

- 2.1 Two (2) hours pay together with traveling expense, whenever applicable, shall be allowed by the Employer when an employee covered by this Agreement reports for work at the Employer's shop or job but work is not available due to inclement weather provided the employee remains on the job for two (2) hours after their designated starting time. However, no reporting pay shall be allowed where an employee has been informed not to report for work and such information has been given to him before quitting time on the previous day. If an employee is directed to work and commences to work **Article 19.1** of the Master Portion of this Agreement shall apply.

**ARTICLE 3 - DAILY TRAVEL EXPENSE**

- 3.1 Distance shall be measured from the closest Federal Building to a point fifty (50) road miles / eighty (80) kilometres beyond (or where a Federal Building does not exist a substitute starting point shall be agreed upon by the Employer and the Union). It is agreed that road miles shall be by the closest practical route.
- 3.2 For the purpose of this Schedule a Federal Building shall be defined as a building owned by the Government of Canada and used as a Post Office.
- 3.3 There shall be a twenty-four kilometre (24 km) / fifteen mile (15 mile) free zone from the nearest Federal Building or mutually agreed starting point. From twenty-four kilometres (24 kms) / fifteen miles (15 miles) to the eighty kilometre (80 km) / fifty mile (50 mile) point, travel expense shall be paid at the rate of:

**Schedule "L" – Article 3 (continued)**

**PER KILOMETRE FOR EACH KILOMETRE TRAVELLED FROM THE PERIMETER OF THE TWENTY-FOUR (24) KM / FIFTEEN MILE (15 MILE) FREE ZONE AND RETURN TO THE SAME PERIMETER.**

May 1, 2022	May 1, 2023	May 1, 2024
<b>*72.03¢ / km</b>	<b>*75.6¢ / km</b>	<b>*79.4¢ / km</b>
<b>\$1.16</b>	<b>\$1.21</b>	<b>\$1.27</b>

*\* In accordance with the signed Memorandum of Agreement dated April 30, 2022, the kilometre allowance increase shall be capped at the prescribed automobile allowance rate issued by Canada Revenue Agency published annually. For any Schedules where the kilometre allowance rate exceeds Canada Revenue Agency's prescribed automobile allowance, it shall be red-circled at the current rate.*

- 3.4 All employees covered by this Agreement sent to work beyond the eighty kilometre (80 km) / fifty mile (50 mile) from whence they do not return daily shall receive transportation from the point of hire, meals and travelling time in an amount not to exceed eight (8) hours at straight time, out of each twenty-four (24) hours travel. When traveling during working hours Saturdays, Sundays and Statutory Holidays will be included. Sleeping accommodations will be provided if night travel is necessary from and to point of hire.

- 3.5** Return transportation, traveling expenses and time will be granted to all employees having completed sixty (60) days employment on the job or project.
- 3.6** When Engineers are requested to use their own transportation from job to job and return, they shall be paid as follows:

**PER KILOMETRE TRAVELLED,  
OR TRANSPORTATION WILL BE SUPPLIED BY THE EMPLOYER:**

May 1, 2022	May 1, 2023	May 1, 2024
*72.03¢ / km	*75.6¢ / km	*79.4¢ / km
\$1.16	\$1.21	\$1.27

*\* In accordance with the signed Memorandum of Agreement dated April 30, 2022, the kilometre allowance increase shall be capped at the prescribed automobile allowance rate issued by Canada Revenue Agency published annually. For any Schedules where the kilometre allowance rate exceeds Canada Revenue Agency's prescribed automobile allowance, it shall be red-circled at the current rate.*

**ARTICLE 4 - LIVING ALLOWANCE**

- 4.1** It is understood and agreed that employees sent into an area beyond eighty kilometres (80 kms) / fifty miles (50 miles) from their place of residence shall be supplied with suitable free room and board, or a daily living allowance of: The Employer shall have the choice of either. The daily living allowance shall be computed in the following manner:

	May 1, 2022	May 1, 2023	May 1, 2024
<b>Over 80km-160km (50 miles-100 miles) Per Day Worked</b>	\$116.20	\$124.33	\$131.79
<b>Over 160km (100miles) 7 days/week</b>	\$135.26	\$144.72	\$153.41

All Room and Board Allowance to be paid on a daily basis for each day the employee is required to be away. The Employer may continue to pay the Room and Board Allowance to keep the employee out of town, and the employee shall not be entitled to any travelling expenses, except and on the final day of the job, when the employee returns home. **For clarity, employees remain entitled to travelling expenses and commuting allowance on the first day of the job.**

Should the cost of accommodation exceed the amounts identified above, the employer shall reimburse the employee the difference in cost of accommodation upon presentation of a valid receipt. The location of the accommodation is subject to approval by the employer, but approval shall not be unreasonably denied.

- 4.2** It is further agreed if an employee travels beyond the eighty kilometres (80 kms) / fifty miles (50 miles) to a job of one week duration or less from whence they do not return daily, they shall receive a living out allowance, traveling expenses, plus the cost of room authenticated by a voucher.
- 4.3** It is understood and agreed that room and board or living allowance will not be withheld for reasons of inclement weather, holidays, or circumstances beyond the control of the employee. Seven fifths of the daily living allowance shall be deducted from employees for shifts not worked without reason.

**Schedule "L" – Article 4 (continued)**

- 4.4** Under special circumstances, when mutually agreed by the parties, the employee may have the privilege of living off the camp site and elect to receive the appropriate board allowance in lieu thereof.

