

## **SCHEDULE "A"**

This Schedule shall cover and apply to Employers engaged in the **CRANE and EQUIPMENT RENTAL BUSINESS** within the Province of Ontario.

**SCHEDULE "A" - 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	\$50.57	\$5.06	\$5.79	\$0.10	\$7.03	<b>\$68.55</b>	\$0.87
May 1, 2023	\$53.03	\$5.30	\$5.79	\$0.36	\$7.03	<b>\$71.51</b>	\$0.91
May 1, 2024	\$55.62	\$5.56	\$5.79	\$0.36	\$7.13	<b>\$74.46</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	\$49.92	\$4.99	\$5.79	\$0.10	\$7.03	<b>\$67.83</b>	\$0.87
May 1, 2023	\$52.37	\$5.24	\$5.79	\$0.36	\$7.03	<b>\$70.79</b>	\$0.91
May 1, 2024	\$54.96	\$5.50	\$5.79	\$0.36	\$7.13	<b>\$73.74</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, crawler cranes, clams, shovels, gradalls, backhoes, draglines, dredges - suction and dipper, mobile truck cranes including Galleon and Austin-Western type, and all rough terrain type hydraulic cranes, 15 ton capacity and over boom truck, gantry cranes, creter cranes, side booms, power hoist, mine hoist, chimney hoist, overhead cranes, tower type man and material hoists, piledrivers, caisson boring machines and drill rigs. Heavy duty mechanics, qualified maintenance 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, telescopic belt conveyors.

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 DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$49.06	\$4.91	\$5.79	\$0.10	\$7.03	<b>\$66.89</b>	\$0.87
May 1, 2023	\$51.52	\$5.15	\$5.79	\$0.36	\$7.03	<b>\$69.85</b>	\$0.91
May 1, 2024	\$54.11	\$5.41	\$5.79	\$0.36	\$7.13	<b>\$72.80</b>	\$0.96

- b) Boom trucks 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	SUB PLAN	PENSION	TOTAL	TRAINING
May 1, 2022	\$48.58	\$4.86	\$5.79	\$0.10	\$7.03	<b>\$66.36</b>	\$0.87
May 1, 2023	\$51.04	\$5.10	\$5.79	\$0.36	\$7.03	<b>\$69.32</b>	\$0.91
May 1, 2024	\$53.63	\$5.36	\$5.79	\$0.36	\$7.13	<b>\$72.27</b>	\$0.96

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

- 1.3 Operators of: bullmoose, Boom trucks of less than 10 ton capacity, air compressor feeding low pressure into air locks, bulldozers (including 815 type), tractors, scrapers, graders, emcos, overhead and front-end loaders, industrial tractors with attachments, trenching machines, mucking machines, mobile concrete pumps save and except those set out in **Article 1.2 (a)** above, side loaders, end booms, mobile pressure grease units, elevators, and Dinky locomotive type engines. 3rd Class Stationary Engineers. 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.

Engineers operating high pressure stationary concrete pumps and placing booms including pumps working underground shall be paid **\$2.00** per hour above the applicable rate.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN	SUB PLAN	PENSION	TOTAL	TRAINING
May 1, 2022	\$47.16	\$4.72	\$5.79	\$0.10	\$7.03	<b>\$64.80</b>	\$0.87
May 1, 2023	\$49.62	\$4.96	\$5.79	\$0.36	\$7.03	<b>\$67.76</b>	\$0.91
May 1, 2024	\$52.21	\$5.22	\$5.79	\$0.36	\$7.13	<b>\$70.71</b>	\$0.96

- 1.4 Operators of: batching and crushing plants, 6" discharge pumps and over, air tuggers, wellpoint systems and all other types of dewatering systems, concrete mixers of one cubic yard and over, fork lifts, portable air compressors over 150 C.F.M., boom trucks, “A” Frames, post hole augers, and off-highway aggregate haulers; gas, diesel or steam driven generators over 50 H.P. (portable). Servicepersons and 4th Class Stationary Engineers. Rock trucks, telehandlers, hydrovac.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN	SUB PLAN	PENSION	TOTAL	TRAINING
May 1, 2022	\$45.48	\$4.55	\$5.79	\$0.10	\$7.03	<b>\$62.95</b>	\$0.87
May 1, 2023	\$47.94	\$4.79	\$5.79	\$0.36	\$7.03	<b>\$65.91</b>	\$0.91
May 1, 2024	\$50.53	\$5.05	\$5.79	\$0.36	\$7.13	<b>\$68.86</b>	\$0.96

- 1.5 Operators of: Rollers on grade work, driver mounted compaction units, concrete conveyors, and concrete pumps. Firepersons and attendants for forced air, gas or oil burning temporary heating units of 500,000 BTU or over per hour; or five (5) or more heating units on the same job site; 2nd year mechanic’s helper and signal person.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$43.59	\$4.36	\$5.79	\$0.10	\$7.03	\$60.87	\$0.87
May 1, 2023	\$46.05	\$4.60	\$5.79	\$0.36	\$7.03	\$63.83	\$0.91
May 1, 2024	\$48.64	\$4.86	\$5.79	\$0.36	\$7.13	\$66.78	\$0.96

- 1.6** Operators of: Pumps under 6" discharge where three (3) or more pumps are employed on the same job site, and driver mounted power sweeper. 1st year mechanic's helper, truck crane oiler drivers, and oilers.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$42.90	\$4.29	\$5.79	\$0.10	\$7.03	\$60.11	\$0.87
May 1, 2023	\$45.35	\$4.54	\$5.79	\$0.36	\$7.03	\$63.07	\$0.91
May 1, 2024	\$47.95	\$4.79	\$5.79	\$0.36	\$7.13	\$66.02	\$0.96

**SCHEDULE "A" - 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>

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN	SUB PLAN	PENSION	TOTAL	TRAINING
May 1, 2022	\$49.66	\$4.97	\$5.79	\$0.10	\$7.03	<b>\$67.55</b>	\$0.87
May 1, 2023	\$52.12	\$5.21	\$5.79	\$0.36	\$7.03	<b>\$70.51</b>	\$0.91
May 1, 2024	\$54.71	\$5.47	\$5.79	\$0.36	\$7.13	<b>\$73.46</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	SUB PLAN	PENSION	TOTAL	TRAINING
May 1, 2022	\$49.01	\$4.90	\$5.79	\$0.10	\$7.03	<b>\$66.83</b>	\$0.87
May 1, 2023	\$51.46	\$5.15	\$5.79	\$0.36	\$7.03	<b>\$69.79</b>	\$0.91
May 1, 2024	\$54.05	\$5.41	\$5.79	\$0.36	\$7.13	<b>\$72.74</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, crawler cranes, clams, shovels, gradalls, backhoes, draglines, dredges - suction and dipper, mobile truck cranes including Galleon and Austin-Western type, and all rough terrain type hydraulic cranes, 15 ton capacity and over boom truck, gantry cranes, creter cranes, side booms, power hoist, mine hoist, chimney hoist, overhead cranes, tower type man and material hoists, piledrivers, caisson boring machines and drill rigs. Heavy duty mechanics, qualified maintenance 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, telescopic belt conveyors.

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 DATE	WAGES	VAC. PAY	BENEFIT PLAN	SUB PLAN	PENSION	TOTAL	TRAINING
May 1, 2022	\$48.15	\$4.82	\$5.79	\$0.10	\$7.03	<b>\$65.89</b>	\$0.87
May 1, 2023	\$50.61	\$5.06	\$5.79	\$0.36	\$7.03	<b>\$68.85</b>	\$0.91
May 1, 2024	\$53.20	\$5.32	\$5.79	\$0.36	\$7.13	<b>\$71.80</b>	\$0.96

- b) Boom trucks 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	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

**Schedule “A” - rates outside Board Area #8 - Article 1 (continued)**

- 1.3 Operators of: bullmoose, Boom trucks of less than 10 ton capacity, air compressor feeding low pressure into air locks, bulldozers (including 815 type), tractors, scrapers, graders, emcos, overhead and front-end loaders, industrial tractors with attachments, trenching machines, mucking machines, mobile concrete pumps save and except those set out in **Article 1.2 (a)** above, side loaders, end booms, mobile pressure grease units, elevators, and Dinky locomotive type engines. 3rd Class Stationary Engineers. 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.

Engineers operating high pressure stationary concrete pumps and placing booms including pumps working underground shall be paid **\$2.00** per hour above the applicable rate.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN	SUB PLAN	PENSION	TOTAL	TRAINING
May 1, 2022	\$46.25	\$4.63	\$5.79	\$0.10	\$7.03	<b>\$63.80</b>	\$0.87
May 1, 2023	\$48.71	\$4.87	\$5.79	\$0.36	\$7.03	<b>\$66.76</b>	\$0.91
May 1, 2024	\$51.30	\$5.13	\$5.79	\$0.36	\$7.13	<b>\$69.71</b>	\$0.96

- 1.4 Operators of: batching and crushing plants, 6" discharge pumps and over, air tuggers, wellpoint systems and all other types of dewatering systems, concrete mixers of one cubic yard and over, fork lifts, portable air compressors over 150 C.F.M., boom trucks, “A” Frames, post hole augers, and off-highway aggregate haulers; gas, diesel or steam driven generators over 50 H.P. (portable). Servicepersons and 4th Class Stationary Engineers. Rock trucks, telehandlers, hydrovacs.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN	SUB PLAN	PENSION	TOTAL	TRAINING
May 1, 2022	\$44.57	\$4.46	\$5.79	\$0.10	\$7.03	<b>\$61.95</b>	\$0.87
May 1, 2023	\$47.03	\$4.70	\$5.79	\$0.36	\$7.03	<b>\$64.91</b>	\$0.91
May 1, 2024	\$49.62	\$4.96	\$5.79	\$0.36	\$7.13	<b>\$67.86</b>	\$0.96

- 1.5 Operators of: Rollers on grade work, driver mounted compaction units, concrete conveyors, and concrete pumps. Firepersons and attendants for forced air, gas or oil burning temporary heating units of 500,000 BTU or over per hour; or five (5) or more heating units on the same job site; 2nd year mechanic’s helper and signal person.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$42.68	\$4.27	\$5.79	\$0.10	\$7.03	\$59.87	\$0.87
May 1, 2023	\$45.14	\$4.51	\$5.79	\$0.36	\$7.03	\$62.83	\$0.91
May 1, 2024	\$47.73	\$4.77	\$5.79	\$0.36	\$7.13	\$65.78	\$0.96

- 1.6** Operators of: Pumps under 6" discharge where three (3) or more pumps are employed on the same job site, and driver mounted power sweeper. 1st year mechanic's helper, truck crane oiler drivers, and oilers.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$41.99	\$4.20	\$5.79	\$0.10	\$7.03	\$59.11	\$0.87
May 1, 2023	\$44.45	\$4.44	\$5.79	\$0.36	\$7.03	\$62.07	\$0.91
May 1, 2024	\$47.04	\$4.70	\$5.79	\$0.36	\$7.13	\$65.02	\$0.96

## **Schedule "A" - Article 1 (continued)**

- 1.7** Employees working under classification **1.1 (a)** and **1.1 (b)** and who are required to transfer to a lower paid classification shall not receive a reduction of wages for the balance of the week in which the transfer occurs.
- 1.8** Apprentices, oilers or drivers, shall not operate equipment unless a licensed engineer who is a member of the Union employed by the Employer is in attendance at all times. This provision shall not apply to concrete pump operator apprentices who have completed 1,201 hours worked in accordance with **Article 14.8** in the Master Portion.
- 1.9** Equipment operators and crews shall not be replaced by mechanics, working forepersons, those above the rank of working forepersons, or relatives of management for the purpose of overtime.
- 1.10** It shall not be considered a violation of this Agreement for employees to refuse to be transported in the cabs of cranes and the Employer shall not make this a condition of employment.
- 1.11** If oilers or oiler drivers are employed as signal persons for other than their normal duties as part of a regular crew they shall be paid **Class 1.5** rates.
- 1.12** Employees required to use or transport the Employer's equipment shall be paid at their classification rate including overtime rate for doing so.
- 1.13** Helicopters required to replace other types of hoisting equipment normally operated by members of the Union shall not be used without clearance under permit from the Union.
- 1.14** The Employer may request and the Union shall clear up to fifty percent (50%) of the crane apprentices and concrete pump operator apprentices. The first crane apprentice and/or concrete pump trainee shall be dispatched from the hiring hall. This ratio shall be maintained on a "one to one" basis.
- 1.15** For clarity purposes concerning **Article 26.1 (b)** of the Master Portion, a job shall be for one (1) customer, which shall include all related and/or successor entities, as defined in the Labour Relations Act, at one (1) site. The boundaries of one (1) site shall be up to ten (10) kilometres using the shortest, direct and practical automobile route calculated from the two (2) most distant locations of the site by using the most current version of [www.maps.google.ca](http://www.maps.google.ca).
- 1.16** The Employer agrees that upon presentation of a valid receipt, the Employer shall promptly reimburse regular employees as defined in **Article 3.1 b)** for each of the following fees:
- a)** Annual membership fees and/or professional fees to applicable governing body up to a maximum of One Hundred and Fifty Dollars (\$150.00).
  - b)** Obtaining an applicable medical report for AZ and DZ license requirements up to a maximum of One Hundred and Fifty Dollars (\$150.00).

