

CANADIAN RESIDENTIAL FIRE SPRINKLER COLLECTIVE AGREEMENT

BETWEEN



CANADIAN
AUTOMATIC
SPRINKLER
ASSOCIATION

AND



LOCALS UNIONS

56, 179, 254, 488, 496, 740,
170, 325 and 853

OF THE

UNITED ASSOCIATION

OF JOURNEYMEN AND APPRENTICES OF THE
PLUMBING AND PIPE FITTING INDUSTRY OF THE
UNITED STATES AND CANADA

May 1st, 2025 to April 30th, 2028

INDEX

ARTICLE		PAGE
I	Recognition	1
II	Jurisdiction of Work	1
III	Territorial Jurisdiction	2
IV	Scope of Work	3
V	Union Security	5
VI	Hiring Process	6
VII	Hours of Work	7
VIII	Overtime	7
IX	Wages	8
X	Vacation and Statutory Holiday Pay	11
XI	Bereavement and Statutory Holiday Pay	12
XII	Free Zone Limits	12
XIII	Daily Travel	14
XIV	Transportation and Living Expenses	16
XV	Pay Day	19
XVI	Union Dues Checkoff	20
XVII	Union Industry Funds	22
XVIII	National Sprinkler Industry Joint Training & Apprenticeship Committee (JTAC)	23
XIX	National Sprinkler Industry Joint Training Industry Fund	25
XX	Insurance Fund	27
XXI	Sprinkler Industry Pension	28
XXII	Labour Service Fee and Association Industry Fund	30
XXIII	Tools	30
XXIV	Sub-Contracting	31
XXV	No Strike or Lockout	32
XXVI	Discrimination	32
XXVII	Working Conditions	33
XXVIII	Union Representatives	34
XXIX	Grievance Procedures	34
XXX	Reporting Time	36
XXXI	On the job Injury	36
XXXII	Savings Clause	37
XXXIII	Default of Payment	37
XXXIV	Targeting Clause	39
XXXV	Duration of Agreement	41
XXXVI	Renewal of Agreement	41

INDEX

ARTICLE	PAGE
Letter of Understanding	42
Standard for Excellence	43
UA Locals w/ Sprinkler Jurisdiction.....	46
Other Parties Information	55
Wage Schedules	56

COLLECTIVE AGREEMENT

This Residential Fire Sprinkler Agreement made this **1st day of May, 2025** by and between the Canadian Automatic Sprinkler Association for and on behalf of its members (hereinafter referred to as the Employer) and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, AFLCIO, CLC (hereinafter referred to as the “United Association, “Union” or UA”) for and on behalf of Local Unions 56, 740, 325, 853, 254, 179, 488, 496, 170 and 324.

ARTICLE I RECOGNITION

- 1.01** The Canadian Automatic Sprinkler Association for and on behalf of its Employer members and all other employing Employers becoming signatory hereto, recognize the Union as the sole and exclusive bargaining representative for all Journeyperson sprinkler fitters and their Apprentices in the employ of Employers and engaged in any and all work covered by this contract with respect to wages, hours, and other terms and conditions of the Agreement. The Union also recognizes the Canadian Automatic Sprinkler Association as the sole collective bargaining agency for its employing contractor members who contract for work that comes within the jurisdiction of the Union.

ARTICLE II JURISDICTION OF WORK

- 2.01** The territorial jurisdiction covered by this Residential Fire Sprinkler Agreement shall be determined by the United Association as set forth in the attached Appendices and may be established nationally on a province-by-province, or project-by-project basis, as determined necessary by the United Association for the term specified in the Appendices. The Territorial

Jurisdiction covered by this Residential Fire Sprinkler Agreement will be Canada.

- 2.02** UA shall have jurisdiction of all Residential Fire Sprinkler work performed under this Agreement. No Local Union shall have territorial jurisdiction over Residential Fire Sprinkler work under this Agreement, except as specifically determined by the UA. The UA shall have the authority to reassign territorial jurisdiction at any time.
- 2.03** The union shall accept all materials by or for the Employer and the handling of such materials shall be performed by members of the Union, providing that all bench work and pipe fabrication is performed by members of the United Association.

ARTICLE III TERRITORIAL JURISDICTION

- 3.01** This Residential Fire Sprinkler Agreement applies to Canada, excluding the Province of Quebec, coming under the jurisdiction of its Local Unions where government legislation prevails.
- 3.02** The following outlines the territorial jurisdiction of Local Unions under the terms of this Agreement.