**ARTICLE 5 - EMPLOYER LABOUR RELATIONS FUND**

- 5.1** The contributions referred to in **Article 24.11 (i)** of the Master Portion to this Agreement shall be in the amount of Twenty-Six Cents (**26¢**) plus HST per hour for each hour worked by each employee covered by this Schedule.

## **SCHEDULE “M”**

This Schedule shall cover and apply to Employers engaged in all work other than the work covered by Schedules “A”, “B”, “C”, & “D” hereof and without limiting the generality of the foregoing **BUILDING and CONSTRUCTION WORK** within the **District of Algoma** excluding that portion lying East of a line running North from **Blind River** to the **Southern Boundary of the District of Sudbury**.

**SCHEDULE "M"**

**ARTICLE 1 - CLASSIFICATIONS AND WAGES**

**1.1 a)** Engineers operating: cranes with a manufacturer’s rating of over 164 to 219 tons capacity.

Engineers operating large cranes shall be paid the following wage rate premium per hour above the applicable rate:

220 to 299 tons capacity: <b>\$1.25</b>	300 to 499 tons capacity: <b>\$2.50</b>
500 to 749 tons capacity: <b>\$4.00</b>	750 tons capacity and over: <b>\$5.00</b>

DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$48.10	\$4.81	\$5.79	\$0.10	\$7.03	<b>\$65.83</b>	\$0.87
May 1, 2023	\$50.55	\$5.06	\$5.79	\$0.36	\$7.03	<b>\$68.79</b>	\$0.91
May 1, 2024	\$53.15	\$5.31	\$5.79	\$0.36	\$7.13	<b>\$71.74</b>	\$0.96

**b)** Engineers operating: cranes with a manufacturer’s rating of 100 to 164 tons capacity, 1st Class Stationary Engineers, and skyway, climbing, hammerhead and kangaroo and GCI type cranes.

DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$47.65	\$4.76	\$5.79	\$0.10	\$7.03	<b>\$65.33</b>	\$0.87
May 1, 2023	\$50.10	\$5.01	\$5.79	\$0.36	\$7.03	<b>\$68.29</b>	\$0.91
May 1, 2024	\$52.69	\$5.27	\$5.79	\$0.36	\$7.13	<b>\$71.24</b>	\$0.96

**1.2 a)** Engineers operating: all conventional and hydraulic type cranes, save and except those set out in **Article 1.1** above, including shovels, clams, backhoes, gradalls, draglines, 15 ton capacity and over boom truck, all power hoists over 25 HP, all power derricks, pile drivers, overhead cranes, chimney hoists, caisson boring machines, high lines, side booms requiring hoisting engineers license, mine hoist, tunneling moles, hydraulic skoopers, creter cranes, and dredges - suction & dipper. Heavy Duty mechanics, qualified welders and 2nd Class Stationary Engineers. Self-erecting cranes 15 ton capacity and over. Carry Deck cranes 15 ton capacity and over.

DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$46.35	\$4.64	\$5.79	\$0.10	\$7.03	<b>\$63.91</b>	\$0.87
May 1, 2023	\$48.81	\$4.88	\$5.79	\$0.36	\$7.03	<b>\$66.87</b>	\$0.91
May 1, 2024	\$51.40	\$5.14	\$5.79	\$0.36	\$7.13	<b>\$69.82</b>	\$0.96

**b)** Pitman type cranes of 10 ton to less than 15 ton capacity. Self-erecting cranes 10 ton to less than 15 ton capacity. Carry Deck cranes 10 ton to less than 15 ton capacity.

DATE	WAGES	VAC. PAY	BENEFITS		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$45.87	\$4.59	\$5.79	\$0.10	\$7.03	<b>\$63.38</b>	\$0.87
May 1, 2023	\$48.33	\$4.83	\$5.79	\$0.36	\$7.03	<b>\$66.34</b>	\$0.91
May 1, 2024	\$50.92	\$5.09	\$5.79	\$0.36	\$7.13	<b>\$69.29</b>	\$0.96

**Schedule “M” – Article 1 (continued)**

**1.3** Operators of: bulldozers (including 815 type), graders, scrapers, front-end loaders, highway tractors, drill rigs, concrete pumps, batching plants, mucking machines, underground boring machines, bullmoose type equipment 5 ton capacity and over, industrial tractors with attachments, side booms (unlicensed), overhead loaders, trenching machines and similar equipment, caisson boring machines (25 HP and under), Pitman type cranes under 10 ton capacity, tuggers used for installation of vessels, tanks and machinery or for steel erection, man and material hoists, mobile concrete pumps, tractors, emcos, and mobile pressure grease units, Dinky locomotive type engines, elevators, all power hoists 25 HP and under, skidders with attachments. Kubota Type Backhoe and Skid Steer Loader. Self-erecting cranes less than 10 ton capacity. Carry Deck cranes less than 10 ton capacity. Spider-type cranes.

The wage rate for engineers operating mobile concrete pumps 52 metre boom and over shall be \$2.00 per hour above the applicable rate.

The wage rate for engineers operating highrise placing booms and pumps working underground shall be \$1.50 per hour above the applicable rate.

DATE	WAGES	VAC. PAY	BENEFITS		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$45.00	\$4.50	\$5.79	\$0.10	\$7.03	<b>\$62.42</b>	\$0.87
May 1, 2023	\$47.45	\$4.75	\$5.79	\$0.36	\$7.03	<b>\$65.38</b>	\$0.91
May 1, 2024	\$50.05	\$5.00	\$5.79	\$0.36	\$7.13	<b>\$68.33</b>	\$0.96

**1.4** Operators of: portable compressors over 150 CFM, wellpoint systems, gas, diesel or steam driven portable generators over 50 HP, concrete mixers 1 cubic yard capacity or more, 6" discharge pumps and over, tuggers not listed in 1.3 above, asphalt spreaders, off-highway aggregate haulers, fork lifts and side lifts over 8' in lifting height, conveyors, crushers, caisson boring machines 25 HP and under, skidders. Utility persons and servicepersons. Rock trucks, telehandlers, hydrovacs.