## **ARTICLE 2 - SENIORITY**

- 2.1** Subject to **Article 2.8** and **Article 2.9** below, when a new employee has accumulated sixty (60) working days of employment within a period of three hundred and sixty-five (365) consecutive calendar days, they shall be defined as a regular employee, and their seniority will then date back to their original starting date with the Employer.
- 2.2** Subject to the lay-off procedure described in the Master Portion, **Article 11.2**, when it is necessary to lay off regular employees or rehire regular employees who have been laid off, the employees to be laid off or rehired shall be selected on the basis of seniority combined with performance of work assigned within their classifications. Seniority records shall be maintained by the Employer and shall be posted, and the Union shall be issued a copy on request.

The Employer shall identify the Union Steward on its seniority records.



## **Schedule "A" - Article 2 (continued)**

- 2.3** A regular employee shall lose their seniority if they:
- a)** Voluntarily quits the employ of their Employer.
  - b)** Are discharged and not re-instated through the grievance procedure.
  - c)** Are laid off and are not re-employed within 180 days from lay-off.
  - d)** Fail to return to work within eight (8) days after they have been notified by the Union or if they fail to advise the Union within six (6) days of receipt of notice of their intention to return.
- 2.4** A regular employee who is requested to return to work and who is not immediately available may be passed over and a more junior employee may be called instead, subject to displacement by the more senior employee when they do report for work within eight (8) days of notification to do so.
- 2.5** When a regular employee fails to report for work or is unable to report or must cease to work for personal reasons, the Employer may recall employees laid off to fulfill the work assignments of such employee and the replacement employee shall be paid for the whole of the week or for such days as they were required to replace the employee normally holding that job.
- 2.6** An Apprentice who obtains an operator's license and has acquired regular status with the Company shall be given the first opportunity for promotion to an operator before a probationary employee is engaged.
- 2.7**
- a)** Seniority as a journey person licensed engineer shall be from their date of hire or assignment as an operator as the case may be, subject to the provisions of **2.1** above.
  - b)** Seniority as an oiler driver shall be from their date of hire as an oiler driver, subject to the provisions of **2.1** above.
  - c)** Licensed engineers may elect to drive or oil in keeping with their seniority status. Licensed engineers shall have seniority over more junior oiler drivers but not apprentices.
  - d)** Seniority as an apprentice shall be from their date of hire, subject to the provisions of **2.8** below, and only apprentices shall have seniority over apprentices.
- 2.8** When a new apprentice has accumulated 120 working days of employment within a period of 365 consecutive calendar days they shall be defined as a regular employee, and their seniority will then date back to their original starting date with the Employer.
- 2.9**
- a)** Effective on and after May 1, 2007, all new employees as described in **Article 2.1** above who are in receipt of a retirement pension from the I.U.O.E., Local 793 Pension Plan shall not be eligible to retain seniority.
  - b)** All regular employees as described in **Article 2.1** above who are in receipt of a retirement pension from the I.U.O.E., Local 793 Pension Plan shall not accumulate additional seniority after April 30, 2007.

## **ARTICLE 3 - TRAVELLING EXPENSES\***

- 3.1** If an employee is required to use their automobile in the course of their duties, they shall be paid the prevailing maximum CRA automobile allowance rates\*.
- |           |   |                    |   |   |
|-----------|---|--------------------|---|---|
| Effective | - | <b>May 1, 2022</b> | - | *63.5¢ km./\$1.02 mile for each km./mile traveled |
|           | - | <b>May 1, 2023</b> | - | *66.7¢ km./\$1.07 mile for each km./mile traveled |
|           | - | <b>May 1, 2024</b> | - | *70¢ km./\$1.13 mile for each km./mile traveled   |

*\* In accordance with the signed Memorandum of Agreement dated May 27, 2016, 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.*

- 3.2** Employees shall be paid their applicable rate for time spent traveling from yard to job, job to job and job to yard. This shall apply when employees are required to leave or return to or from their home base. For the purpose of this clause employee's home shall be considered to be one and the same as home base agreed to in **Article 4.5**.

**Schedule “A” - Article 3 (continued)**

**3.3** If an employee is required to use their car to travel to job sites within ninety-five (95) kilometres of their home base, they shall be provided with a minimum of twenty-three (23) litres of gasoline for each day that they are required to use their car up to a maximum of ninety-two (92) litres per week. Such gasoline will be obtained from a supply source authorized by the Employer. An employee may claim either the gallonage allowance under this Article or the mileage allowance under **3.1**, but not both simultaneously.

**3.4** An employee boarding at an out-of-town project (outside the ninety-five (95) km. zone) shall be paid their car mileage (**3.1**) or gasoline allowance (**3.3**) in order to travel to job sites and return to lodgings or to follow equipment, in the same manner as if the employee was working from home base.

**ARTICLE 4 - COMMUTING AND LIVING ALLOWANCE**

**4.1** Where the distance is greater than forty-five (45) kilometres, the following commuting and living allowance shall apply based on the shortest direct and practical automobile route, within Canada, from home base as determined and calculated by using the most current version of [www.maps.google.ca](http://www.maps.google.ca):

**PER DAY WORKED**

KILOMETRES		May 1, 2022	May 1, 2023	May 1, 2024
a)	Over 45 km up to 75 km	\$34.25	\$36.65	\$38.84
b)	Over 75 km up to 95 km	\$44.49	\$47.60	\$50.46
c) (i)	Over 95 km up to 145 km	\$84.72	\$90.65	\$96.08
c) (ii)	Over 145 km up to 185 km	see “Note” below		

**Note:** If an employee chooses to remain overnight while employed on a job in this zone the Room and Board Allowance set out in **4.1 (d) (ii)** will apply. Where the employee commutes daily the provisions of **4.1 (c) (i)** will apply.

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 below, 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.

If the Employer pays as per d) ii) below to keep the employee out of town for periods exceeding 5 days, the employee shall not be entitled to any traveling expenses home unless on the final day of the job.

**d)** Over 185 kilometres -

**i)** An employee who is required to be away for more than four (4) days between Monday and Sunday inclusive, in any week, shall be paid the following lump sum or a per day allowance as per ii) below :

May 1, 2022	May 1, 2023	May 1, 2024
\$1213.17	\$1,298.08	\$1,375.99

- ii) An employee who is required to be away for four (4) or less days between Monday and Sunday, inclusive, in any week, shall be paid (see below) each day they are required to be away:

May 1, 2022	May 1, 2023	May 1, 2024
\$173.31	\$185.44	\$196.57

- e) When an employee being paid under 4.1 (d) (ii) above is required to return to home base at the applicable rate and is not required to stay away overnight, the following allowance will be paid for meals taken in lieu of Board Allowance:

MEAL	May 1, 2022	May 1, 2023	May 1, 2024
BREAKFAST	\$14.77	\$15.80	\$16.75
LUNCH	\$14.77	\$15.80	\$16.75
SUPPER	\$27.26	\$29.17	\$30.92

Where an employee is required to operate a personal vehicle, then in addition to the provisions of 4.1 (e) the employee will be paid mileage in accordance with Article 3.3 above.

**Schedule “A” - Article 4 (continued)**

- 4.2 The living allowance shall be paid in advance and shall not be deducted from an employee’s pay due to inclement weather or statutory holidays, provided such employee is available for work prior and immediately following such days.
- 4.3 Where a job is more than three hundred and twenty-two (322) kilometres from an employee’s home base the employee shall be paid return plane fare or equivalent every four (4) weeks.
- 4.4 If an employee is required to report to an out-of-town project on a Friday they shall be paid as set out below per day on Saturday and Sunday of the first weekend or their time at the appropriate rates and in addition transportation home and return to the project.

**PER DAY**

May 1, 2022	May 1, 2023	May 1, 2024
\$173.31	\$185.44	\$196.57

- 4.5 The employee’s home base shall mean the Employer’s yard for which the employee has attained or is accumulating seniority.

The Employer and the Union agree that the minimum yard requirements for a home base shall be as follows:

- i) A heated office with adequate office space, an active telephone, and fax machine or e-mail access, and any requirements as provided for under the current Occupational Health and Safety Act and Regulations as amended from time to time;
- ii) A yard to park employees’ vehicles and company equipment;
- iii) Access to a heated washroom, cleanup facilities, hot and cold running water, and a suitable heated eating area at the yard;
- iv) Plug-in electrical outlets will be discussed with the Employer where required; and
- v) All existing yards shall have four (4) months from May 2, 2010 to come into compliance.

- 4.6 The Employer shall pay time at the employee’s classification rates and overtime, and transportation to home and car for personnel left on the job sites without normal methods of conveyance.
- 4.7 If an employee is required to stay out overnight they shall be paid full expenses with the maximum being not more than as described in Paragraphs (d) and (e) of 4.1 above.
- 4.8 Travel, commuting and living allowance will not be payable to an employee, regardless of the distance to a job site when an employee leaves home base and returns on the same day and is being paid the applicable hourly rate while operating a Company vehicle. Where the employee is required to operate a personal vehicle mileage will be paid in accordance with Article 3.1 above.

**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-Three Cents (23¢) per hour for each hour paid by each employee covered by this Schedule.

The contributions for members of the Nation Capital Crane Rental Association shall be Twenty-Six Cents (26¢) per hour paid.

## **Schedule "A" - Article 6**

### **ARTICLE 6 – SHIFT WORK**

**6.1** Where an employee is required to work an afternoon shift or a night shift, in order to avoid the employee losing a day's pay, the parties agree as follows:

- i)** When the employee is required to work a single afternoon shift or night shift, the premiums in **Articles 17.1** and **17.2** of the Master Portion shall not apply and the ordinary overtime provisions of the Agreement shall apply;
- ii)** When the employee is required to work two (2) or more consecutive afternoon shifts or night shifts, the applicable shift premium in **Articles 17.1** or **17.2** of the Master Portion shall apply to all such shifts, with the exception of the final afternoon shift or night shift (other than a shift commencing on a Friday), to which the ordinary overtime provisions of the Agreement shall apply;
- iii)** When the employee receives the applicable overtime in accordance with **ii)** above, the Employer shall not be required to call in the employee on the day following the overtime afternoon shift or night shift.

## SCHEDULE "B"

This Schedule shall cover and apply to Employers engaged in the **STEEL ERECTION or MECHANICAL INSTALLATIONS BUSINESS** within the Province of Ontario.

