

Article 29 - (A) - (Wages, Benefits-Deductions and Contributions)

BACU & OPC AGREEMENTS - Marble, Tile, Terrazzo, Cement Masons, Resilient Floor Layers and Their Helpers

Effective May 1 2022 and Expiring April 30 2025

LOCAL 1 NIAGARA				Employee Deductions		Employer Paid Benefits/Contributions				Industry Contributions
Date	Class	Hrly Wage Rate	VP 10% Round	Local Dues	ORG Fund (.35) BAC Deduct (.35) Secretariat (.01) & Training (.15)	Pension Stabilization (Formerly IPF)	CMPT Pension	Dental/ Welfare	Total Wage Pkg	Employer Fund (.64) Secretariat (.01) & Training (.15)
May 1 2021	MM	39.98	4.00	0.95	0.86	0.60	6.75	3.02	54.35	0.80
	TTM	39.82	3.98	0.95	0.86	0.60	6.75	3.02	54.17	0.80
	CM	39.82	3.98	0.95	0.86	0.60	6.75	3.02	54.17	0.80
	BMO	38.83	3.88	0.95	0.86	0.60	6.75	3.02	53.08	0.80
	TFMO	38.57	3.86	0.95	0.86	0.60	6.75	3.02	52.80	0.80
	HELPER	38.55	3.86	0.95	0.86	0.60	6.75	3.02	52.77	0.80
	NEW HELPER	30.29	3.03	0.95	0.86	0.60	6.75	3.02	43.69	0.80
MAY 1 2022	MM	41.33	4.13	0.98	0.96	0.60	6.75	3.17	55.98	0.80
	TTM	41.16	4.12	0.98	0.96	0.60	6.75	3.17	55.80	0.80
	CM	41.16	4.12	0.98	0.96	0.60	6.75	3.17	55.80	0.80
	BMO	40.14	4.01	0.98	0.96	0.60	6.75	3.17	54.67	0.80
	TFMO	39.87	3.99	0.98	0.96	0.60	6.75	3.17	54.38	0.80
	HELPER	39.84	3.98	0.98	0.96	0.60	6.75	3.17	54.35	0.80
	NEW HELPER	31.35	3.14	0.98	0.96	0.60	6.75	3.17	45.00	0.80
MAY 1 2023	MM	42.49	4.25	1.00	1.01	0.60	7.00	3.32	57.66	0.80
	TTM	42.32	4.23	1.00	1.01	0.60	7.00	3.32	57.47	0.80
	CM	42.32	4.23	1.00	1.01	0.60	7.00	3.32	57.47	0.80
	BMO	41.26	4.13	1.00	1.01	0.60	7.00	3.32	56.31	0.80
	TFMO	40.99	4.10	1.00	1.01	0.60	7.00	3.32	56.01	0.80
	HELPER	40.96	4.10	1.00	1.01	0.60	7.00	3.32	55.98	0.80
	NEW HELPER	32.21	3.22	1.00	1.01	0.60	7.00	3.32	46.35	0.80
MAY 1 2024	MM	43.44	4.34	1.04	1.06	0.60	7.25	3.47	59.10	0.80
	TTM	43.26	4.33	1.04	1.06	0.60	7.25	3.47	58.91	0.80
	CM	43.26	4.33	1.04	1.06	0.60	7.25	3.47	58.91	0.80
	BMO	42.18	4.22	1.04	1.06	0.60	7.25	3.47	57.72	0.80
	TFMO	41.90	4.19	1.04	1.06	0.60	7.25	3.47	57.41	0.80
	HELPER	41.87	4.19	1.04	1.06	0.60	7.25	3.47	57.38	0.80
	NEW HELPER	32.90	3.29	1.04	1.06	0.60	7.25	3.47	47.51	0.80

Dated: *May 25, 2022*

Tony DiMaria:
OPC / BACU

Tony Di Maria

David St Louis:
The Terrazzo Tile & Marble Guild of Ontario Inc.