DATE	WAGES	VAC. PAY	BENEFITS		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$43.24	\$4.32	\$5.79	\$0.10	\$7.03	<b>\$60.48</b>	\$0.87
May 1, 2023	\$45.69	\$4.57	\$5.79	\$0.36	\$7.03	<b>\$63.44</b>	\$0.91
May 1, 2024	\$48.28	\$4.83	\$5.79	\$0.36	\$7.13	<b>\$66.39</b>	\$0.96

**1.5** Operators of: boom trucks, “A” Frames, (excluding Pitman type cranes in **Classes 1.2 and 1.3**), rollers on grade work, driver mounted compaction units, fork lifts and side-lifts under 8' in



lifting height, bullmoose type equipment under 5 ton capacity, driver mounted power sweeper. Firepersons and attendants for forced air, gas, electrical, or oil burning temporary heating units of 500,000 BTU's or, 5 or more heating units on a job site, fuel truck service person.

DATE	WAGES	VAC. PAY	BENEFIT PLAN	SUB PLAN	PENSION	TOTAL	TRAINING
May 1, 2022	\$41.66	\$4.17	\$5.79	\$0.10	\$7.03	\$58.75	\$0.87
May 1, 2023	\$44.12	\$4.41	\$5.79	\$0.36	\$7.03	\$61.71	\$0.91
May 1, 2024	\$46.71	\$4.67	\$5.79	\$0.36	\$7.13	\$64.66	\$0.96

1.6 a) Operators of: hydraulic jacking equipment for underground operations, Truck crane drivers.

DATE	WAGES	VAC. PAY	BENEFIT PLAN	SUB PLAN	PENSION	TOTAL	TRAINING
May 1, 2022	\$40.98	\$4.10	\$5.79	\$0.10	\$7.03	\$58.00	\$0.87
May 1, 2023	\$43.44	\$4.34	\$5.79	\$0.36	\$7.03	\$60.96	\$0.91
May 1, 2024	\$46.03	\$4.60	\$5.79	\$0.36	\$7.13	\$63.91	\$0.96

**Schedule "M" – Article 1 (continued)**

b) Pumps under 6" discharge when full time attendant required. Mechanic's helper, fuel service person.

DATE	WAGES	VAC. PAY	BENEFIT PLAN	SUB PLAN	PENSION	TOTAL	TRAINING
May 1, 2022	\$40.71	\$4.07	\$5.79	\$0.10	\$7.03	\$57.70	\$0.87
May 1, 2023	\$43.16	\$4.32	\$5.79	\$0.36	\$7.03	\$60.66	\$0.91
May 1, 2024	\$45.75	\$4.58	\$5.79	\$0.36	\$7.13	\$63.61	\$0.96

c) Oilers.

DATE	WAGES	VAC. PAY	BENEFIT PLAN	SUB PLAN	PENSION	TOTAL	TRAINING
May 1, 2022	\$40.50	\$4.05	\$5.79	\$0.10	\$7.03	\$57.47	\$0.87
May 1, 2023	\$42.95	\$4.30	\$5.79	\$0.36	\$7.03	\$60.43	\$0.91
May 1, 2024	\$45.55	\$4.55	\$5.79	\$0.36	\$7.13	\$63.38	\$0.96

1.7 When seven (7) or more members of Local 793, I.U.O.E., are employed by the Employer having a job or project of Two Million Dollars (\$2,000,000) or more, the foreperson, working or otherwise, shall be a member of the Union. The foreperson's rate shall be Two Dollars (\$2.00) over **Class 1.2 (a)** rates.

1.8 Where punch clocks are mandatory on any job or project, employees shall be allowed punch out time.

**ARTICLE 2 - INCLEMENT WEATHER REPORTING ALLOWANCE**

**2.1** Two (2) hours pay together with traveling expense, whenever applicable, shall be allowed by the Employer when an employee covered by this Agreement reports for work at the Employer’s shop or job but work is not available due to inclement weather provided the employee remains on the job for two (2) hours after their designated starting time. However, no reporting pay shall be allowed where an employee has been informed not to report for work and such information has been given to them before quitting time on the previous day. If an employee is directed to work and commences to work **Article 19.1** of the Master Portion of this Agreement shall apply.

**ARTICLE 3 - TRANSPORTATION, TRAVEL TIME, ROOM AND BOARD**

**3.1** When an employee is required to work beyond the area of amalgamated City of Sault Ste. Marie within forty-eight kilometre (48 km) / thirty mile (30 mile) limit, they shall receive a daily traveling allowance at the rate of Sixty Six point Six Cents (\*60.7¢ / km) (\*66.6¢ / km) per kilometre / One Dollar and Seven Cents (\$1.07 / mile) per mile each way in lieu of traveling time.

Effective May 1, 2023 this amount shall increase to Sixty Nine point Nine Cents (\*69.9¢ / km) / One Dollar and Twelve Cents (\$1.12 / mile).

Effective May 1, 2024 this amount shall increase to Seventy Three point Four Cents (\*73.4¢ / km) / One Dollar and Eighteen Cents (\$1.18 / mile).

In the event the Employer does not arrange suitable transportation and the employee agrees to take their own vehicle, the employee providing the vehicle will receive an additional Sixty Six point Six Cents (\*66.6¢ / km) per kilometre / One Dollar and Seven Cents (\$1.07 / mile) per mile.