**SCHEDULE "B" - 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	\$50.47	\$5.05	\$5.79	\$0.10	\$7.03	<b>\$68.44</b>	\$0.87
May 1, 2023	\$52.93	\$5.29	\$5.79	\$0.36	\$7.03	<b>\$71.40</b>	\$0.91
May 1, 2024	\$55.52	\$5.55	\$5.79	\$0.36	\$7.13	<b>\$74.35</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	\$49.82	\$4.98	\$5.79	\$0.10	\$7.03	<b>\$67.72</b>	\$0.87
May 1, 2023	\$52.27	\$5.23	\$5.79	\$0.36	\$7.03	<b>\$70.68</b>	\$0.91
May 1, 2024	\$54.86	\$5.49	\$5.79	\$0.36	\$7.13	<b>\$73.63</b>	\$0.96

- 1.2 a)** Engineers operating: all conventional & hydraulic type cranes, save and except those set out in **Article 1.1** above, crawler cranes, clams, shovels, gradalls, backhoes, draglines, dredges -suction and dipper, mobile truck cranes including Galleon and Austin-Western type, and all rough terrain type hydraulic cranes, 15 ton capacity and over boom truck, gantry cranes, creter cranes, side booms, power hoist, mine hoist, chimney hoist, overhead cranes, tower type man and material hoists, piledrivers, caisson boring machines and drill rigs. Heavy duty mechanics, qualified maintenance welders, and 2nd Class Stationary Engineers. 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	\$48.96	\$4.90	\$5.79	\$0.10	\$7.03	<b>\$66.78</b>	\$0.87
May 1, 2023	\$51.42	\$5.14	\$5.79	\$0.36	\$7.03	<b>\$69.74</b>	\$0.91
May 1, 2024	\$54.01	\$5.40	\$5.79	\$0.36	\$7.13	<b>\$72.69</b>	\$0.96

- b)** Boom trucks 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			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$48.50	\$4.85	\$5.79	\$0.10	\$7.03	\$66.27	\$0.87
May 1, 2023	\$50.95	\$5.10	\$5.79	\$0.36	\$7.03	\$69.23	\$0.91
May 1, 2024	\$53.55	\$5.35	\$5.79	\$0.36	\$7.13	\$72.18	\$0.96



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

**1.3** Operators of: bullmoose, Boom trucks of less than 10 ton capacity, air compressor feeding low pressure into air locks, bulldozers (including 815 type), tractors, scrapers, graders, emcos, overhead and front-end loaders, industrial tractors with attachments, trenching machines, mucking machines, mobile concrete pumps, side loaders, end booms, mobile pressure grease units, elevators, and Dinky locomotive type engines. 3rd Class Stationary Engineers. 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.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$47.86	\$4.79	\$5.79	\$0.10	\$7.03	<b>\$65.57</b>	\$0.87
May 1, 2023	\$50.32	\$5.03	\$5.79	\$0.36	\$7.03	<b>\$68.53</b>	\$0.91
May 1, 2024	\$52.91	\$5.29	\$5.79	\$0.36	\$7.13	<b>\$71.48</b>	\$0.96

**1.4** Operators of: batching and crushing plants, 6" discharge pumps and over, air tuggers, wellpoint systems and all other types of dewatering systems, concrete mixers of one cubic yard and over, fork lifts, portable air compressors over 150 C.F.M., boom trucks, “A” Frames, post hole augers, and off-highway aggregate haulers; gas, diesel or steam driven generators over 50 H.P. (portable). Servicepersons and 4th Class Stationary Engineers. Rock trucks, telehandlers, hydrovacs.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$46.53	\$4.65	\$5.79	\$0.10	\$7.03	<b>\$64.10</b>	\$0.87
May 1, 2023	\$48.98	\$4.90	\$5.79	\$0.36	\$7.03	<b>\$67.06</b>	\$0.91
May 1, 2024	\$51.57	\$5.16	\$5.79	\$0.36	\$7.13	<b>\$70.01</b>	\$0.96

**1.5** Operators of: Rollers on grade work, driver mounted compaction units, concrete conveyors, and concrete pumps. Firepersons and attendants for forced air, gas or oil burning temporary heating units of 500,000 BTU or over per hour; or five (5) or more heating units on the same job site; 2nd year mechanic’s helper and signal person.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$43.71	\$4.37	\$5.79	\$0.10	\$7.03	<b>\$61.00</b>	\$0.87
May 1, 2023	\$46.16	\$4.62	\$5.79	\$0.36	\$7.03	<b>\$63.96</b>	\$0.91
May 1, 2024	\$48.75	\$4.88	\$5.79	\$0.36	\$7.13	<b>\$66.91</b>	\$0.96

**1.6** Operators of: Pumps under 6" discharge where three (3) or more pumps are employed on the same job site, and driver mounted power sweeper. 1st year mechanic's helper, truck crane oiler drivers, and oilers.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$42.88	\$4.29	\$5.79	\$0.10	\$7.03	<b>\$60.09</b>	\$0.87
May 1, 2023	\$45.34	\$4.53	\$5.79	\$0.36	\$7.03	<b>\$63.05</b>	\$0.91
May 1, 2024	\$47.93	\$4.79	\$5.79	\$0.36	\$7.13	<b>66.00</b>	\$0.96

**SCHEDULE "B" - 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>

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$49.56	\$4.96	\$5.79	\$0.10	\$7.03	<b>\$67.44</b>	\$0.87
May 1, 2023	\$52.02	\$5.20	\$5.79	\$0.36	\$7.03	<b>\$70.40</b>	\$0.91
May 1, 2024	\$54.61	\$5.46	\$5.79	\$0.36	\$7.13	<b>\$73.35</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	\$48.91	\$4.89	\$5.79	\$0.10	\$7.03	<b>\$66.72</b>	\$0.87
May 1, 2023	\$51.36	\$5.14	\$5.79	\$0.36	\$7.03	<b>\$69.68</b>	\$0.91
May 1, 2024	\$53.95	\$5.40	\$5.79	\$0.36	\$7.13	<b>\$72.63</b>	\$0.96

**1.2 a)** Engineers operating: all conventional & hydraulic type cranes, save and except those set out in **Article 1.1** above, crawler cranes, clams, shovels, gradalls, backhoes, draglines, dredges -suction and dipper, mobile truck cranes including Galleon and Austin-Western type, and all rough terrain type hydraulic cranes, 15 ton capacity and over boom truck, gantry cranes, creter cranes, side booms, power hoist, mine hoist, chimney hoist, overhead cranes, tower type man and material hoists, piledrivers, caisson boring machines and drill rigs. Heavy duty mechanics, qualified maintenance welders, and 2nd Class Stationary Engineers. 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	\$48.05	\$4.81	\$5.79	\$0.10	\$7.03	<b>\$65.78</b>	\$0.87
May 1, 2023	\$50.51	\$5.05	\$5.79	\$0.36	\$7.03	<b>\$68.74</b>	\$0.91
May 1, 2024	\$53.10	\$5.31	\$5.79	\$0.36	\$7.13	<b>\$71.69</b>	\$0.96

**b)** Boom trucks 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.

<b>EFFECTIVE DATE</b>	<b>WAGES</b>	<b>VAC. PAY</b>	<b>BENEFIT PLAN</b>	<b>SUB PLAN</b>	<b>PENSION</b>	<b>TOTAL</b>	<b>TRAINING</b>
<b>May 1, 2022</b>	\$47.59	\$4.76	\$5.79	\$0.10	\$7.03	<b>\$65.27</b>	\$0.87
<b>May 1, 2023</b>	\$50.05	\$5.00	\$5.79	\$0.36	\$7.03	<b>\$68.23</b>	\$0.91
<b>May 1, 2024</b>	\$52.64	\$5.26	\$5.79	\$0.36	\$7.13	<b>\$71.18</b>	\$0.96

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

**1.3** Operators of: bullmoose, Boom trucks of less than 10 ton capacity, air compressor feeding low pressure into air locks, bulldozers (including 815 type), tractors, scrapers, graders, emcos, overhead and front-end loaders, industrial tractors with attachments, trenching machines, mucking machines, mobile concrete pumps, side loaders, end booms, mobile pressure grease units, elevators, and Dinky locomotive type engines. 3rd Class Stationary Engineers. 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.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$46.95	\$4.70	\$5.79	\$0.10	\$7.03	<b>\$64.57</b>	\$0.87
May 1, 2023	\$49.41	\$4.94	\$5.79	\$0.36	\$7.03	<b>\$67.53</b>	\$0.91
May 1, 2024	\$52.00	\$5.20	\$5.79	\$0.36	\$7.13	<b>\$70.48</b>	\$0.96

**1.4** Operators of: batching and crushing plants, 6" discharge pumps and over, air tuggers, wellpoint systems and all other types of dewatering systems, concrete mixers of one cubic yard and over, fork lifts, portable air compressors over 150 C.F.M., boom trucks, “A” Frames, post hole augers, and off-highway aggregate haulers; gas, diesel or steam driven generators over 50 H.P. (portable). Servicepersons and 4th Class Stationary Engineers. Rock trucks, telehandlers, hydrovacs.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$45.62	\$4.56	\$5.79	\$0.10	\$7.03	<b>\$63.10</b>	\$0.87
May 1, 2023	\$48.07	\$4.81	\$5.79	\$0.36	\$7.03	<b>\$66.06</b>	\$0.91
May 1, 2024	\$50.66	\$5.07	\$5.79	\$0.36	\$7.13	<b>\$69.01</b>	\$0.96

**1.5** Operators of: Rollers on grade work, driver mounted compaction units, concrete conveyors, and concrete pumps. Firepersons and attendants for forced air, gas or oil burning temporary heating units of 500,000 BTU or over per hour; or five (5) or more heating units on the same job site; 2nd year mechanic’s helper and signal person.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$42.80	\$4.28	\$5.79	\$0.10	\$7.03	<b>\$60.00</b>	\$0.87
May 1, 2023	\$45.25	\$4.53	\$5.79	\$0.36	\$7.03	<b>\$62.96</b>	\$0.91
May 1, 2024	\$47.85	\$4.78	\$5.79	\$0.36	\$7.13	<b>\$65.91</b>	\$0.96

**1.6** Operators of: Pumps under 6" discharge where three (3) or more pumps are employed on the same job site, and driver mounted power sweeper. 1st year mechanic's helper, truck crane oiler drivers, and oilers.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
				SUB PLAN			
May 1, 2022	\$41.97	\$4.20	\$5.79	\$0.10	\$7.03	<b>\$59.09</b>	\$0.87
May 1, 2023	\$44.43	\$4.44	\$5.79	\$0.36	\$7.03	<b>\$62.05</b>	\$0.91
May 1, 2024	\$47.02	\$4.70	\$5.79	\$0.36	\$7.13	<b>\$65.00</b>	\$0.96

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

- 1.7 Apprentices, trainees, oilers or drivers, shall not operate equipment unless a licensed engineer who is a member of the Union employed by the Employer is in attendance at all times.
- 1.8 An equipment foreperson shall be employed by the Employer for every ten (10) members on site at a premium rate of Two Dollars (\$2.00) per hour over **Class 1.2 (a)** rates. He shall be a qualified journeyman and a member of the Union.
- 1.9 On equipment, when oiling and greasing cannot be performed during the regular working hours, the employee operating such equipment shall be paid for one-half (1/2) hour at their applicable rate of pay for oiling and greasing which they perform before or after the regular working day. When an employee is required to warm up equipment prior to the regular starting time they shall be paid at the applicable rate.
- 1.10 It will not be considered a violation of this Agreement for employees to refuse to be transported in the cab of mobile cranes and the Employer shall not make this a condition of employment.
- 1.11 Where employees are required to ride in the Employer’s vehicles other than cranes in cold weather, such vehicles shall be adequately heated.
- 1.12 On request of the Engineer, a maintenance repair manual shall be supplied by the Employer.
- 1.13 An operator’s Log Book shall be kept on every hoist for the purposes of recording repairs or adjustments and the operator shall be responsible for making the required entries.
- 1.14 If a signal person is requested from the Union, they shall be paid under **Class 1.5** rates.
- 1.15 The Employer agrees that regular operators, oiler drivers and trainees will not be laid off in order to circumvent the payment of living out and travel allowance.
- 1.16 When Ironworkers engaged in steel erection are available on site, they may be used to assist in the installation and removal of boom, boom sections and counterweight components without seeking agreement from the Union as specified in **Article 2.2** of the Master Portion.

**ARTICLE 2 - COMMUTING, TRANSPORTATION AND TRAVEL EXPENSE ALLOWANCE**

2.1 a) Area Union Hiring Halls are located in the following locations:

<b>Windsor</b>	<b>Belleville</b>
<b>Sarnia</b>	<b>Ottawa</b>
<b>London</b>	<b>Sudbury</b>
<b>Cambridge</b>	<b>Sault Ste. Marie</b>
<b>Hamilton</b>	<b>Thunder Bay</b>
<b>Toronto</b>	<b>Timmins</b>
<b>St. Catharines</b>	<b>Barrie</b>

b) **Steel Erection Only**

The commuting and board allowance as set out in 2.1 and 2.2 below will be paid from the City Hall at the Employer’s home base (location of their main office in Ontario). Where additional employees are required, commuting and board allowance will be paid from City Hall in the City from which such employees are dispatched, with the mileage being computed on the basis of road miles by the most direct practical route.