David St Louis

Article 29 - (A) - (Wages, Benefits-Deductions and Contributions)

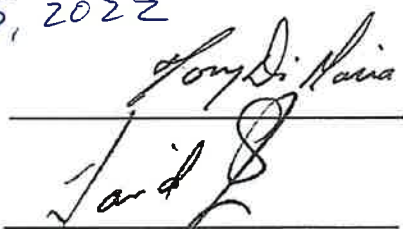
BACU & OPC AGREEMENTS - Marble, Tile, Terrazzo, Cement Masons, Resilient Floor Layers and Their Helpers

Effective MAY 1 2022 and Expiring April 30th, 2025

LOCAL 5 LONDON				Employee Deductions			Employer Paid Benefits/Contributions						Industry Contributions
Date	Class	Hrly Wage Rate	VP 10% Round	Local Dues	Local RRSP	BAC/ORG Secretariat Training	Pension Stabilization (Formerly IPF)	CMPT Pension	Local Training Fund	Dental/ Welfare	SUB	Total Wage Pkg	Employer Fund (.64) Secretariat (.01) & Training (.15)
May 1 2021	MTTM	42.81	4.28	1.10	4.10	0.86	0.60	2.90	0.15	3.02	0.40	54.16	0.80
	BMO	41.81	4.18	1.10	4.10	0.86	0.60	2.90	0.15	3.02	0.40	53.06	0.80
	HELPER	41.25	4.13	1.10	4.10	0.86	0.60	2.90	0.15	3.02	0.40	52.45	0.80
	NEW Helper	32.55	3.26	1.10	4.10	0.86	0.60	2.90	0.15	3.02	0.40	42.87	0.80
MAY 1 2022	MTTM	43.35	4.34	1.16	4.10	0.96	0.60	3.78	0.15	3.17	0.40	55.78	0.80
	BMO	42.32	4.23	1.16	4.10	0.96	0.60	3.78	0.15	3.17	0.40	54.65	0.80
	HELPER	41.75	4.18	1.16	4.10	0.96	0.60	3.78	0.15	3.17	0.40	54.02	0.80
	NEW Helper	33.05	3.31	1.16	4.10	0.96	0.60	3.78	0.15	3.17	0.40	44.46	0.80
MAY 1 2023	MTTM	44.73	4.47	1.23	4.10	1.01	0.60	3.78	0.15	3.32	0.40	57.45	0.80
	BMO	43.67	4.37	1.23	4.10	1.01	0.60	3.78	0.15	3.32	0.40	56.29	0.80
	HELPER	43.08	4.31	1.23	4.10	1.01	0.60	3.78	0.15	3.32	0.40	55.64	0.80
	NEW Helper	34.13	3.41	1.23	4.10	1.01	0.60	3.78	0.15	3.32	0.40	45.79	0.80
MAY 1 2024	MTTM	45.27	4.53	1.30	4.10	1.06	0.60	4.47	0.15	3.47	0.40	58.89	0.80
	BMO	44.19	4.42	1.30	4.10	1.06	0.60	4.47	0.15	3.47	0.40	57.70	0.80
	HELPER	43.58	4.36	1.30	4.10	1.06	0.60	4.47	0.15	3.47	0.40	57.03	0.80
	NEW Helper	34.40	3.44	1.30	4.10	1.06	0.60	4.47	0.15	3.47	0.40	46.93	0.80

Dated: *May 25, 2022*

Tony DiMaria:
OPC / BACU



David St. Louis:
The Terrazzo Tile & Marble Guild of Ontario Inc.

Article 29 - (A) - (Wages, Benefits-Deductions and Contributions)

BACU & OPC AGREEMENTS - Marble, Tile, Terrazzo, Cement Masons, Resilient Floor Layers and Their Helpers