Effective May 1, 2023 this amount shall increase to Sixty Nine point Nine Cents (\*69.9¢ / km) / One Dollar and Twelve Cents (\$1.12 / mile).

Effective May 1, 2024 this amount shall increase to Seventy Three point Four Cents (\*73.4¢ / km) / One Dollar and Eighteen Cents (\$1.18 / mile)..

**Schedule “M” – Article 3 (continued)**

*\* In accordance with the signed Memorandum of Agreement dated April 30, 2022, the kilometre allowance increase shall be capped at the prescribed automobile allowance rate issued by Canada Revenue Agency published annually. For any Schedules where the kilometre allowance rate exceeds Canada Revenue Agency’s prescribed automobile allowance, it shall be red-circled at the current rate.*

The number of miles in question will be based on the distance from the boundary of the amalgamated City of Sault Ste. Marie to the jobsite. The employee should be at the jobsite at starting time and work their scheduled shift.

**3.2** For projects located over forty-eight kilometres (48 kms.) / thirty miles (30 miles) beyond the limits of the City of Sault Ste. Marie, the Employer shall have the sole option of either paying the travel allowance(s) as set out in **Article 3.1**, if suitable accommodations are available. If the Employer chooses to pay room and board, he shall also pay the travel allowance(s) as set out in **3.1** to enable the employee to reach the job site and shall also pay their way home at the aforesaid rate(s) when the job has been completed. If the employee quits without good reason the return travel allowance(s) will not be paid. For projects extending over two (2) months the Employer shall pay for a trip home at the aforesaid rate(s) and again every two (2) months thereafter.

**3.3** The actual cost of room and board shall be paid with a maximum allowance of:

**PER DAY WORKED**

May 1, 2022	May 1, 2023	May 1, 2024
\$131.42	\$140.62	\$149.06

On out-of-town jobs on Statutory Holidays, room and board will be paid for the holiday provided the employees work a full eight (8) hours on the standard work day before and following the holiday. On jobs of one hundred and sixty kilometres (160 kms) / one hundred miles (100 miles) or more beyond the limits of the City of Sault Ste. Marie, room and board will be paid on a seven (7) day basis provided the employee works available hours on the day prior to and following the weekend.

When employees report for work on out-of-town jobs and are sent home due to job conditions, room and board shall be paid for the full day.

All Room and Board Allowance to be paid on a daily basis for each day the employee is required to be away. The Employer may continue to pay the Room and Board Allowance to keep the employee out of town, and the employee shall not be entitled to any travelling expenses, except and on the final day of the job, when the employee returns home. **For clarity, employees remain entitled to travelling expenses and commuting allowance on the first day of the job.**

Should the cost of accommodation exceed the amounts identified above, the employer shall reimburse the employee the difference in cost of accommodation upon presentation of a valid receipt. The location of the accommodation is subject to approval by the employer, but approval shall not be unreasonably denied.

**3.3** When Engineers are requested to use their own transportation from job to job and return, they shall be paid:

May 1, 2022	May 1, 2023	May 1, 2024
*66.6¢ / km	*69.9¢ / km	*73.4¢ / km
\$1.07 / mile	\$1.12 / mile	\$1.18 / mile

*\* In accordance with the signed Memorandum of Agreement dated April 30, 2022, the kilometre allowance increase shall be capped at the prescribed automobile allowance rate issued by Canada Revenue Agency published annually. For any Schedules where the kilometre allowance rate exceeds Canada Revenue Agency's prescribed automobile allowance, it shall be red-circled at the current rate.*

**3.5** As an alternative option to receiving the applicable room and board allowance in accordance with **Article 3.3** above, the Employer and employee may elect, by mutual agreement, to have the Employer supply reasonable accommodation and pay the employee the applicable meal allowance per day as per **Schedule "A", Article 4.1 (e)**.

#### **ARTICLE 4 - RECALL PROCEDURE**

**4.1** Despite **Article 3.1 a)** and **b)** of the Master Portion, the Employer may recall, through the Union's Hiring Hall, former employees who have been on their payroll for at least three (3) months within the previous twelve (12) months. The employee must be registered on the Union's out-of-work list.

For clarity, **Article 3.1 c)** and **d)** of the Master Portion still applies.

#### **Schedule "M" – Article 4 (continued)**

#### **ARTICLE 5 - EMPLOYER LABOUR RELATIONS FUND**

**5.1** The contributions referred to in **Article 24.11 (i)** of the Master Portion to this Agreement shall be in the amount of Thirty-Five Cents (**35¢**) plus HST per hour for each hour worked by each employee covered by this Schedule.

## **SCHEDULE “N”**

This Schedule shall cover and apply to Employers engaged in all work other than the work covered by Schedules “A”, “B”, “C”, & “D” hereof and without limiting the generality of the foregoing **BUILDING and CONSTRUCTION WORK** within the **Districts of Kenora, Kenora Patricia, Rainy River and Thunder Bay.**

**SCHEDULE "N"**

**ARTICLE 1 - CLASSIFICATIONS AND WAGES**

**1.1 a)** Engineers operating: cranes with a manufacturer’s rating of over 164 to 219 tons capacity.

Engineers operating large cranes shall be paid the following wage rate premium per hour above the applicable rate:

220 to 299 tons capacity:	<b>\$1.25</b>	300 to 499 tons capacity:	<b>\$2.50</b>
500 to 749 tons capacity:	<b>\$4.00</b>	750 tons capacity and over:	<b>\$5.00</b>

DATE	WAGES	VAC. PAY	BENEFIT PLAN	SUB PLAN	PENSION	TOTAL	TRAINING
May 1, 2022	\$48.13	\$4.81	\$5.79	\$0.10	\$7.03	<b>\$65.86</b>	\$0.87
May 1, 2023	\$50.58	\$5.06	\$5.79	\$0.36	\$7.03	<b>\$68.82</b>	\$0.91
May 1, 2024	\$53.17	\$5.32	\$5.79	\$0.36	\$7.13	<b>\$71.77</b>	\$0.96

**b)** Engineers operating: cranes with a manufacturer’s rating of 100 to 164 tons capacity, 1st Class Stationary Engineers, and skyway, climbing, hammerhead and kangaroo and GCI type cranes.