**Schedule “B” – Article 2 (continued)**

**c) Mechanical Installation Only**

When an employee is sent by the Employer to a project beyond the free zone, the Commuting and/or Living Allowance as set out below will be paid from the City Hall at the Employer’s home base (location of their main office in Ontario). Where additional employees are required, the Employer shall call the closest area Union hiring hall to the project for the Employer’s requirements. The area dispatcher will attempt to supply qualified area members to fill the Employer’s needs. If no qualified area members are available, the dispatcher will then call the next closest area Union hiring hall for the required employees (this shall be done on a fan-out basis from the project). When a suitable employee is located, and if authorized by the Employer is dispatched, the Commuting and/or Living Allowance as set out below shall apply from the City Hall closest to the area Union hiring hall in which the employee is registered.

Notwithstanding **Article 3.1** in the Master Portion of this Agreement, the Employer further agrees to hire only members of Local 793.

**d) Commuting Allowance**

0 - 24 kilometres (15 miles)

**NO ALLOWANCE**

24 km to 40 km (15 to 25 miles)

**PER DAY WORKED**

<b>May 1, 2022</b>	<b>May 1, 2023</b>	<b>May 1, 2024</b>
<b>\$23.95</b>	<b>\$25.62</b>	<b>\$27.16</b>

**2.2 EXPENSE ALLOWANCE**

**a)** The following allowance will be paid to an employee who is sent to a job beyond the 40 kilometre (25 mile) commuting zone and up to 139 kilometres (86 miles).

**PER DAY WORKED**



KILOMETRES	MILES	May 1, 2022	May 1, 2023	May 1, 2024
Over 40 km up to 80 km	Over 25 miles up to 50 miles	\$47.47	\$50.79	\$53.84
Over 80 km up to 120 km	Over 50 miles up to 75 miles	\$76.31	\$81.65	\$86.55
Over 120 km up to 139 km	Over 75 miles up to 86 miles	\$89.87	\$96.16	\$101.93

- b)** It is also agreed that if employees are required to report to an out-of-town job on Friday, they shall receive the applicable Expense Allowance for Saturday and Sunday of the first week-end or their transportation home and return at the discretion of the Company, provided that the employee is required to and does work the following Monday at the out-of-town job.
- c)** Expense Allowances will not be deducted from an employee's pay due to inclement weather or a Statutory Holiday. However, if an employee fails to report to work when work is available on the

**Schedule “B” – Article 2 (continued)**

working day immediately preceding or following such bad weather days or Statutory Holidays, they shall forfeit their Expense Allowance for such absenteeism and for the bad weather days or Statutory Holiday. An employee shall forfeit Expense Allowance if they refuse to work when instructed by the Foreperson on any working day.

- d) Employees required to live away from home to work on a job where an Expense Allowance is applicable, will receive, for part or all of the first week away, Monday to Sunday inclusive, a daily allowance of the applicable Expense Allowance for the location of the job and the cost of their room, authenticated by a voucher, up to a maximum total expense; as applicable for part or all of the week. This does not apply for jobs of a duration greater than one (1) full week. If the employee is transferred to another location, necessitating new lodgings during the week, this formula will be re-applied.

Days Worked	May 1, 2022	May 1, 2023	May 1, 2024
1 Day	\$237.38	\$253.99	\$269.23
2 Days	\$474.76	\$507.99	\$538.46
3 Days	\$712.14	\$761.97	\$807.69
4 Days or More	\$1,661.66	\$1,777.93	\$1,884.61

- e) Employees required to work away from home on projects over 139 kilometres (86 miles) shall be paid a room and board allowance based on 7 days per week as follows:

May 1, 2022	May 1, 2023	May 1, 2024
\$157.00	\$167.99	\$178.07

- f) Commuting or Board Allowance is not payable, regardless of distance to the job site, when the employee leaves their home base and returns the same day and is being paid the applicable hourly rate.

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.

**2.3 TRANSPORTATION AND TRAVELLING ALLOWANCE**

- a) When an employee is sent to a job beyond the forty (40) kilometre (25 mile) zone as noted above, the Employer will pay the prevailing maximum CRA automobile allowance rates\*:

May 1, 2022	May 1, 2023	May 1, 2024
*72¢ per Kilometre	*75.6¢ per Kilometre	*79.4¢ per Kilometre
\$1.16 per Mile	\$1.21 per Mile	\$1.27 per Mile

*\* In accordance with the signed Memorandum of Agreement dated May 27, 2016, 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.*

**Mileage to be computed on the basis of the most direct practical route.**

Where automobile travel is inappropriate the Employer will pay transportation expense of air or train travel, plus berth if necessary, plus the applicable expense allowance, provided that the employee stays on the job continuously for the duration of the job or two (2) months, whichever is the lesser.

When an employee works continuously on a project which is beyond four hundred and eighty kilometres (480 km) (300 miles) from the appropriate City Hall he shall receive an amount equal to one return plane fare from the nearest airport to the project, to their home every sixty (60) calendar days.

**Schedule "B" – Article 2 (continued)**

- b) When employees are requested to use their own transportation to accompany equipment from shop to job, job to job, and return, they shall be paid the prevailing maximum CRA automobile allowance rates\*:

May 1, 2022	May 1, 2023	May 1, 2024
<b>*72¢ per Kilometre</b>	<b>*75.6¢ per Kilometre</b>	<b>*79.4¢ per Kilometre</b>
<b>\$1.16 per Mile</b>	<b>\$1.21 per Mile</b>	<b>\$1.27 per Mile</b>

*\* In accordance with the signed Memorandum of Agreement dated May 27, 2016, 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.*

- c) The Employer will pay prevailing straight time rates of pay to an employee required to travel during regularly assigned operating hours, day shift only. No traveling time outside of these hours will be paid for except in special cases at the discretion of the Employer. If the Employer authorizes travel time outside of regularly assigned hours, such time will be paid at applicable premium rates.
- d) When employees are requested to accompany equipment to and from job sites outside of regularly assigned hours, they shall be paid at overtime rates.
- e) The Employer shall provide or pay for the transportation to the car or home if requested, for personnel left on a jobsite without their normal method of conveyance. If this travel takes place after normal working hours the employee shall be further compensated to a maximum of one (1) hour at straight time.
- f) On Industrial Plant projects or Construction Site projects the Employer and the Union will negotiate an arrangement to transport or compensate employees where excessive walking time is involved.

**ARTICLE 3 - EMPLOYER LABOUR RELATIONS FUND**

**3.1** The contributions referred to in **Article 24.11 (i)** of the Master Portion to this Agreement shall be in the amount of Eight Cents (**8¢**) per hour for each hour worked by each employee covered by this Schedule.

## **SCHEDULE “C”**

This Schedule shall cover and apply to Employers engaged in the **FOUNDATION, PILING and CAISSON BORING BUSINESS** within the Province of Ontario.

**SCHEDULE “C” - rates for Board Area #8**

**ARTICLE 1 - CLASSIFICATIONS AND WAGES**

**1.1** Engineers operating: cranes with drill attachments, cranes with piling lead attachments, cranes with vibratory hammers, rotary drill rigs with a manufacturer’s rated torque of greater than 270 kNm.

EFFECTIVE DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$49.38	\$4.94	\$5.79	\$0.10	\$7.03	<b>\$67.24</b>	\$0.87
May 1, 2023	\$51.84	\$5.18	\$5.79	\$0.36	\$7.03	<b>\$70.20</b>	\$0.91
May 1, 2024	\$54.43	\$5.44	\$5.79	\$0.36	\$7.13	<b>\$73.15</b>	\$0.96

**1.2** Engineers operating: service cranes, including but not limited to, carry deck cranes, self-erecting cranes and spider-type cranes, rotary drill rigs with a manufacturer’s rated torque from 190 kNm to 270 kNm, mechanics, churn drills, power mounted drills.

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			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$48.17	\$4.82	\$5.79	\$0.10	\$7.03	<b>\$65.91</b>	\$0.87
May 1, 2023	\$50.63	\$5.06	\$5.79	\$0.36	\$7.03	<b>\$68.87</b>	\$0.91
May 1, 2024	\$53.22	\$5.32	\$5.79	\$0.36	\$7.13	<b>\$71.82</b>	\$0.96

**1.3** Engineers operating: excavator mounted vibratory hammers, tie back machines, rotary drill rigs with a manufacturer’s rated torque of less than 190 kNm, welders, winches of all descriptions.

EFFECTIVE DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$47.41	\$4.74	\$5.79	\$0.10	\$7.03	<b>\$65.07</b>	\$0.87
May 1, 2023	\$49.86	\$4.99	\$5.79	\$0.36	\$7.03	<b>\$68.03</b>	\$0.91
May 1, 2024	\$52.45	\$5.25	\$5.79	\$0.36	\$7.13	<b>\$70.98</b>	\$0.96

**1.4** Front-end loaders, bulldozers (including 815 type) and similar equipment, boom trucks, Kubota type backhoe, skid steer loader, rock trucks, hydrovacs, Excavator, Tractor Loader Backhoe.

EFFECTIVE DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$46.94	\$4.69	\$5.79	\$0.10	\$7.03	<b>\$64.55</b>	\$0.87
May 1, 2023	\$49.39	\$4.94	\$5.79	\$0.36	\$7.03	<b>\$67.51</b>	\$0.91
May 1, 2024	\$51.98	\$5.20	\$5.79	\$0.36	\$7.13	<b>\$70.46</b>	\$0.96

**1.5** Tuggers, forklifts, telehandlers.

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

**Schedule "C" – rates for Board Area #8 - Article 1 (continued)**

**1.6** Drillers, drillers helpers.

EFFECTIVE DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$43.55	\$4.36	\$5.79	\$0.10	\$7.03	<b>\$60.83</b>	\$0.87
May 1, 2023	\$46.01	\$4.60	\$5.79	\$0.36	\$7.03	<b>\$63.79</b>	\$0.91
May 1, 2024	\$48.60	\$4.86	\$5.79	\$0.36	\$7.13	<b>\$66.74</b>	\$0.96

**1.7** Mechanics helpers.

EFFECTIVE DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$42.70	\$4.27	\$5.79	\$0.10	\$7.03	<b>\$59.89</b>	\$0.87
May 1, 2023	\$45.15	\$4.52	\$5.79	\$0.36	\$7.03	<b>\$62.85</b>	\$0.91
May 1, 2024	\$47.75	\$4.77	\$5.79	\$0.36	\$7.13	<b>\$65.80</b>	\$0.96

**SCHEDULE "C" - rates outside Board Area #8**

**ARTICLE 1 - CLASSIFICATIONS AND WAGES**

**1.1** Engineers operating: cranes with drill attachments, cranes with piling lead attachments, cranes with vibratory hammers, rotary drill rigs with a manufacturer’s rated torque of greater than 270 kNm.

EFFECTIVE DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$48.47	\$4.85	\$5.79	\$0.10	\$7.03	<b>\$66.24</b>	\$0.87
May 1, 2023	\$50.93	\$5.09	\$5.79	\$0.36	\$7.03	<b>\$69.20</b>	\$0.91
May 1, 2024	\$53.52	\$5.35	\$5.79	\$0.36	\$7.13	<b>\$72.15</b>	\$0.96

**1.2** Engineers operating: service cranes, including but not limited to, carry deck cranes, self-erecting cranes and spider-type cranes, rotary drill rigs with a manufacturer’s rated torque from 190 kNm to 270 kNm, mechanics, churn drills, power mounted drills.

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			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$47.26	\$4.73	\$5.79	\$0.10	\$7.03	<b>\$64.91</b>	\$0.87
May 1, 2023	\$49.72	\$4.97	\$5.79	\$0.36	\$7.03	<b>\$67.87</b>	\$0.91
May 1, 2024	\$52.31	\$5.23	\$5.79	\$0.36	\$7.13	<b>\$70.82</b>	\$0.96

**1.3** Engineers operating: excavator mounted vibratory hammers, tie back machines, rotary drill rigs with a manufacturer’s rated torque of less than 190 kNm, welders, winches of all descriptions.