Effective May 1 2022 to April 30 2025

LOCAL 6 WINDSOR		Employee Deductions									Employer Paid Benefit/Contributions				Industry Contributions
		Hrly	VP						Local	Prov.				Total	Employer Fund
		Wage	10%	Local		OCS	Tax Free	Denovo	Org	Trn.	Local	Local	Welfare	Wage	Secretariat
Date	Class	Rate	Round	Dues	Local EBA Fund		Saving		Fund	Fund	RRSP	Pension	Disabilit	Pkg.	& Training
MAY 1 2021	Journeyman	39.93	3.99	0.98	0.26	0.01	1.50	0.00	0.20	0.15	0.00	6.25	4.25	54.42	
	Helper's Rate	30.45	3.05	0.98	0.26	0.01	1.50	0.00	0.20	0.15	0.00	6.25	4.25	44.00	
MAY 1 2022	Journeyman	41.09	4.11	0.98	0.26	0.01	1.65	0.02	0.20	0.15	0.00	6.40	4.45	56.05	
	Helper's Rate	31.34	3.13	0.98	0.26	0.01	1.65	0.02	0.20	0.15	0.00	6.40	4.45	45.32	
MAY 1 2023	Journeyman	42.25	4.23	1.00	0.26	0.01	1.80	0.02	0.20	0.15	0.00	6.60	4.65	57.73	
	Helper's Rate	32.21	3.22	1.00	0.26	0.01	1.80	0.02	0.20	0.15	0.00	6.60	4.65	46.68	
MAY 1 2024	Journeyman	43.25	4.33	1.00	0.26	0.01	2.00	0.02	0.20	0.15	0.00	6.80	4.80	59.18	
	Helper's Rate	32.95	3.30	1.00	0.26	0.01	2.00	0.02	0.20	0.15	0.00	6.80	4.80	47.85	

Dated: *May 25, 2022*


Tony DiMaria:
 OPC / BACU



David St Louis :
 The Terrazzo Tile & Marble Guild of Ontario Inc.

Article 29 - (A) - (Wages, Benefits-Deductions and Contributions)

BACU & OPC AGREEMENTS - Marble, Tile, Terrazzo, Cement Masons, Resilient Floor Layers and Their Helpers

Effective MAY 1 2022 to April 30 2025

Local 7 OTTAWA				Employee Deductions				Employer Contributions				Industry Contributions	
Date	Class	Hrly Wage Rate	VP 10% Round	Check Off	Org Fund	BACU Sec.	Training Fund	IU Pension	Local 7 Pension	Local 7 Welfare	Total Wage Pkg.	Emp. Fund	Training Fund
May 1 2021	Marble Mason	41.17	4.12	0.33	0.77	0.01	0.15	2.80	4.30	2.01 + 8%	54.40	0.65	0.15
	Tile	40.55	4.06	0.33	0.77	0.01	0.15	2.80	4.30	2.01 + 8%	53.71	0.65	0.15
	New Helper	31.15	3.12	0.33	0.77	0.01	0.15	2.80	4.30	2.01 + 8%	43.37	0.65	0.15
MAY 1 2022	Marble Mason	42.06	4.21	0.33	0.77	0.01	0.15	2.80	4.30	2.66	56.03	0.65	0.15
	Tile	41.42	4.14	0.33	0.77	0.01	0.15	2.80	4.30	2.66	55.32	0.65	0.15
	New Helper	31.89	3.19	0.33	0.77	0.01	0.15	2.80	4.30	2.66	44.67	0.65	0.15
MAY 1 2023	Marble Mason	43.41	4.34	0.33	0.77	0.01	0.15	2.80	4.30	2.86	57.71	0.65	0.15
	Tile	42.75	4.28	0.33	0.77	0.01	0.15	2.80	4.30	2.86	56.98	0.65	0.15
	New Helper	32.77	3.28	0.33	0.77	0.01	0.15	2.80	4.30	2.86	46.01	0.65	0.15
MAY 1 2024	Marble Mason	44.54	4.45	0.33	0.77	0.01	0.15	2.80	4.30	3.06	59.15	0.65	0.15
	Tile	43.86	4.39	0.33	0.77	0.01	0.15	2.80	4.30	3.06	58.41	0.65	0.15
	New Helper	33.64	3.36	0.33	0.77	0.01	0.15	2.80	4.30	3.06	47.16	0.65	0.15

Dated: *May 25, 2022*

Tony DiMaria:
OPC / BACU

Tony Di Maria

David St Louis :
The Terrazzo Tile & Marble Guild of Ontario Inc.:

David St Louis

Article 29 - (A) - (Wages, Benefits-Deductions and Contributions)