DATE	WAGES	VAC. PAY	BENEFIT PLAN	SUB PLAN	PENSION	TOTAL	TRAINING
May 1, 2022	\$47.67	\$4.77	\$5.79	\$0.10	\$7.03	<b>\$65.36</b>	\$0.87
May 1, 2023	\$50.13	\$5.01	\$5.79	\$0.36	\$7.03	<b>\$68.32</b>	\$0.91
May 1, 2024	\$52.72	\$5.27	\$5.79	\$0.36	\$7.13	<b>\$71.27</b>	\$0.96

**1.2 a)** Engineers operating: all conventional and hydraulic type cranes, save and except those set out in **Article 1.1** above, including shovels, clams, backhoes, gradalls, draglines, 15 ton capacity and over boom truck, all power hoists over 25 HP, all power derricks, pile drivers, overhead cranes, chimney hoists, caisson boring machines, high lines, side booms requiring hoisting engineers license, mine hoist, tunneling moles, hydraulic skoopers, creter cranes, and dredges - suction & dipper. Heavy Duty mechanics, qualified welders and 2nd Class Stationary Engineers. Self-erecting cranes 15 ton capacity and over. Carry Deck cranes 15 ton capacity and over.

DATE	WAGES	VAC. PAY	BENEFIT PLAN	SUB PLAN	PENSION	TOTAL	TRAINING
May 1, 2022	\$46.37	\$4.64	\$5.79	\$0.10	\$7.03	<b>\$63.93</b>	\$0.87
May 1, 2023	\$48.83	\$4.88	\$5.79	\$0.36	\$7.03	<b>\$66.89</b>	\$0.91
May 1, 2024	\$51.42	\$5.14	\$5.79	\$0.36	\$7.13	<b>\$69.84</b>	\$0.96

**b)** Pitman type cranes of 10 ton to less than 15 ton capacity. Self-erecting cranes 10 ton to less than 15 ton capacity. Carry Deck cranes 10 ton to less than 15 ton capacity.

DATE	WAGES	VAC. PAY	BENEFIT PLAN	SUB PLAN	PENSION	TOTAL	TRAINING
May 1, 2022	\$45.89	\$4.59	\$5.79	\$0.10	\$7.03	\$63.40	\$0.87
May 1, 2023	\$48.35	\$4.83	\$5.79	\$0.36	\$7.03	\$66.36	\$0.91
May 1, 2024	\$50.94	\$5.09	\$5.79	\$0.36	\$7.13	\$69.31	\$0.96

**Schedule “N” – Article 1 (continued)**

**1.3** Operators of: bulldozers (including 815 type), graders, scrapers, front-end loaders, highway tractors, drill rigs, concrete pumps, batching plants, mucking machines, underground boring machines, bullmoose type equipment 5 ton capacity and over, industrial tractors with attachments, side booms (unlicensed), overhead loaders, trenching machines and similar equipment, caisson boring machines (25 HP and under), Pitman type cranes under 10 ton capacity, tuggers used for installation of vessels, tanks and machinery or for steel erection, man and material hoists, mobile concrete pumps, tractors, emcos, and mobile pressure grease units, Dinky locomotive type engines, elevators, all power hoists 25 HP and under, skidders with attachments. Kubota Type Backhoe and Skid Steer Loader. Self-erecting cranes less than 10 ton capacity. Carry Deck cranes less than 10 ton capacity. Spider-type cranes.

The wage rate for engineers operating mobile concrete pumps 52 metre boom and over shall be \$2.00 per hour above the applicable rate.

The wage rate for engineers operating highrise placing booms and pumps working underground shall be \$1.50 per hour above the applicable rate.

DATE	WAGES	VAC. PAY	BENEFIT PLAN	SUB PLAN	PENSION	TOTAL	TRAINING
May 1, 2022	\$45.12	\$4.51	\$5.79	\$0.10	\$7.03	\$62.55	\$0.87
May 1, 2023	\$47.57	\$4.76	\$5.79	\$0.36	\$7.03	\$65.51	\$0.91
May 1, 2024	\$50.16	\$5.02	\$5.79	\$0.36	\$7.13	\$68.46	\$0.96

**1.4** Operators of: portable compressors over 150 CFM, wellpoint systems, gas, diesel or steam driven portable generators over 50 HP, concrete mixers 1 cubic yard capacity or more, 6" discharge pumps and over, tuggers not listed in **1.3** above, asphalt spreaders, off-highway aggregate haulers, fork lifts and side lifts over 8' in lifting height, conveyors, crushers, caisson boring machines 25 HP and under, skidders. Utility persons and servicepersons. Rock trucks, telehandlers, hydrovac.