EFFECTIVE DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$46.50	\$4.65	\$5.79	\$0.10	\$7.03	<b>\$64.07</b>	\$0.87
May 1, 2023	\$48.95	\$4.90	\$5.79	\$0.36	\$7.03	<b>\$67.03</b>	\$0.91
May 1, 2024	\$51.55	\$5.15	\$5.79	\$0.36	\$7.13	<b>\$69.98</b>	\$0.96

**1.4** Front-end loaders, bulldozers (including 815 type) and similar equipment, boom trucks, Kubota type backhoe, skid steer loader, rock trucks, hydrovacs, Excavator, Tractor Loader Backhoe.

EFFECTIVE DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$46.03	\$4.60	\$5.79	\$0.10	\$7.03	<b>\$63.55</b>	\$0.87
May 1, 2023	\$48.48	\$4.85	\$5.79	\$0.36	\$7.03	<b>\$66.51</b>	\$0.91
May 1, 2024	\$51.07	\$5.11	\$5.79	\$0.36	\$7.13	<b>\$69.46</b>	\$0.96

**1.5** Tuggers, forklifts, telehandlers.

EFFECTIVE DATE	WAGES	VAC. PAY			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

**Schedule "C" – rates outside Board Area #8 - Article 1 (continued)**

**1.6** Drillers, drillers helpers.

EFFECTIVE DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$42.65	\$4.26	\$5.79	\$0.10	\$7.03	<b>\$59.83</b>	\$0.87
May 1, 2023	\$45.10	\$4.51	\$5.79	\$0.36	\$7.03	<b>\$62.79</b>	\$0.91
May 1, 2024	\$47.69	\$4.77	\$5.79	\$0.36	\$7.13	<b>\$65.74</b>	\$0.96

**1.7** Mechanics helpers.

EFFECTIVE DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$41.79	\$4.18	\$5.79	\$0.10	\$7.03	<b>\$58.89</b>	\$0.87
May 1, 2023	\$44.25	\$4.42	\$5.79	\$0.36	\$7.03	<b>\$61.85</b>	\$0.91
May 1, 2024	\$46.84	\$4.68	\$5.79	\$0.36	\$7.13	<b>\$64.80</b>	\$0.96

**1.8** Except as otherwise agreed the fourth (4th) person in a pile driving crew, including the operator, will be an employee covered by the provisions of this Agreement provided that they are required to perform any work covered by the provisions of this Agreement.

**1.9** All operators on drilling and mobile equipment shall be required to hold an appropriate Certificate of Qualification as required by the applicable governing body, and equipment shall be manned by an operator and helper or driver.

**1.10** All drillers helpers shall not be transferred to operating until they have complied with the regulations of the Operating Engineers Act.



- 1.11 Rates for new types of equipment under the jurisdiction of the International Union of Operating Engineers, not appearing in the wage schedule, shall be classified and agreed on by a committee of the Union and the Employer within thirty (30) days of being placed in operation.
- 1.12 Salaried part-time employees, management or relatives of management, shall not replace regular operators for overtime or lay-off purposes.

**ARTICLE 2 - OVERTIME**

- 2.1 All time worked by an employee before or 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 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 rate.

**ARTICLE 3 - INCLEMENT WEATHER REPORTING ALLOWANCE**

- 3.1 Two (2) hours pay together with traveling expenses, 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

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

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 4 – COMMUTING, TRAVEL AND LIVING ALLOWANCES**

**4.1 Free Zones**

No allowances shall be payable within the following boundaries, referred to as “Free Zones”:

- a) **Employees hired through the Toronto Hiring Hall:**  
Area bounded on the West by Highway 27 extended to Lake Ontario, on the North by Highway 7, on the East by Highway 48, extended to Lake Ontario and on the South by the Lake Ontario shoreline south of the Toronto Islands.
- b) **Employees hired through all hiring halls other than Toronto:**  
The area within a 16km radius from the City Hall for the city in which the Hiring Hall is located.

**4.2 Projects Beyond the Free Zones**

Commuting, travel and living allowances shall be paid to employees sent to a project beyond the free zones as detailed hereunder. All distances referred to are one-way distances beyond the limits of the appropriate free zone. All commuting or travel allowances are to be computed from the edge of the free zone to the site on the basis of the most direct practical route.

		<b><u>LIVING ALLOWANCE</u></b>
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		<b>COMMUTING OR TRAVEL ALLOWANCE</b>	<b>May 1, 2022</b>	<b>May 1, 2023</b>	<b>May 1, 2024</b>
<b>1</b>	Up to 99km	May 1, 2022 * <b>61.7¢/km</b> each way May 1, 2023 * <b>64.8¢/km</b> each way May 1, 2024 * <b>68.1¢/km</b> each way	None	None	None
<b>2</b>	Over 99km - 199km	* <b>61.7¢/km</b> for first work day each week May 1, 2023 increase to * <b>64.8¢/km</b> May 1, 2024 increase to * <b>68.1¢/km</b>  * <b>61.7¢/km</b> for last work day each week May 1, 2023 increase to * <b>64.8¢/km</b> May 1, 2024 increase to * <b>68.1¢/km</b>	<b>\$157.06</b> per day worked, providing job duration exceeds one day	<b>\$168.05</b> per day worked, providing job duration exceeds one day	<b>\$178.14</b> per day worked, providing job duration exceeds one day
<b>3</b>	Over 199km - 499km	Based on a 3 week cycle * <b>61.7¢/km</b> for first work day of first week May 1, 2023 increase to * <b>64.8¢/km</b> May 1, 2024 increase to * <b>68.1¢/km</b>  * <b>61.7¢/km</b> for earlier of last work day of job or last work day of third week May 1, 2023 increase to * <b>64.8¢/km</b> May 1, 2024 increase to * <b>68.1¢/km</b>	<b>\$157.06</b> per day worked, and for weekend days of first 2 weeks of cycle	<b>\$168.05</b> per day worked, and for weekend days of first 2 weeks of cycle	<b>\$178.14</b> per day worked, and for weekend days of first 2 weeks of cycle
<b>4</b>	Beyond 499km	Reasonable Travel expenses paid by employer, including airfare** for intermittent trips home	<b>\$157.06</b> per day worked, and for weekend days at site vicinity	<b>\$168.05</b> per day worked, and for weekend days at site vicinity	<b>\$178.14</b> per day worked, and for weekend days at site vicinity

\* In accordance with the signed Memorandum of Agreement dated May 27, 2016, 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.

\*\* **For Zone 4**, should the employee elect to use their personal vehicle to travel to the job site rather than travel by air, payment shall be made for the lesser of the distance traveled at the rate per km stated above or the cost of air transportation.

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.

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

**4.3** Living allowance will not be deducted from employee's pay due to inclement weather or Statutory Holidays providing that the employee remains at the job site vicinity. However, if the employee fails to report to work when

work is available on the working day immediately preceding and following such bad weather days or holiday, the employee shall forfeit the living expense for such absenteeism.

- 4.4** Employees required to use their cars to travel to job sites or following equipment other than as covered above shall be paid Sixty One point Seven Cents per kilometre (\*61.7¢/km) each way. On May 1, 2023, the rate shall increase to Sixty-Four point Eight Cents per kilometre (\*64.8¢/km) and on May 1, 2024, the rate shall increase to Sixty-Eight Cents per kilometre (\*68¢/km).

*\* In accordance with the signed Memorandum of Agreement dated May 27, 2016, 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.*

- 4.5** Transportation expenses to out-of-town sites other than as indicated above shall be paid by the Employer.

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

- 5.1** The contributions referred to in **Article 24.11 (i)** of the Master Portion of this Agreement shall be in the amount of fifteen cents (**15¢**) per hour for each hour worked by each employee covered by this Schedule.

## SCHEDULE “D”

This Schedule shall cover and apply to Employers that are member Companies of the Associated Earth Movers of Ontario engaged in the **EXCAVATING BUSINESS** within the Province of Ontario.

**SCHEDULE "D" - rates for Board Area #8**

**ARTICLE 1 - CLASSIFICATIONS AND WAGES**

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

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			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$46.90	\$4.69	\$5.79	\$0.10	\$7.03	<b>\$64.51</b>	\$0.87
May 1, 2023	\$49.35	\$4.94	\$5.79	\$0.36	\$7.03	<b>\$67.47</b>	\$0.91
May 1, 2024	\$51.95	\$5.19	\$5.79	\$0.36	\$7.13	<b>\$70.42</b>	\$0.96

- b)** Engineers operating: shovels, backhoes, hoptoes, gradalls and similar equipment, whip hammer, power mounted drills, fine grade bulldozers.

EFFECTIVE DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$46.43	\$4.64	\$5.79	\$0.10	\$7.03	<b>\$63.99</b>	\$0.87
May 1, 2023	\$48.88	\$4.89	\$5.79	\$0.36	\$7.03	<b>\$66.95</b>	\$0.91
May 1, 2024	\$51.47	\$5.15	\$5.79	\$0.36	\$7.13	<b>\$69.90</b>	\$0.96

- 1.2** Welders.

EFFECTIVE DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$46.58	\$4.66	\$5.79	\$0.10	\$7.03	<b>\$64.16</b>	\$0.87
May 1, 2023	\$49.04	\$4.90	\$5.79	\$0.36	\$7.03	<b>\$67.12</b>	\$0.91
May 1, 2024	\$51.63	\$5.16	\$5.79	\$0.36	\$7.13	<b>\$70.07</b>	\$0.96

- 1.3** 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			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$45.76	\$4.58	\$5.79	\$0.10	\$7.03	<b>\$63.26</b>	\$0.87
May 1, 2023	\$48.22	\$4.82	\$5.79	\$0.36	\$7.03	<b>\$66.22</b>	\$0.91
May 1, 2024	\$50.81	\$5.08	\$5.79	\$0.36	\$7.13	<b>\$69.17</b>	\$0.96

1.4 a) Mechanic's helpers and servicepersons.

EFFECTIVE DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$43.77	\$4.38	\$5.79	\$0.10	\$7.03	<b>\$61.07</b>	\$0.87
May 1, 2023	\$46.23	\$4.62	\$5.79	\$0.36	\$7.03	<b>\$64.03</b>	\$0.91
May 1, 2024	\$48.82	\$4.88	\$5.79	\$0.36	\$7.13	<b>\$66.98</b>	\$0.96

**Schedule "D" - rates for Board Area #8 - Article 1 (continued)**

b) Oiler-Graderspersons and Oiler-Drivers.

EFFECTIVE DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$43.31	\$4.33	\$5.79	\$0.10	\$7.03	<b>\$60.56</b>	\$0.87
May 1, 2023	\$45.76	\$4.58	\$5.79	\$0.36	\$7.03	<b>\$63.52</b>	\$0.91
May 1, 2024	\$48.35	\$4.84	\$5.79	\$0.36	\$7.13	<b>\$66.47</b>	\$0.96

c) Compactors.