BACU & OPC AGREEMENTS - Marble, Tile, Terrazzo, Cement Masons, Resilient Floor Layers and Their Helpers

Effective May 1 2022 and Expiring April 30th, 2025

LOCAL 10 KINGSTON				Employee Deductions		Employer Paid Benefits/Contributions					Industry Contributions
Date	Class	Hrly Wage Rate	VP 10% Round	Local Dues	ORG FUND BACU Secretariat Training	IPF Top-up	CMPT Pension	Local Pension	Welfare	Total Wage Pkg	Employer Fund (.64) Secretariat (.01) & Training (.15)
May 1 2021	MM	38.34	3.83	0.81	0.86	0.60	1.50	6.40	3.02	53.69	0.80
	TTM	38.34	3.83	0.81	0.86	0.60	1.50	6.40	3.02	53.69	0.80
	CM	38.34	3.83	0.81	0.86	0.60	1.50	6.40	3.02	53.69	0.80
	NEW Helper	28.79	2.88	0.81	0.86	0.60	1.50	6.40	3.02	43.19	0.80
MAY 1 2022	MM	39.66	3.97	1.06	0.96	0.60	1.50	6.40	3.17	55.30	0.80
	TTM	39.66	3.97	1.06	0.96	0.60	1.50	6.40	3.17	55.30	0.80
	CM	39.66	3.97	1.06	0.96	0.60	1.50	6.40	3.17	55.30	0.80
	NEW Helper	29.84	2.98	1.06	0.96	0.60	1.50	6.40	3.17	44.49	0.80
MAY 1 2023	MM	41.04	4.10	1.31	1.01	0.60	1.50	6.40	3.32	56.96	0.80
	TTM	41.04	4.10	1.31	1.01	0.60	1.50	6.40	3.32	56.96	0.80
	CM	41.04	4.10	1.31	1.01	0.60	1.50	6.40	3.32	56.96	0.80
	NEW Helper	30.91	3.09	1.31	1.01	0.60	1.50	6.40	3.32	45.82	0.80
MAY 1 2024	MM	42.19	4.22	1.56	1.05	0.60	1.50	6.40	3.47	58.38	0.80
	TTM	42.19	4.22	1.56	1.05	0.60	1.50	6.40	3.47	58.38	0.80
	CM	42.19	4.22	1.56	1.05	0.60	1.50	6.40	3.47	58.38	0.80
	NEW Helper	31.82	3.18	1.56	1.05	0.60	1.50	6.40	3.47	46.97	0.80

Dated: *May 25, 2022*

Tony DiMaria: *[Signature]*
 OPC / BACU

David St. Louis: *[Signature]*
 The Terrazzo Tile & Marble Guild of Ontario Inc.

Article 29 - (A) - (Wages, Benefits-Deductions and Contributions)

BACU & OPC AGREEMENTS - Marble, Tile, Terrazzo, Cement Masons, Resilient Floor Layers and Their Helpers