DATE	WAGES	VAC. PAY	BENEFIT PLAN	SUB PLAN	PENSION	TOTAL	TRAINING
May 1, 2022	\$42.85	\$4.28	\$5.79	\$0.10	\$7.03	\$60.05	\$0.87
May 1, 2023	\$45.30	\$4.53	\$5.79	\$0.36	\$7.03	\$63.01	\$0.91
May 1, 2024	\$47.89	\$4.79	\$5.79	\$0.36	\$7.13	\$65.96	\$0.96

**1.5** Operators of: boom trucks, “A” Frames, (excluding Pitman type cranes in **Classes 1.2 and 1.3**), rollers on grade work, driver mounted compaction units, fork lifts and side-lifts under 8' in lifting height, bullmoose type equipment under 5 ton capacity, driver mounted power sweeper.

Fireperson and attendants for forced air, gas, electrical, or oil burning temporary heating units of 500,000 BTU's or, 5 or more heating units on a job site, fuel truck service person.

DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$42.36	\$4.24	\$5.79	\$0.10	\$7.03	\$59.52	\$0.87
May 1, 2023	\$44.82	\$4.48	\$5.79	\$0.36	\$7.03	\$62.48	\$0.91
May 1, 2024	\$47.41	\$4.74	\$5.79	\$0.36	\$7.13	\$65.43	\$0.96

**Schedule “N” – Article 1 (continued)**

1.6 Operators of: pumps under 6" discharge where a full time attendant is required, hydraulic jacking equipment for underground operations. Mechanic’s helpers. Mobile crane driver-oilers.

DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$41.51	\$4.15	\$5.79	\$0.10	\$7.03	\$58.58	\$0.87
May 1, 2023	\$43.96	\$4.40	\$5.79	\$0.36	\$7.03	\$61.54	\$0.91
May 1, 2024	\$46.55	\$4.66	\$5.79	\$0.36	\$7.13	\$64.49	\$0.96

1.7 Where punch clocks are mandatory on any job or project, employees shall be allowed punch out time.

1.8 Log books shall be maintained for each piece of Hoisting equipment and be available at the site for the purpose of recording repairs and adjustments, maintenance records or reports of unsafe conditions of equipment.

1.9 An equipment foreperson shall be employed by the Employer for every ten (10) members on a site at a premium rate of Two Dollars (\$2.00) per hour over **Class 1.2 (a)** rates. They shall be a qualified journey person and a member of the Union.

**ARTICLE 2 - INCLEMENT WEATHER REPORTING ALLOWANCE**

2.1 Two (2) hours pay together with traveling expense, whenever applicable, shall be allowed by the Employer when an employee covered by this Agreement reports for work at the Employer’s shop or job but work is not available due to inclement weather provided the employee remains on the job for two (2) hours after their designated starting time. However, no reporting pay shall be allowed where an employee has been informed not to report for work and such information has been given to them before quitting time on the previous day. If an employee is directed to work and commences to work **Article 19.1** of the Master Portion of this Agreement shall apply.

**ARTICLE 3 - TRAVEL TIME, COMMUTING ALLOWANCE, ROOM AND BOARD**

3.1 It is understood and agreed that when employees have to remain away from home, suitable free room and board shall be supplied by the Employer.

3.2 Where camp accommodations are provided, the camp will conform to rules set out in **Article 23** of the Master Portion of this Agreement.

3.3 Where a camp is provided, the employees may request to receive the applicable daily living allowance. This shall not be unreasonably withheld.

3.4 When an employee is required to travel to a jobsite in excess of eighty kilometres (80 kms) / fifty miles (50 miles) from the City Limits of Thunder Bay, they shall receive Seventy One point Eight Cents per kilometre (\***71.8¢/km**) / One Dollar and Sixteen Cents per mile (**\$1.16/mile**) plus one (1) hour’s pay for every eighty kilometres (80 km)

/ fifty miles (50 miles) or any portion thereof.

Effective May 1, 2023 this amount shall increase to Seventy Five point Four Cents (**\*75.4¢ / km**) / One Dollar and Twenty One Cents (**\$1.21 / mile**).

Effective May 1, 2024 this amount shall increase to Seventy Nine point Two Cents (**\*79.2¢ / km**) / One Dollar and Twenty Seven Cents (**\$1.27 / mile**).

On completion of job return fare of Seventy One point Eight Cents per kilometre (**\*71.8¢/km**) / One Dollar and Sixteen Cents per mile (**\$1.16/mile**) plus one (1) hour's pay for every eighty kilometres (80 km) / fifty miles (50 miles) or any portion thereof.

**Schedule "N" – Article 3 (continued)**

Effective May 1, 2023 this amount shall increase to Seventy Five point Four Cents (**\*67.0¢ / km**) / One Dollar and Twenty One Cents (**\$1.21 / mile**).

Effective May 1, 2024 this amount shall increase to Seventy Nine point Two Cents (**\*79.2¢ / km**) / One Dollar and Twenty Seven Cents (**\$1.27 / mile**).

*\* In accordance with the signed Memorandum of Agreement dated April 30, 2022, the kilometre allowance increase shall be capped at the prescribed automobile allowance rate issued by Canada Revenue Agency published annually. For any Schedules where the kilometre allowance rate exceeds Canada Revenue Agency's prescribed automobile allowance, it shall be red-circled at the current rate.*

**3.5** Where an employee is required to use their own vehicle for transporting the Employer's material they shall receive an additional:

<b>May 1, 2022</b>	<b>May 1, 2023</b>	<b>May 1, 2024</b>
<b>*66.7¢ / km</b>	<b>*70.0¢ / km</b>	<b>*73.5¢ / km</b>
<b>\$1.07 / mile</b>	<b>\$1.12 / mile</b>	<b>\$1.18 / mile</b>