EFFECTIVE DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$43.40	\$4.34	\$5.79	\$0.10	\$7.03	<b>\$60.66</b>	\$0.87
May 1, 2023	\$45.85	\$4.59	\$5.79	\$0.36	\$7.03	<b>\$63.62</b>	\$0.91
May 1, 2024	\$48.45	\$4.84	\$5.79	\$0.36	\$7.13	<b>\$66.57</b>	\$0.96

**SCHEDULE "D" - rates outside Board Area #8**

**ARTICLE 1 - CLASSIFICATIONS AND WAGES**

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

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	\$45.99	\$4.60	\$5.79	\$0.10	\$7.03	<b>\$63.51</b>	\$0.87
May 1, 2023	\$48.45	\$4.84	\$5.79	\$0.36	\$7.03	<b>\$66.47</b>	\$0.91
May 1, 2024	\$51.04	\$5.10	\$5.79	\$0.36	\$7.13	<b>\$69.42</b>	\$0.96

**b)** Engineers operating: shovels, backhoes, hoptoes, gradalls and similar equipment, whip hammer, power mounted drills, fine grade bulldozers.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$45.52	\$4.55	\$5.79	\$0.10	\$7.03	<b>\$62.99</b>	\$0.87
May 1, 2023	\$47.97	\$4.80	\$5.79	\$0.36	\$7.03	<b>\$65.95</b>	\$0.91
May 1, 2024	\$50.56	\$5.06	\$5.79	\$0.36	\$7.13	<b>\$68.90</b>	\$0.96

**1.2** Welders.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$45.67	\$4.57	\$5.79	\$0.10	\$7.03	<b>\$63.16</b>	\$0.87
May 1, 2023	\$48.13	\$4.81	\$5.79	\$0.36	\$7.03	<b>\$66.12</b>	\$0.91
May 1, 2024	\$50.72	\$5.07	\$5.79	\$0.36	\$7.13	<b>\$69.07</b>	\$0.96

**1.3** 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	\$44.85	\$4.49	\$5.79	\$0.10	\$7.03	<b>\$62.26</b>	\$0.87
May 1, 2023	\$47.31	\$4.73	\$5.79	\$0.36	\$7.03	<b>\$65.22</b>	\$0.91
May 1, 2024	\$49.90	\$4.99	\$5.79	\$0.36	\$7.13	<b>\$68.17</b>	\$0.96

**1.4 a)** Mechanic’s helpers and servicepersons.

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	\$7.03	<b>\$60.07</b>	\$0.87
May 1, 2023	\$45.32	\$4.53	\$5.79	\$0.36	\$7.03	<b>\$63.03</b>	\$0.91
May 1, 2024	\$47.91	\$4.79	\$5.79	\$0.36	\$7.13	<b>\$65.98</b>	\$0.96

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

**b)** Oiler-Graderspersons 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	\$7.03	<b>\$59.56</b>	\$0.87
May 1, 2023	\$44.85	\$4.49	\$5.79	\$0.36	\$7.03	<b>\$62.52</b>	\$0.91
May 1, 2024	\$47.45	\$4.74	\$5.79	\$0.36	\$7.13	<b>\$65.47</b>	\$0.96

**c)** 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	\$7.03	<b>\$59.66</b>	\$0.87
May 1, 2023	\$44.95	\$4.49	\$5.79	\$0.36	\$7.03	<b>\$62.62</b>	\$0.91
May 1, 2024	\$47.54	\$4.75	\$5.79	\$0.36	\$7.13	<b>\$65.57</b>	\$0.96

**1.5** When engineers are required to operate equipment of a lesser rate, they shall maintain their established rate.

**1.6** Other types of equipment or classifications under the jurisdiction of the International Union of Operating Engineers, not appearing in this wage schedule, shall be classified as per appropriate rates, under the recognition of such classifications listed in **Schedule “J”**.

**1.7** Salaried employees, or employees who operate only part time shall not replace regular operators when overtime is to be worked.

**ARTICLE 2 - NO STRIKES, NO LOCKOUTS**

**2.1** In view of the grievance and arbitration procedure provided in this Agreement, it is agreed by the Union that there shall be no strike or stoppage of work, either complete or partial, and the Employer agrees it shall not be considered a violation of this Agreement for an employee to refuse to cross a picket line established by the Toronto Building Trades Council, or to refuse to operate equipment rented from non-Union contractors, or to cease to work for failure of Employer to correct pay shortages, or being late in wage payments, or Health & Pension Plan contributions.

**ARTICLE 3 - HOURS OF WORK AND OVERTIME**

Notwithstanding the provisions of **Articles 15 and 16** of the Master Agreement, the following conditions shall apply to employees working under the terms of this Schedule:



### **3.1 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.

### **3.2 Overtime**

All time worked by an employee in excess of ten (10) hours per day Monday to Friday inclusive, shall be paid at time and one-half (1-1/2) the regular hourly rate.

**3.3** All hours worked on Saturday and Sunday shall be paid for at double (2x) the regular rate.

## **Schedule "D" – Article 4**

### **ARTICLE 4 - INCLEMENT WEATHER REPORTING ALLOWANCE**

**4.1** Two (2) hours pay together with traveling expenses, 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 5 - TRAVELLING EXPENSE**

#### **5.1 a) Toronto Area Based Employers**

There shall be no traveling expense allowed for all work within an area bounded on the West by Hwy. #27, on the North by Hwy. #7 and on the East by Hwy. #48, extended to Lake Ontario.

#### **b) Other than Toronto Area Based Employers**

There shall be no travel allowance paid for all work performed within a sixteen (16) kilometre radius from the City Hall in the City where the Employer's Head Office is located or as otherwise agreed to by the Employer and the Union, in writing.

**5.2** Traveling expense at the rate of Sixty One point Seven Cents per kilometre (**\*61.7¢/km**) / Ninety Nine point One Cents per mile (**99.1¢/mile**) each way, shall be paid for all work beyond the free zone limits as described in **5.1** and up to the geographical area limits of this Agreement.

Effective May 1, 2023 the rate shall increase to Sixty-Four point Eight Cents per kilometre (**\*64.8¢/km**) / One Dollar and Four Cents per mile (**\$1.04/mile**).

Effective May 1, 2024 the rate shall increase to Sixty-Eight point One Cents per kilometre (**\*68.1¢/km**) / One Dollar and Nine Cents per mile (**\$1.09/mile**).

*\* In accordance with the signed Memorandum of Agreement dated May 27, 2016 , 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.*

**5.3** Living Out Expense shall be paid on jobs over forty kilometres (40 km) / twenty-five miles (25 miles) as follows:

**PER DAY WORKED**

<b>KILOMETRES</b>	<b>MILES</b>	<b>May 1, 2022</b>	<b>May 1, 2023</b>	<b>May 1, 2024</b>
<b>Over 40 km up to 80 km</b>	<b>Over 25 miles up to 50 miles</b>	<b>\$35.43</b>	<b>\$37.90</b>	<b>\$40.18</b>
<b>Over 80 km up to 120 km</b>	<b>Over 50 miles up to 75 miles</b>	<b>\$77.63</b>	<b>\$83.07</b>	<b>\$88.05</b>
<b>Over 120 km up to 160 km</b>	<b>Over 75 miles up to 100 miles</b>	<b>\$81.36</b>	<b>\$87.05</b>	<b>\$92.27</b>
<b>Over 160 km (seven days per week)</b>	<b>Over 100 miles (seven days per week)</b>	<b>\$123.59</b>	<b>\$132.24</b>	<b>\$140.17</b>

If an employee chooses to remain overnight while employed on a job in this zone, the Room and Board Allowance set out in the over one hundred and sixty kilometres (160 kms) / one hundred miles (100 miles) zone will apply. Where the employee commutes daily the payment will be in accordance with the over eighty kilometres (80 kms) / fifty miles (50 mile) zone.

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.

**Schedule “D” – Article 5 (continued)**

**5.4** Living Out Expense will not be deducted from an employee’s pay due to inclement weather or Statutory Holidays. However, if an employee fails to report to work when work is available on the working day immediately preceding and following such bad weather days or holidays, they shall forfeit their Living Out Expense for such absenteeism.

**5.5** Employees required to use their cars to travel to job sites or following equipment other than as covered in **4.1** above shall be paid:

Traveling expense at the rate of Seventy One Cents per kilometre (**\*71¢/km**) / Ninety Nine point One Cents per mile (**99.1¢/mile**) each way, shall be paid for all work beyond the free zone limits as described in **5.1** and up to the geographical area limits of this Agreement.

Effective May 1, 2023 the rate shall increase to Seventy Four point Five Cents per kilometre (**\*74.5¢/km**) / One Dollar and Four Cents per mile (**\$1.04/mile**).

Effective May 1, 2024 the rate shall increase to Seventy-Eight point Three Cents per kilometre (**\*78.3¢/km**) / One Dollar and Nine Cents per mile (**\$1.09/mile**).

*\* In accordance with the signed Memorandum of Agreement dated May 27, 2016, 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.*

**5.6** Transportation expenses to out-of-town sites other than as indicated above shall be paid by the Employer.

**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 Forty Cents (**40¢**) per hour for each hour worked by each employee covered by this Schedule.

## **SCHEDULE “E”**

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 **Counties of Essex and Kent.**

**SCHEDULE "E"**

**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	\$48.57	\$4.86	\$5.79	\$0.10	\$7.03	<b>\$66.35</b>	\$0.87
May 1, 2023	\$51.03	\$5.10	\$5.79	\$0.36	\$7.03	<b>\$69.31</b>	\$0.91
May 1, 2024	\$53.62	\$5.36	\$5.79	\$0.36	\$7.13	<b>\$72.26</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	\$48.12	\$4.81	\$5.79	\$0.10	\$7.03	<b>\$65.85</b>	\$0.87
May 1, 2023	\$50.57	\$5.06	\$5.79	\$0.36	\$7.03	<b>\$68.81</b>	\$0.91
May 1, 2024	\$53.16	\$5.32	\$5.79	\$0.36	\$7.13	<b>\$71.76</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 derrick, 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.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$46.63	\$4.66	\$5.79	\$0.10	\$7.03	<b>\$64.21</b>	\$0.87
May 1, 2023	\$49.08	\$4.91	\$5.79	\$0.36	\$7.03	<b>\$67.17</b>	\$0.91
May 1, 2024	\$51.67	\$5.17	\$5.79	\$0.36	\$7.13	<b>\$70.12</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			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$46.15	\$4.62	\$5.79	\$0.10	\$7.03	<b>\$63.69</b>	\$0.87
May 1, 2023	\$48.61	\$4.86	\$5.79	\$0.36	\$7.03	<b>\$66.65</b>	\$0.91
May 1, 2024	\$51.20	\$5.12	\$5.79	\$0.36	\$7.13	<b>\$69.60</b>	\$0.96

**Schedule "E" - 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			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$45.58	\$4.56	\$5.79	\$0.10	\$7.03	<b>\$63.06</b>	\$0.87
May 1, 2023	\$48.04	\$4.80	\$5.79	\$0.36	\$7.03	<b>\$66.02</b>	\$0.91
May 1, 2024	\$50.63	\$5.06	\$5.79	\$0.36	\$7.13	<b>\$68.97</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.

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.

EFFECTIVE DATE	WAGES	VAC. PAY			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$45.33	\$4.53	\$5.79	\$0.10	\$7.03	<b>\$62.78</b>	\$0.87
May 1, 2023	\$47.78	\$4.78	\$5.79	\$0.36	\$7.03	<b>\$65.74</b>	\$0.91
May 1, 2024	\$50.37	\$5.04	\$5.79	\$0.36	\$7.13	<b>\$68.69</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			PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$43.54	\$4.35	\$5.79	\$0.10	\$7.03	<b>\$60.81</b>	\$0.87
May 1, 2023	\$45.99	\$4.60	\$5.79	\$0.36	\$7.03	<b>\$63.77</b>	\$0.91
May 1, 2024	\$48.58	\$4.86	\$5.79	\$0.36	\$7.13	<b>\$66.72</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.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$43.30	\$4.33	\$5.79	\$0.10	\$7.03	<b>\$60.55</b>	\$0.87
May 1, 2023	\$45.75	\$4.58	\$5.79	\$0.36	\$7.03	<b>\$63.51</b>	\$0.91
May 1, 2024	\$48.35	\$4.83	\$5.79	\$0.36	\$7.13	<b>\$66.46</b>	\$0.96



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

- 1.7 a)** Operators of: 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, 5 or more on the same job site. Oiler-driver.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN	SUB PLAN	PENSION	TOTAL	TRAINING
May 1, 2022	\$42.35	\$4.24	\$5.79	\$0.10	\$7.03	<b>\$59.51</b>	\$0.87
May 1, 2023	\$44.81	\$4.48	\$5.79	\$0.36	\$7.03	<b>\$62.47</b>	\$0.91
May 1, 2024	\$47.40	\$4.74	\$5.79	\$0.36	\$7.13	<b>\$65.42</b>	\$0.96

- b)** Oilers, mechanic’s helpers, pumps over 6" discharge where 3 or more are employed on the same job site.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN	SUB PLAN	PENSION	TOTAL	TRAINING
May 1, 2022	\$42.13	\$4.21	\$5.79	\$0.10	\$7.03	<b>\$59.26</b>	\$0.87
May 1, 2023	\$44.58	\$4.46	\$5.79	\$0.36	\$7.03	<b>\$62.22</b>	\$0.91
May 1, 2024	\$47.17	\$4.72	\$5.79	\$0.36	\$7.13	<b>\$65.17</b>	\$0.96

- 1.8** Permanent elevators shall not be used as man and material hoists where they have not passed inspection and been licensed under the Elevators Lifts Act, in which case the Contractor or owner concerned will assign the work to members of the Operating Engineers’ Union when said elevators are licensed and are converted into man and material operation.
- 1.9** Wellpoint and dewatering systems shall be manned only by members of the Union and on a twenty-four (24) hour, seven (7) days per week basis when so used.
- 1.10** Forced air, gas, propane or oil burning temporary heating units shall be serviced and manned only by members of the Union, and shall require a regular attendant when BTU output, single or multiple - on any site - exceeds 300,000 BTU’s and where more than five (5) such units are put into operation an additional attendant will be employed for such additional group under the above rating.
- 1.11** Where five (5) or more members of the Union are employed on any site, a member of the Union shall be assigned as Equipment Foreperson. The Equipment Foreperson’s rate shall be Two Dollars (\$2.00) above the members rate.
- 1.12** When an oiler is not employed and when oiling and greasing is not performed due to lack of time, during regular working hours, the Engineer operating such equipment shall be paid one (1) hour at their regular day shift rate, for oiling and greasing which they perform before or after their regular working day.
- 1.13** It will not be considered a violation of this Agreement for employees to refuse to be transported in the cab of mobile cranes and the Employer shall not make this a condition of employment.
- 1.14** Where employees are required to ride in Company vehicles other than cranes in cold weather such vehicles shall be adequately heated.
- 1.15** Helicopters shall not be used to replace other methods of hoisting and placing equipment or materials on any site

or project without first being cleared by permit from the Union.