Effective May 1 2022 and Expiring April 30th 2025

LOCAL 12 KITCHENER		Employee Deductions				Employer Paid Benefits/Contributions						Industry Contributions
Date	Class	Hrly Wage Rate	VP 10% Round	ORG Fund (.35) BAC Deduct (.35)	Secretariat (.01) Training (.15)	Pension Stabilization (Formerly IPF)	CMPT Pension	Local RRSP	Local Training Fund	Dental/ Welfare	Total Wage Pkg	Employer Fund (.64) Secretariat (.01) & Training (.15)
				Local Dues								
May 1 2021	MM	38.67	3.87	1.20	0.86	0.60	3.60	4.25	0.15	3.02	54.16	0.80
	TTM	38.67	3.87	1.20	0.86	0.60	3.60	4.25	0.15	3.02	54.16	0.80
	RFM	38.67	3.87	1.20	0.86	0.60	3.60	4.25	0.15	3.02	54.16	0.80
	BMO	37.72	3.77	1.20	0.86	0.60	3.60	4.25	0.15	3.02	53.11	0.80
	FMO	37.72	3.77	1.20	0.86	0.60	3.60	4.25	0.15	3.02	53.11	0.80
	HELPER	31.79	3.18	1.20	0.86	0.60	3.60	4.25	0.15	3.02	46.58	0.80
	New Helper	29.81	2.98	1.20	0.86	0.60	3.60	4.25	0.15	3.02	44.41	0.80
MAY 1 2022	MM	40.01	4.00	1.35	0.96	0.60	3.60	4.25	0.15	3.17	55.78	0.80
	TTM	40.01	4.00	1.35	0.96	0.60	3.60	4.25	0.15	3.17	55.78	0.80
	RFM	40.01	4.00	1.35	0.96	0.60	3.60	4.25	0.15	3.17	55.78	0.80
	BMO	39.03	3.90	1.35	0.96	0.60	3.60	4.25	0.15	3.17	54.70	0.80
	FMO	39.03	3.90	1.35	0.96	0.60	3.60	4.25	0.15	3.17	54.70	0.80
	HELPER	32.92	3.29	1.35	0.96	0.60	3.60	4.25	0.15	3.17	47.98	0.80
	New Helper	30.88	3.09	1.35	0.96	0.60	3.60	4.25	0.15	3.17	45.74	0.80
MAY 1 2023	MM	41.39	4.14	1.55	1.01	0.60	3.60	4.25	0.15	3.32	57.45	0.80
	TTM	41.39	4.14	1.55	1.01	0.60	3.60	4.25	0.15	3.32	57.45	0.80
	RFM	41.39	4.14	1.55	1.01	0.60	3.60	4.25	0.15	3.32	57.45	0.80
	BMO	40.38	4.04	1.55	1.01	0.60	3.60	4.25	0.15	3.32	56.34	0.80
	FMO	40.38	4.04	1.55	1.01	0.60	3.60	4.25	0.15	3.32	56.34	0.80
	HELPER	34.09	3.41	1.55	1.01	0.60	3.60	4.25	0.15	3.32	49.42	0.80
	New Helper	31.99	3.20	1.55	1.01	0.60	3.60	4.25	0.15	3.32	47.11	0.80
MAY 1 2024	MM	42.56	4.26	1.75	1.06	0.60	3.60	4.25	0.15	3.47	58.89	0.80
	TTM	42.56	4.26	1.75	1.06	0.60	3.60	4.25	0.15	3.47	58.89	0.80
	RFM	42.56	4.26	1.75	1.06	0.60	3.60	4.25	0.15	3.47	58.89	0.80
	BMO	41.53	4.15	1.75	1.06	0.60	3.60	4.25	0.15	3.47	57.75	0.80
	FMO	41.53	4.15	1.75	1.06	0.60	3.60	4.25	0.15	3.47	57.75	0.80
	HELPER	35.08	3.51	1.75	1.06	0.60	3.60	4.25	0.15	3.47	50.66	0.80
	New Helper	32.93	3.29	1.75	1.06	0.60	3.60	4.25	0.15	3.47	48.29	0.80

Dated: *May 25, 2022*

Tony DiMaria:
OPC / BACU

Tony Di Maria

David St. Louis

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David St. Louis:
The Terrazzo Tile & Marble Guild of Ontario Inc.

Article 29 - (A) - (Wages, Benefits-Deductions and Contributions)

BACU & OPC AGREEMENTS - Marble, Tile, Terrazzo, Cement Masons, Resilient Floor Layers and Their Helpers