*\* In accordance with the signed Memorandum of Agreement dated April 30, 2022, the kilometre allowance increase shall be capped at the prescribed automobile allowance rate issued by Canada Revenue Agency published annually. For any Schedules where the kilometre allowance rate exceeds Canada Revenue Agency's prescribed automobile allowance, it shall be red-circled at the current rate.*

**3.6** Return transportation shall be paid every forty five (45) calendar days at the rate of:

**PER KILOMETRE TO AND FROM JOBSITE**

<b>May 1, 2022</b>	<b>May 1, 2023</b>	<b>May 1, 2024</b>
<b>*71.8¢ / km</b>	<b>*75.4¢ / km</b>	<b>*79.2¢ / km</b>
<b>\$1.16 / mile</b>	<b>\$1.21 / mile</b>	<b>\$1.27 / mile</b>

*\* In accordance with the signed Memorandum of Agreement dated April 30, 2022,, the kilometre allowance increase shall be capped at the prescribed automobile allowance rate issued by Canada Revenue Agency published annually. For any Schedules where the kilometre allowance rate exceeds Canada Revenue Agency's prescribed automobile allowance, it shall be red-circled at the current rate.*

**3.7** Travel allowance to a job, shall be paid to the employee on their first regular pay day.

**3.8** Employees will not be required to transport other employees of the Employer to an out-of-town jobsite.



- 3.9** The area within the City Limits of Thunder Bay shall be classified as a free zone for the purpose of Commuting Allowance.
- 3.10** When an employee commutes to a jobsite beyond the City Limits of Thunder Bay they shall receive a commuting allowance of:

**PER KILOMETRE/MILE FROM THE CITY LIMITS**

May 1, 2022	May 1, 2023	May 1, 2024
*71.8¢ / km	*75.4¢ / km	*79.2¢ / km
\$1.16 / mile	\$1.21 / mile	\$1.27 / mile

**Schedule “N” – Article 3 (continued)**

*\* In accordance with the signed Memorandum of Agreement dated April 30, 2022., the kilometre allowance increase shall be capped at the prescribed automobile allowance rate issued by Canada Revenue Agency published annually. For any Schedules where the kilometre allowance rate exceeds Canada Revenue Agency’s prescribed automobile allowance, it shall be red-circled at the current rate.*

- 3.11** Outside of Thunder Bay when an employee commutes beyond twenty kilometres (20 kms.) / twelve miles (12 miles) from the local main area Post Office or construction camp, they shall receive commuting allowance of:

**PER KILOMETRE/MILE FROM THE POST OFFICE**

May 1, 2022	May 1, 2023	May 1, 2024
*73.5¢ / km	*77.2¢ / km	*81.0¢ / km
\$1.19	\$1.25	\$1.31

*\* In accordance with the signed Memorandum of Agreement dated April 30, 2022., the kilometre allowance increase shall be capped at the prescribed automobile allowance rate issued by Canada Revenue Agency published annually. For any Schedules where the kilometre allowance rate exceeds Canada Revenue Agency’s prescribed automobile allowance, it shall be red-circled at the current rate.*

- 3.12** Employees will not be required to commute other employees of the Employer.
- 3.13** When an employee is required to transport, or is being transported by, the Employer’s equipment to a jobsite, the Employer shall provide or pre-arrange for the employee’s transportation to and from the jobsite and the place of accommodation.

**ARTICLE 4 - LIVING ALLOWANCE**

- 4.1** The Employer may elect to provide a daily subsistence allowance in addition to regular daily wages and travel allowance as follows:
- 4.2 a)** On jobs eighty kilometres (80 kms) / fifty miles (50 miles) and over from the Canada Post Mail Processing Plant, 1005 Alloy Drive in Thunder Bay:

**PER DAY WORKED**

May 1, 2022	May 1, 2023	May 1, 2024
\$169.22	\$181.06	\$191.93

All Room and Board Allowance to be paid on a daily basis for each day the employee is required to be away. The Employer may continue to pay the Room and Board Allowance to keep the employee out of town, and the employee shall not be entitled to any travelling expenses, except and on the final day of the job, when the employee returns home. **For clarity, employees remain entitled to travelling expenses and commuting allowance on the first day of the job.**

- b)** An employee working beyond a one hundred and sixty (160) kilometre direct traffic route from the Canada Post Mail Processing Plant, 1005 Alloy Drive, shall be paid their living allowance on a seven (7) days per week basis, for each day the employee is available for work. Upon mutual agreement between the Employer and employee, the Employer shall provide suitable accommodations and a daily meal allowance of **Sixty-Two (\$62)** per day, for each day the employee is available for work in lieu of **Article 4.2 a)** above.

Should the cost of accommodation exceed the amounts identified above, the employer shall reimburse the employee the difference in cost of accommodation upon presentation of a valid receipt. The location of the accommodation is subject to approval by the employer, but approval shall not be unreasonably denied.

- 4.3** Living allowance shall not be deducted for inclement weather, accident, or Statutory Holidays.
- 4.4** Employees who reside and are hired for work outside the City Limits of Thunder Bay shall receive living allowance as per **Article 4.2** providing their residence is eighty kilometres (80 km.) / fifty miles (50 miles) or over from the construction site.
- 4.5** Board to be paid for day of travel to jobsite providing employees sign on with Employer that day.

#### **ARTICLE 5 - EMPLOYER LABOUR RELATIONS FUND**

- 5.1** The contributions referred to in **Article 24.11 (i)** of the Master Portion to this Agreement shall be in the amount of Twenty Cents (**20¢**) plus HST per hour for each hour worked by each employee covered by this Schedule.

## **SCHEDULE “O”**

This Schedule shall cover and apply to Employers engaged in **SURVEY WORK** within the Province of Ontario.