**1.16** Winch Operators in said helicopters shall be members of the Union.

**1.17** Log Books shall be maintained for each piece of equipment and be available at the site for the purpose of recording repairs, or adjustments, maintenance records or reports of unsafe conditions of equipment. Date and time of each entry shall be shown and verified by signature of a Company official.

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

**1.18** Repair manuals will be made available where necessary.

**ARTICLE 2 - OVERTIME**

**2.1** All time 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 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 rate.

**ARTICLE 3 - INCLEMENT WEATHER REPORTING ALLOWANCE**

**3.1** Three (3) hours pay together with traveling expenses, 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 three (3) 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 4 - TRAVEL TIME & EXPENSES**

**4.1** For the purpose of determining the Employer’s obligation to supply transportation to employees, the area to which this Agreement applies is divided into zones:

**a)** **Essex County** - Employees providing own transportation. There shall be a free zone within a twenty-four kilometre (24 km) / fifteen mile (15 mile) radius of the Windsor City Hall; no travel time shall be paid to the employees working in this area.

**b)** **32 kilometre / 20 mile limit** - When an employee is required to work in an area outside the above free zone up to a distance of thirty-two kilometres (32 kms) / twenty miles (20 miles) in any direction, they shall be paid a traveling allowance:

**PER DAY**

<b>May 1, 2022</b>	<b>May 1, 2023</b>	<b>May 1, 2024</b>
<b>\$26.05</b>	<b>\$27.88</b>	<b>\$29.55</b>

c) **Outside 32 kilometre / 20 mile limit** - When an employee is required to work in an area outside of the above free zone and thirty-two kilometre (32 km) / twenty mile (20 mile) area to the boundaries of Essex County they shall be paid traveling allowance of:

**PER DAY**

<b>May 1, 2022</b>	<b>May 1, 2023</b>	<b>May 1, 2024</b>
<b>\$36.49</b>	<b>\$39.04</b>	<b>\$41.38</b>

**Schedule “E” - Article 4 (continued)**

**4.2** When an employee is required to use their own vehicle to commute to any site they shall receive Sixty-Eight point Eight Cents (\***68.8¢**) per kilometre / One Dollar and Twelve Cents (**\$1.12**) per mile in addition to travel time allowance.

Effective May 1, 2023 the rate shall increase to Seventy-Two point Two Cents per kilometre (\***72.2¢/km**) / One Dollar and Eighteen Cents per mile (**\$1.18/mile**).

Effective May 1, 2024 the rate shall increase to Seventy-Five point Eight Cents per kilometre (\***75.8¢/km**) / One Dollar and Twenty-Four Cents per mile (**\$1.24/mile**).

*\* In accordance with the signed Memorandum of Agreement dated May 27, 2016, 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.*

All the above kilometres are to be measured by the most direct automobile route.

**ARTICLE 5 - LIVING ALLOWANCE AND ACCOMMODATION**

**5.1** Where an employee is required to work beyond one hundred and sixty kilometres (160 km.) / one hundred (100) miles from point of hire or dispatch, the Employer shall pay expenses per day:

	<b>May 1, 2022</b>	<b>May 1, 2023</b>	<b>May 1, 2024</b>
<b>MINIMUM</b>	<b>\$145.00</b>	<b>\$145.00</b>	<b>\$150.00</b>
<b>MAXIMUM PER WEEK</b>	<b>\$725.00</b>	<b>\$725.00</b>	<b>\$750.00</b>

**5.2** In the event a standard set of regulations governing camp accommodations for the Province of Ontario is adopted by the Union and Management, the Company hereby agrees to accept and apply such regulations whenever they apply to its operation.

**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 Thirty-Two Cents (**32¢**) per hour for each hour worked by each employee covered by this Schedule.

## SCHEDULE “F”

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 **County of Lambton**.

**SCHEDULE "F"**

**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	\$49.56	\$4.96	\$5.79	\$0.10	\$7.03	<b>\$67.44</b>	\$0.87
May 1, 2023	\$52.02	\$5.20	\$5.79	\$0.36	\$7.03	<b>\$70.40</b>	\$0.91
May 1, 2024	\$54.61	\$5.46	\$5.79	\$0.36	\$7.13	<b>\$73.35</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	\$48.81	\$4.88	\$5.79	\$0.10	\$7.03	<b>\$66.61</b>	\$0.87
May 1, 2023	\$51.26	\$5.13	\$5.79	\$0.36	\$7.03	<b>\$69.57</b>	\$0.91
May 1, 2024	\$53.85	\$5.39	\$5.79	\$0.36	\$7.13	<b>\$72.52</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 rough and all terrain cranes. 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	\$48.05	\$4.81	\$5.79	\$0.10	\$7.03	<b>\$65.78</b>	\$0.87
May 1, 2023	\$50.51	\$5.05	\$5.79	\$0.36	\$7.03	<b>\$68.74</b>	\$0.91
May 1, 2024	\$53.10	\$5.31	\$5.79	\$0.36	\$7.13	<b>\$71.69</b>	\$0.96

**b)** Engineers operating: 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. Survey Instrument person. 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	\$47.51	\$4.75	\$5.79	\$0.10	\$7.03	\$65.18	\$0.87
May 1, 2023	\$49.96	\$5.00	\$5.79	\$0.36	\$7.03	\$68.14	\$0.91
May 1, 2024	\$52.55	\$5.26	\$5.79	\$0.36	\$7.13	\$71.09	\$0.96

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

c) Pitman type cranes of 10 ton to less than 15 ton capacity, graders, fine/finish grade dozer.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$47.05	\$4.70	\$5.79	\$0.10	\$7.03	\$64.67	\$0.87
May 1, 2023	\$49.50	\$4.95	\$5.79	\$0.36	\$7.03	\$67.63	\$0.91
May 1, 2024	\$52.09	\$5.21	\$5.79	\$0.36	\$7.13	\$70.58	\$0.96

**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	\$45.94	\$4.59	\$5.79	\$0.10	\$7.03	\$63.46	\$0.87
May 1, 2023	\$48.40	\$4.84	\$5.79	\$0.36	\$7.03	\$66.42	\$0.91
May 1, 2024	\$50.99	\$5.10	\$5.79	\$0.36	\$7.13	\$69.37	\$0.96

**1.4** Operators of: bulldozers (including 815 type), tractors, scrapers, 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. Survey Sr. Rod person, 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.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
				SUB PLAN			
May 1, 2022	\$45.85	\$4.59	\$5.79	\$0.10	\$7.03	\$63.36	\$0.87
May 1, 2023	\$48.31	\$4.83	\$5.79	\$0.36	\$7.03	\$66.32	\$0.91
May 1, 2024	\$50.90	\$5.09	\$5.79	\$0.36	\$7.13	\$69.27	\$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
				SUB PLAN			
May 1, 2022	\$42.45	\$4.24	\$5.79	\$0.10	\$7.03	\$59.61	\$0.87
May 1, 2023	\$44.90	\$4.49	\$5.79	\$0.36	\$7.03	\$62.57	\$0.91
May 1, 2024	\$47.49	\$4.75	\$5.79	\$0.36	\$7.13	\$65.52	\$0.96

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

**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. Survey Jr. Rod person.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN	SUB PLAN	PENSION	TOTAL	TRAINING
May 1, 2022	\$42.30	\$4.23	\$5.79	\$0.10	\$7.03	<b>\$59.45</b>	\$0.87
May 1, 2023	\$44.75	\$4.48	\$5.79	\$0.36	\$7.03	<b>\$62.41</b>	\$0.91
May 1, 2024	\$47.35	\$4.73	\$5.79	\$0.36	\$7.13	<b>\$65.36</b>	\$0.96

**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.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN	SUB PLAN	PENSION	TOTAL	TRAINING
May 1, 2022	\$41.71	\$4.17	\$5.79	\$0.10	\$7.03	<b>\$58.80</b>	\$0.87
May 1, 2023	\$44.16	\$4.42	\$5.79	\$0.36	\$7.03	<b>\$61.76</b>	\$0.91
May 1, 2024	\$46.75	\$4.68	\$5.79	\$0.36	\$7.13	<b>\$64.71</b>	\$0.96

**1.8** Employees working underground shall receive Seventy-Five Cents (75¢) per hour premium pay and their daily work hours shall be governed by the Department of Labour Schedule.

**1.9** When seven (7) members of the Operating Engineers are employed on a job or project, regardless of whom the Employer is, the General Contractor shall place a working Equipment Foreperson in charge. When the number of Operating Engineer’s on a job or project becomes greater than ten (10) this Foreperson shall become non-operating.

This shall apply to each shift. They shall also be present when two (2) or more employees are required to work overtime. This foreperson will not replace any of the employees for operating or repairing except in an emergency. These forepersons shall receive not less than Two Dollars and Fifty Cents (**\$2.50**) per hour over the hourly rate of the top rated Operating Engineer on the job.

When ten (10) operators are on the job site, this foreperson shall have an assistant who will receive One Dollar and Seventy-Five Cents (**\$1.75**) per hour over the hourly rate of the top rated Operating Engineer. For every additional ten (10) Operating Engineers, an additional assistant foreperson will be required and will receive the same rate as above. These forepersons must be members of the Operating Engineers Union and remain in good standing.

**1.10** Permanent elevators shall not be used as man and material hoists where they have not passed inspection and been licensed under the Elevators Lifts Act, in which case the Contractor or owner concerned will assign the work to members of the Operating Engineers’ Union when said elevators are licensed and are converted into man and material operation.

**1.11** Wellpoint and dewatering systems shall be manned only by members of the Union.



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

- 2.1** Three (3) 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 three (3) hours after their designated starting time.

### **Schedule "F" - Article 2 (continued)**

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 ALLOWANCE AND EXPENSE**

When an employee is sent to a job beyond Lambton County, the Employer shall pay transporting expenses as follows:

- 3.1** When automobile travel is inappropriate the Employer will pay transportation expense of air or train travel, plus berth, if necessary, plus the applicable expense allowance, provided that the employee stays on the job continuously for the duration of the job or two (2) months, whichever is the lesser.
- 3.2** When an employee works continuously on a project which is beyond four hundred and eighty (480) kilometres / three hundred (300) miles from the appropriate City Hall, they shall receive an amount equal to one return plane fare from the nearest airport to the project, to their home every sixty (60) days.
- 3.3** When employees are requested to use their own transportation to accompany equipment from shop to job, job to job, and return, they shall be paid Fifty-Eight point Four Cents per kilometre (**\*58.4¢/km**) / Ninety-Four point Two Cents per mile (**94.2¢/mile**) or equivalent.