Effective MAY 1 2022 to April 30 2025

LOCAL 23 SARNIA				Employee Deductions		Employer Paid Benefits/Contributions				Industry Contributions
Date	Class	Hrly Wage Rate	VP 10% Round	Local Dues	ORG FUND BACU SEC TRAINING	IPF Top-up	Pension	Welfare	Total Wage Pkg	Employer Fund (.64) Secretariat (.01) & Training (.15)
May 1 2021	MM	43.05	4.31	2.29	0.86	0.60	3.45	3.02	54.42	0.80
	TTM	43.05	4.31	2.29	0.86	0.60	3.45	3.02	54.42	0.80
	BMO	42.03	4.20	2.29	0.86	0.60	3.45	3.02	53.30	0.80
	FMO	42.03	4.20	2.29	0.86	0.60	3.45	3.02	53.30	0.80
	HELPER	41.55	4.16	2.29	0.86	0.60	3.45	3.02	52.77	0.80
	NEW HELPER	32.67	3.27	2.29	0.86	0.60	3.45	3.02	43.01	0.80
MAY 1 2022	MM	44.53	4.45	2.29	0.96	0.60	3.45	3.02	56.05	0.80
	TTM	44.53	4.45	2.29	0.96	0.60	3.45	3.02	56.05	0.80
	BMO	43.48	4.35	2.29	0.96	0.60	3.45	3.02	54.90	0.80
	FMO	43.48	4.35	2.29	0.96	0.60	3.45	3.02	54.90	0.80
	HELPER	42.98	4.30	2.29	0.96	0.60	3.45	3.02	54.35	0.80
	NEW HELPER	33.85	3.39	2.29	0.96	0.60	3.45	3.02	44.30	0.80
MAY 1 2023	MM	46.05	4.61	2.29	1.01	0.60	3.45	3.02	57.73	0.80
	TTM	46.05	4.61	2.29	1.01	0.60	3.45	3.02	57.73	0.80
	BMO	44.98	4.50	2.29	1.01	0.60	3.45	3.02	56.55	0.80
	FMO	44.98	4.50	2.29	1.01	0.60	3.45	3.02	56.55	0.80
	HELPER	44.46	4.45	2.29	1.01	0.60	3.45	3.02	55.98	0.80
	NEW HELPER	35.05	3.51	2.29	1.01	0.60	3.45	3.02	45.63	0.80
MAY 1 2024	MM	47.36	4.74	2.29	1.06	0.60	3.45	3.02	59.17	0.80
	TTM	47.36	4.74	2.29	1.06	0.60	3.45	3.02	59.17	0.80
	BMO	46.26	4.63	2.29	1.06	0.60	3.45	3.02	57.96	0.80
	FMO	46.26	4.63	2.29	1.06	0.60	3.45	3.02	57.96	0.80
	HELPER	45.74	4.57	2.29	1.06	0.60	3.45	3.02	57.38	0.80
	NEW HELPER	36.09	3.61	2.29	1.06	0.60	3.45	3.02	46.77	0.80

Dated: *May 25, 2022* *Tony Di Maria*

Tony DiMaria:
OPC / BACU

[Signature]

David St. Louis:
The Terrazzo Tile & Marble Guild of Ontario Inc.

[Signature]

Article 29 - (A) - (Wages, Benefits-Deductions and Contributions)

BACU & OPC AGREEMENTS - Marble, Tile, Terrazzo, Cement Masons, Resilient Floor Layers and Their Helpers

Effective MAY 1 2022 and Expiring April 30th, 2025

LOCAL 25 Thunder Bay		Employee Deductions				Employer Paid Benefits/Contributions				Industry Contributions
Date	Class	Hrly Wage Rate	VP 10% Round	Local Dues	ORG FUND BACU SECRETARIAT TRAINING	IPF Top-up	Pension	Welfare	Total Wage Pkg	Employer Fund (.64) Secretariat (.01) & Training (.15)
May 1 2021	MTTM	39.76	3.98	1.00	0.86	0.40	6.50	3.05	53.69	0.80
	CM	39.76	3.98	1.00	0.86	0.40	6.50	3.05	53.69	0.80
	BMO	38.74	3.87	1.00	0.86	0.40	6.50	3.05	52.56	0.80
	FMO	38.54	3.85	1.00	0.86	0.40	6.50	3.05	52.34	0.80
	NEW Helper	30.35	3.04	1.00	0.86	0.40	6.50	3.05	43.34	0.80
MAY 1 2022	MTTM	41.23	4.12	1.00	0.96	0.40	6.50	3.05	55.30	0.80
	CM	41.23	4.12	1.00	0.96	0.40	6.50	3.05	55.30	0.80
	BMO	40.17	4.02	1.00	0.96	0.40	6.50	3.05	54.14	0.80
	FMO	39.96	4.00	1.00	0.96	0.40	6.50	3.05	53.91	0.80
	NEW Helper	31.54	3.15	1.00	0.96	0.40	6.50	3.05	44.64	0.80
MAY 1 2023	MTTM									
	CM									
	BMO									
	FMO									
	NEW Helper									
MAY 1 2024	MTTM									
	CM									
	BMO									
	FMO									
	NEW Helper									

Dated: *May 25, 2022*

Tony DiMaria: 
OPC/BACU

David St. Louis: 
The Terrazzo Tile & Marble Guild of Ontario Inc.