## SCHEDULE "O"

### ARTICLE 1 - CLASSIFICATIONS

- 1.1 Instrument Person - three (3) years experience minimum, including construction layout.
- 1.2 Sr. Rod Person - two (2) years experience minimum, including construction layout.
- 1.3 Jr. Rod Person - one (1) year experience minimum of survey practice.
- 1.4 Party Chief shall supervise a maximum of nine (9) persons and this Party Chief will receive a minimum of One Dollar and Twenty-Five Cents (\$1.25) per hour above the rate of Instrument Person.
- 1.5 No phrases or terminologies listed below are intended to deny management the right to use other trades supervision to check lines and grades with any equipment at their disposal.

### ARTICLE 2 - SURVEYOR'S SCOPE OF WORK

- 2.1 To collect by measurement all facts required for determining the boundaries of, position of, shape of, contouring of, the job site.
- 2.2 The establishing and recording of all site limits, base lines, reference lines, and datum lines required for all the establishment of all foundations, vessels, equipment, machinery, pipelines, pipe racks, monuments, bench marks and tie locations.
- 2.3 To layout (set out) on horizontal and vertical planes, all excavations, underground and above ground services, cast-in-place concrete, wall lines, grid lines, batter boards, shims, centre and offset lines, plumbing operations by use of transit, transfer of grade and/or lines requiring the use of Dumpy level, automatic levels, laser equipment, electronic measuring devices, Theodolite and sonic measuring tapes.
- 2.4 Pre-engineering required to substantiate any existing locations or elevations.
- 2.5 Cross sectioning required for the establishment of quantities.
- 2.6 To check lines and grades prior to concrete pours including anchor bolts, imbedded items and inverts, subject to the provisions set out in **Article 1.6** above.
- 2.7 To supply information for as-built drawings when required by survey methods.

### ARTICLE 3 - DUTIES AND RESPONSIBILITIES

The following duties and responsibilities related thereto shall apply to all phases of survey work which the Employer undertakes to perform.

#### **3.1 Party Chief**

Shall take directions from the Employer's assigned representative(s), shall be responsible for all survey work performed by their party including but not limited to, the field layouts on a horizontal and vertical plane, the proper location of formwork and imbedded items prior to placement of concrete, the supervision and direction of all members of their survey party.

#### **3.2 Instrument Person**

Shall be able to perform lay-out under direction of the Employer's representative(s) and/or Party Chief. They shall be able to set up, operate and make minor adjustments to surveying instruments, read plans and sketches, and keep surveying records, they shall be able to perform the duties of Rod Person.

#### **3.3 Sr. Rod Person**

One who assists Instrument Person, is able to operate survey rod, chain and instruments accurately and efficiently, have some blueprint reading ability and knowledge of survey practice and methods of setting grades and lines.

**Schedule “O” – Article 3 (continued)**

**3.4 Jr. Rod Person**

One who assists Sr. Rod Person and Instrument Person and has knowledge of standard survey practice and methods.

**ARTICLE 4 - WAGES, OVERTIME, REPORTING ALLOWANCE, TRAVEL & BOARD ALLOWANCE, and EMPLOYER LABOUR RELATIONS FUND CONTRIBUTIONS**

**4.1** Overtime, Reporting Allowance, Travel & Board Allowance and Employer Labour Relations Fund contributions shall be paid as set out in the appropriate local area Schedule.

**4.2** It is understood and agreed that the terms and conditions of this Schedule apply only to employees performing Survey Work for whom the Union holds or acquires bargaining rights.

**Survey’s Wage Rates Schedule**

**Classification – Instrument Person**

EFFECTIVE DATE	E	F	G	H	Inside Board	Outside Board	K	L	M	N
					Area #8 J	Area #8 J				
May 1, 2022	\$42.85	Schedule "F"	\$42.76	\$43.53	\$44.47	Schedule "H"	\$42.84	\$42.92	\$42.64	\$43.55
May 1, 2023	\$45.30		\$45.22	\$45.98	\$46.92		\$45.29	\$45.37	\$45.09	\$46.00
May 1, 2024	\$47.89		\$47.81	\$48.57	\$48.39		\$47.88	\$47.96	\$47.68	\$48.59

**Classification - Senior Rod Person**

EFFECTIVE DATE	E	F	G	H	Inside Board	Outside Board	K	L	M	N
					Area #8 J	Area #8 J				
May 1, 2022	\$40.36	Schedule "F"	\$40.26	\$41.03	\$41.48	Schedule "H"	\$40.34	\$40.41	\$40.16	\$43.55
May 1, 2023	\$42.82		\$42.72	\$43.48	\$43.94		\$42.79	\$42.86	\$42.62	\$46.00
May 1, 2024	\$45.41		\$45.31	\$46.07	\$46.53		\$45.38	\$45.45	\$45.21	\$48.59

**Classification - Junior Rod Person**

EFFECTIVE DATE	E	F	G	H	Inside Board	Outside Board	K	L	M	N
					Area #8 J	Area #8 J				
May 1, 2022	\$38.30	Schedule "F"	\$37.76	\$38.45	\$38.86	Schedule "H"	\$37.82	\$37.90	\$37.67	\$38.58
May 1, 2023	\$40.75		\$40.22	\$40.91	\$41.32		\$40.27	\$40.352	\$40.13	\$41.04
May 1, 2024	\$43.35		\$42.81	\$43.50	\$43.91		\$42.86	\$42.95	\$42.72	\$43.63

Payments for Statutory Holidays and Vacation Pay, Training Fund, Health Benefit Plan and Pension Plan shall be as shown in the Master Portion of the Collective Agreement.