Effective May 1, 2023 this amount shall increase to Sixty-One point Three Cents (**\*61.3¢**) per kilometre / Ninety-Eight point Nine Cents (**98.9¢**) per mile.

Effective May 1, 2024 this amount shall increase to Sixty-Four point Four Cents (**\*64.4¢**) per kilometre / One Dollar and Three Cents (**\$1.03**) per mile.

*\* In accordance with the signed Memorandum of Agreement dated May 27, 2016, 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** The Employer will pay prevailing straight time rates of pay to an employee required to travel during regularly assigned operating hours per day shift only. No traveling time outside of these hours will be paid for except in special cases at the discretion of the Employer. If the Employer authorizes travel time outside of the regularly assigned hours, such time will be paid at applicable premium rates. This clause does not apply within a three hundred and twenty (320) kilometre / two hundred (200) mile radius of the Sarnia City Hall.
- 3.5** When employees are requested to accompany equipment to and from job sites outside regularly assigned hours, they shall be paid at overtime rates.
- 3.6** The Employer shall provide or pay for the transportation to their car or home if requested, for personnel left on a job site without their normal method of conveyance. If this travel takes place after normal working hours the employee shall be further compensated to a minimum of one (1) hour at straight time.
- 3.7** On Industrial Plant Projects or Construction Site Projects the Employer and the Union will negotiate an arrangement to transport or compensate employees where excessive walking time is involved.

### **TRAVEL ZONES**

#### **FREE ZONE:**

Free Zone is defined as the City of Sarnia and Point Edward, east of the St. Clair River, south to the North side of Stanley Line, then easterly in a straight line to Highway #21 and North on Highway #21 to the junction of Highway #402 and #21, then north to Lake Huron on Oil Heritage Road, including any job or project

with direct access off Highway #21 or Oil Heritage Road.

**Schedule "F" - Article 3 (continued)**

**ZONE A:** Remainder of Lambton County.

**PER DAY - PAID WORK IN THIS ZONE**

May 1, 2022	May 1, 2023	May 1, 2024
\$23.39	\$25.03	\$26.53

**Pro Rata pay as a fraction of the day worked, when an employee leaves of their own volition.**

**ARTICLE 4 - LIVING ALLOWANCE**

**4.1** The following expense allowance will be paid to an employee who is sent to a job beyond Lambton County:

From the Sarnia City Hall a distance of one hundred and sixty (160) road kilometres / one hundred (100) road miles by the most direct practical route:

**PER DAY WORKED**

May 1, 2022	May 1, 2023	May 1, 2024
\$145	\$145	\$150

Beyond one hundred and sixty (160) road kilometres / one hundred (100) road miles from the Sarnia City Hall by the most practical route:

**SEVEN (7) DAY WEEK**

May 1, 2022	May 1, 2023	May 1, 2024
\$145	\$145	\$150

This Expense Allowance will not be deducted from an employee's pay due to inclement weather or a Statutory Holiday, provided they are available for work prior to or immediately preceding or following such bad weather days or Statutory Holidays, they shall forfeit their Expense Allowance for such absenteeism and for the bad weather days or Statutory Holidays. An employee shall forfeit Expense Allowance if they refuse to work when instructed by the Foreperson on any working day.

**4.2** It is also agreed that if employees are required to report to an out-of-town job on Friday, they shall receive the applicable Expense Allowance, for Saturday and Sunday of the first weekend or their transportation home and return at the discretion of the Company provided the employee is required to and does work the following Monday at the out-of-town job.

**4.3** Employees required to live away from home to work on a job where Expense Allowance is applicable, will receive, for part or all of the first week away, Monday to Sunday inclusive, a daily allowance of applicable Expense Allowance in advance.

**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 "G"

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 **Counties of Oxford, Perth, Huron, Middlesex, Bruce and Elgin.**

**SCHEDULE "G"**

**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	SUB PLAN	PENSION	TOTAL	TRAINING
May 1, 2022	\$48.14	\$4.81	\$5.79	\$0.10	\$7.03	<b>\$65.87</b>	\$0.87
May 1, 2023	\$50.59	\$5.06	\$5.79	\$0.36	\$7.03	<b>\$68.83</b>	\$0.91
May 1, 2024	\$53.18	\$5.32	\$5.79	\$0.36	\$7.13	<b>\$71.78</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	SUB PLAN	PENSION	TOTAL	TRAINING
May 1, 2022	\$47.68	\$4.77	\$5.79	\$0.10	\$7.03	<b>\$65.37</b>	\$0.87
May 1, 2023	\$50.14	\$5.01	\$5.79	\$0.36	\$7.03	<b>\$68.33</b>	\$0.91
May 1, 2024	\$52.73	\$5.27	\$5.79	\$0.36	\$7.13	<b>\$71.28</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.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN	SUB PLAN	PENSION	TOTAL	TRAINING
May 1, 2022	\$46.50	\$4.65	\$5.79	\$0.10	\$7.03	<b>\$64.07</b>	\$0.87
May 1, 2023	\$48.95	\$4.90	\$5.79	\$0.36	\$7.03	<b>\$67.03</b>	\$0.91
May 1, 2024	\$51.55	\$5.15	\$5.79	\$0.36	\$7.13	<b>\$69.98</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	\$46.02	\$4.60	\$5.79	\$0.10	\$7.03	<b>\$63.54</b>	\$0.87
May 1, 2023	\$48.47	\$4.85	\$5.79	\$0.36	\$7.03	<b>\$66.50</b>	\$0.91
May 1, 2024	\$51.06	\$5.11	\$5.79	\$0.36	\$7.13	<b>\$69.45</b>	\$0.96

**Schedule "G" - 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	\$45.37	\$4.54	\$5.79	\$0.10	\$7.03	<b>\$62.83</b>	\$0.87
May 1, 2023	\$47.83	\$4.78	\$5.79	\$0.36	\$7.03	<b>\$65.79</b>	\$0.91
May 1, 2024	\$50.42	\$5.04	\$5.79	\$0.36	\$7.13	<b>\$68.74</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.

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.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$45.22	\$4.52	\$5.79	\$0.10	\$7.03	<b>\$62.66</b>	\$0.87
May 1, 2023	\$47.67	\$4.77	\$5.79	\$0.36	\$7.03	<b>\$65.62</b>	\$0.91
May 1, 2024	\$50.26	\$5.03	\$5.79	\$0.36	\$7.13	<b>\$68.57</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	\$43.26	\$4.33	\$5.79	\$0.10	\$7.03	\$60.51	\$0.87
May 1, 2023	\$45.72	\$4.57	\$5.79	\$0.36	\$7.03	\$63.47	\$0.91
May 1, 2024	\$48.31	\$4.83	\$5.79	\$0.36	\$7.13	\$66.42	\$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.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
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

**Schedule "G" - 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.

EFFECTIVE DATE	WAGES	VAC. PAY	BENEFIT PLAN		PENSION	TOTAL	TRAINING
			BENEFIT PLAN	SUB PLAN			
May 1, 2022	\$42.16	\$4.22	\$5.79	\$0.10	\$7.03	\$59.30	\$0.87
May 1, 2023	\$44.62	\$4.46	\$5.79	\$0.36	\$7.03	\$62.26	\$0.91
May 1, 2024	\$47.21	\$4.72	\$5.79	\$0.36	\$7.13	\$65.21	\$0.96

1.8 When equipment is used on a job and/or when work is available within the jurisdiction of the Operating Engineers less than full time i.e. Front-end driver, forklifts, pumps, conveyors, etc., the aggregate of which would provide employment for an Operating Engineer, an Operating Engineer shall be used.

**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 - AUTOMOBILE EXPENSE**

**3.1** All employees when employed within forty-nine kilometres (49 kms.) / thirty miles (30 miles) from the City Hall, London, shall be governed by the working hours specified for the project, and shall provide for themselves at no cost to the Employer, all necessary transportation home to shop or project at starting time and from shop or project to home at quitting time.

**3.2** Traveling expenses shall be paid to employees when they supply their own transportation from job to job during the working hours at the direction of the Employer. In addition, their applicable rate plus all normal benefits for the time spent in traveling.

May 1, 2022	May 1, 2023	May 1, 2024
*70.4¢ / km	*73.9¢ / km	*77.6¢ / km
\$1.12 / mile	\$1.18 / mile	\$1.24 / mile

*\* In accordance with the signed Memorandum of Agreement dated May 27, 2016, 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.*

**3.3** All employees when working on projects over forty-eight kilometres (48 kms.) / thirty miles (30 miles) radius as specified in **Article 3.1** above shall be governed by and covered under the following Zones system adopted between the Union and the Employer:

**a) ZONE #1**

Zone Number One (#1) shall be that area between the forty-eight kilometre (48 km.) / thirty mile (30 mile) and sixty-four kilometre (64 km) / forty mile (40 mile) radius. All employees performing any work in this Zone shall receive Travel Expense at the rate of:

May 1, 2022	May 1, 2023	May 1, 2024
\$18.29	\$19.56	\$20.74

### **Schedule "G" - Article 3 (continued)**

The City of Stratford in its entirety shall be deemed to be included in **Zone #1**.

**b) ZONE #2**

Zone Number Two (#2) shall be that area between the sixty-four kilometre (64 km.) / forty mile (40 mile) and eighty kilometre (80 km) / fifty mile (50 mile) radius. All employees performing any work in this Zone shall receive Travel Expenses at the rate of:

May 1, 2022	May 1, 2023	May 1, 2024
\$36.00	\$38.52	\$40.83

**c) ZONE #3**

Zone Number Three (#3) shall be that area between the eighty kilometre (80 km.) / fifty mile (50 mile) and ninety-six kilometre (96 km) / sixty mile (60 mile) radius. All employees performing work in this Zone shall receive Travel Expenses at the rate of:

May 1, 2022	May 1, 2023	May 1, 2024
\$53.55	\$57.30	\$60.74



**3.4** When an employee is required to work ninety-six kilometres (96 kms.) / sixty miles (60 miles) or more from the City Hall, London, the rates and conditions of **Article 4 - Board Allowance** shall apply.

In all cases where mileage is paid the most direct and practical route shall be used in calculating expenses.

**ARTICLE 4 - BOARD ALLOWANCE**

**4.1** Board Allowance at the rate of:

**PER DAY WORKED**

May 1, 2022	May 1, 2023	May 1, 2024
\$135.35	\$144.83	\$153.52

Shall be paid to employees when boarding away from home on jobs ninety-six kilometres (96 kms) / sixty miles (60 miles) or more from the City Hall, London.

When employees report for work on out-of-town projects, and there is no work available, due to job conditions, board shall be paid for a 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.

**4.2** If a holiday falls during a normal work week, Board Allowance shall be paid for that day providing the employee is available for work shift prior to the holiday and the work shift following the holiday.

**4.3** Employees required to work outside the area set out in the Preamble of this Schedule shall be paid mileage calculated at (as set out below) cents per mile from the City Hall, London, and the same mileage when returning at the end of the project.

May 1, 2022	May 1, 2023	May 1, 2024
*70.4¢ / km	*73.9¢ / km	*77.6¢ / km
\$1.12 / mile	\$1.18 / mile	\$1.24 / mile

*\* In accordance with the signed Memorandum of Agreement dated May 27, 2016, 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.*

**Schedule "G" - Article 4 (continued)**

**4.4** In the event the project spelled out in **Article 4.3** is one hundred and sixty kilometres (160 kms.) / one hundred miles (100 miles) or more from the City Hall, London, employees shall receive a return trip calculated at (as set out below) cents per mile every thirty (30) days during the life of the project.

May 1, 2022	May 1, 2023	May 1, 2024
*70.4¢ / km	*73.9¢ / km	*77.6¢ / km
\$1.12 / mile	\$1.18 / mile	\$1.24 / 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.*

- 4.5** Employees working outside the area set out in the Preamble of this Schedule shall receive Board Allowance as defined in **Article 4.1** or the rate in the Agreement applicable to the area where the project is located, whichever is greater, effective as follows:

<b>May 1, 2022</b>	<b>May 1, 2023</b>	<b>May 1, 2024</b>
<b>\$135.35</b>	<b>\$144.83</b>	<b>\$153.52</b>

#### **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-Two Cents (**22¢**) per hour for each hour worked by each employee covered by this Schedule.