Article 29 - (A) - (Wages, Benefits-Deductions and Contributions)

BACU & OPC AGREEMENTS - Marble, Tile, Terrazzo, Cement Masons, Resilient Floor Layers and Their Helpers

Effective MAY 1 2022 and Expiring April 30th 2025

LOCAL 28 SUDBURY				Employee Deductions		Employer Paid Benefits/Contributions				Industry Contributions	
	Date	Class	Hrly Wage Rate	VP 10% Round	Local Dues	BACU/ORG Secretariat TRAINING	IPF Top-up	Pension	Welfare	Total Wage Pkg	Employer Fund (.64) Secretariat (.01) & Training (.15)
May 1 2021	MTTM	38.85	3.89	1.00	1.00	0.86	0.40	7.50	3.05	53.69	0.80
	CM	38.85	3.89	1.00	1.00	0.86	0.40	7.50	3.05	53.69	0.80
	BMO	37.83	3.78	1.00	1.00	0.86	0.40	7.50	3.05	52.56	0.80
	FMO	37.63	3.76	1.00	1.00	0.86	0.40	7.50	3.05	52.34	0.80
	NEW Helper	29.45	2.95	1.00	1.00	0.86	0.40	7.50	3.05	43.34	0.80
MAY 1 2022	MTTM	39.41	3.94	1.00	1.00	0.96	0.40	8.50	3.05	55.30	0.80
	CM	39.41	3.94	1.00	1.00	0.96	0.40	8.50	3.05	55.30	0.80
	BMO	38.35	3.84	1.00	1.00	0.96	0.40	8.50	3.05	54.14	0.80
	FMO	38.15	3.82	1.00	1.00	0.96	0.40	8.50	3.05	53.91	0.80
	NEW Helper	29.72	2.97	1.00	1.00	0.96	0.40	8.50	3.05	44.64	0.80
MAY 1 2023	MTTM	39.42	3.94	1.00	1.00	1.01	0.40	10.15	3.05	56.96	0.80
	CM	39.42	3.94	1.00	1.00	1.01	0.40	10.15	3.05	56.96	0.80
	BMO	38.33	3.83	1.00	1.00	1.01	0.40	10.15	3.05	55.76	0.80
	FMO	38.12	3.81	1.00	1.00	1.01	0.40	10.15	3.05	55.53	0.80
	NEW Helper	29.44	2.94	1.00	1.00	1.01	0.40	10.15	3.05	45.98	0.80
MAY 1 2024	MTTM	39.48	3.95	1.00	1.00	1.06	0.40	11.50	3.05	58.38	0.80
	CM	39.48	3.95	1.00	1.00	1.06	0.40	11.50	3.05	58.38	0.80
	BMO	38.36	3.84	1.00	1.00	1.06	0.40	11.50	3.05	57.15	0.80
	FMO	38.15	3.82	1.00	1.00	1.06	0.40	11.50	3.05	56.92	0.80
	NEW Helper	29.25	2.93	1.00	1.00	1.06	0.40	11.50	3.05	47.13	0.80

Dated: *May 25, 2022*

Tony DiMaria: *Tony Di Maria*
 OPC/BACU

David St. Louis: *David St. Louis*
 The Terrazzo Tile & Marble Guild of Ontario Inc.

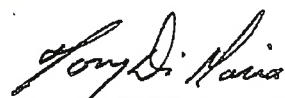
Article 29 - (A) - (Wages, Benefits-Deductions and Contributions)

BACU & OPC AGREEMENTS - Marble, Tile, Terrazzo, Cement Masons, Resilient Floor Layers and Their Helpers

Effective MAY 1 2022 to April 30 2025

LOCAL 31 TORONTO				Employee Deductions		Employer Paid Benefits / Contributions						Industry Contributions	
Date	Class	Hrly Wage Rate	VP 10% Round	Local Dues	ORG Fund (.35) BAC Deduct (.40) Scholarship (.05) Secretariat (.01) & Training (.15)	IPF Top-up	CMPT Pension	Local RRSP	Local Pension	Dental/Welfare	Total Wage Pkg.	Employer Fund (.64) Secretariat (.01) & Training (.15)	
MAY 1 2021	MM	41.86	4.19	0.68	0.86	0.10	0.25	0.90	6.33	3.24	56.87	0.80	
	TTM	41.69	4.17	0.68	0.86	0.10	0.25	0.90	6.33	3.24	56.68	0.80	
	BMO	40.55	4.06	0.68	0.86	0.10	0.25	0.90	6.33	3.24	55.43	0.80	
	TH	40.29	4.03	0.68	0.86	0.10	0.25	0.90	6.33	3.24	55.14	0.80	
	MTH	40.29	4.03	0.68	0.86	0.10	0.25	0.90	6.33	3.24	55.14	0.80	
	NEW Helper	31.95	3.20	0.68	0.86	0.10	0.25	0.90	6.33	3.24	45.97	0.80	
MAY 1 2022	MM	42.96	4.30	0.80	0.96	0.10	0.25	0.90	6.83	3.24	58.58	0.80	
	TTM	42.78	4.28	0.80	0.96	0.10	0.25	0.90	6.83	3.24	58.38	0.80	
	BMO	41.61	4.16	0.80	0.96	0.10	0.25	0.90	6.83	3.24	57.09	0.80	
	TH	41.34	4.13	0.80	0.96	0.10	0.25	0.90	6.83	3.24	56.79	0.80	
	MTH	41.34	4.13	0.80	0.96	0.10	0.25	0.90	6.83	3.24	56.79	0.80	
	NEW Helper	32.75	3.28	0.80	0.96	0.10	0.25	0.90	6.83	3.24	47.35	0.80	
MAY 1 2023	MM	44.11	4.41	0.90	1.01	0.10	0.25	0.90	7.33	3.24	60.34	0.80	
	ORG Fund (.35)	TTM	43.92	4.39	0.90	1.01	0.10	0.25	0.90	7.33	3.24	60.13	0.80
	BAC Deduct (.45)	BMO	42.71	4.27	0.90	1.01	0.10	0.25	0.90	7.33	3.24	58.80	0.80
	Scholarship (.05)	TH	42.43	4.24	0.90	1.01	0.10	0.25	0.90	7.33	3.24	58.49	0.80
	Secretariat (.01)	MTH	42.43	4.24	0.90	1.01	0.10	0.25	0.90	7.33	3.24	58.49	0.80
	& Training (.15)	NEW Helper	33.59	3.36	0.90	1.01	0.10	0.25	0.90	7.33	3.24	48.77	0.80
MAY 1 2024	MM	45.30	4.53	1.00	1.06	0.10	0.25	0.90	7.83	3.24	62.15	0.80	
	ORG Fund (.35)	TTM	45.10	4.51	1.00	1.06	0.10	0.25	0.90	7.83	3.24	61.93	0.80
	BAC Deduct (.50)	BMO	43.85	4.39	1.00	1.06	0.10	0.25	0.90	7.83	3.24	60.56	0.80
	Scholarship (.05)	TH	43.56	4.36	1.00	1.06	0.10	0.25	0.90	7.83	3.24	60.24	0.80
	Secretariat (.01)	MTH	43.56	4.36	1.00	1.06	0.10	0.25	0.90	7.83	3.24	60.24	0.80
	& Training (.15)	NEW Helper	34.46	3.45	1.00	1.06	0.10	0.25	0.90	7.83	3.24	50.23	0.80

Dated: *May 25, 2022*

Tony DiMaria: 

David St Louis: 

The Terrazzo Tile & Marble Guild of Ontario Inc.