Local Union 56 The Province of Nova Scotia

Local Union 740 The Province of Newfoundland & Labrador

Local Union 325 The Province of New Brunswick

Local Union 853 The Province of Ontario

Local Union 254 The Province of Manitoba

- Local Union 179 The Province of Saskatchewan
- Local Union 488 The northern part of the Province of Alberta i.e., that portion of the Province of Alberta north of parallel of latitude 52.15 running east and west through the centre of the city of Red Deer, and Northwest Territories.
- Local Union 496 The southern part of the Province of Alberta i.e., that portion of the Province of Alberta south of parallel of latitude 52.15 running east and west through the centre of the city of Red Deer.
- Local Union 170 The Mainland of British Columbia **and Yukon Territory**

ARTICLE IV SCOPE OF WORK

- 4.01** This Residential Agreement shall apply to all Residential Fire Sprinkler work which is defined as any work in connection with the installation and maintenance of fire sprinkler systems for residential dwelling occupancies up to a maximum of four stories in height above grade, including service, utility, storage, garage, and support units built in conjunction with the residential units. This type of work shall be performed by Journeypersons and Apprentices who shall be paid at the rate of compensation as per **Article 9.01**
- 4.02** This Residential Agreement shall apply to Residential Fire Sprinkler work for high rise residential buildings. This type of work shall be performed by Journeypersons and Apprentices who shall be paid at a rate of compensation as per **Article 9.02**

4.03 This Residential Agreement shall also include any and all Residential Fire Sprinkler work or work of a similar nature, within the jurisdiction of the United Association, as mutually agreed by the parties.

4.04 This Residential Agreement shall apply to Residential Fire Sprinkler work for Retirement Homes but does not pertain to buildings that are regulated as Long- Term Care Facilities. This type of work shall be performed by Journeypersons and Apprentices who shall be paid at the rate of compensation as per **Article 9.02**

For the purposes of determining the buildings that fall under this article Retirement Homes shall be classified as the following:

Any Structure Provincially designated as a Retirement Home and or:

- a. that is occupied primarily by persons who are 65 years of age or older,
- b. where the operator of the home makes at least two care services available, directly or indirectly, to the residents defined below which are utilized by the majority of the residents.

Care services consist of the following:

1. a prescribed health care service provided by a member of a college as indicated by provincial regulations.
2. administration of a drug, as defined by provincial regulations
3. assistance with feeding
4. assistance with bathing

5. continence care
6. assistance with dressing
7. assistance with personal hygiene
8. provision of a meal
9. any other service prescribed as a care service by provincial regulation
10. any other service prescribed as a care service on a continual basis. Also needs clear definition.

ARTICLE V UNION SECURITY

- 5.01** The Employer will employ as Employees, members of the Union in the performance of Residential Fire Sprinkler work within the scope of this Residential Fire Sprinkler Agreement and will continue in its employ only Employees who are members in good standing with the Union.
- 5.02** Members of the Union will not be permitted to work for any Employer unless they receive equal conditions, wages and benefits as provided for in this Residential Fire Sprinkler Agreement.
- 5.03** Members of the Union will not be permitted to work for any Employer who is not a signatory of this Residential Fire Sprinkler Agreement.
- 5.04** If the Union is requested to dispatch workers to an Employer whom there has been no referral under this current Agreement, the Union will promptly notify C.A.S.A., and further will ensure that the Employer becomes immediately signatory thereto, either by signing the agreement or a letter of understanding.

ARTICLE VI HIRING PROCEDURES

- 6.01** The Employer agrees to engage Employees through the services of the Union office having jurisdiction and will not engage any person until a dispatch slip from the Union office is presented or clearance is obtained from the Union office. The Employer shall have the right to name hire any unemployed member in good standing of the Local Union having jurisdiction and will be provided with a dispatch slip by the Union. The Employer shall have the right to determine the competency and qualifications of such Employees.
- 6.02** If, upon request, the union is unable to supply the required number of Employees, the Employer may secure them from other sources, provided however, that such **person** procured from other available sources shall be required by the Employer to join the Union within 15 days, if qualified and hired in accordance with **Article 6.01**. Employees must meet the **Apprenticeship Standards** of the respective Local Joint Training and Apprenticeship Committee.
- 6.03** The Employer shall not discriminate against any Employee by reason of the Employee's age, membership in the Union or the Employee's participation in its lawful activities but may discharge any Employee for just and sufficient cause.
- 6.04** At the discretion of the Local Joint Training and Apprenticeship Committee, where Apprentices are unemployed, the employer shall not be allowed to hire new Apprentices.

6.05 **A standard evaluation form developed by the National Sprinkler Industry JTAC shall be adopted by the Local JTAC and/or Union. The evaluation forms must be completed by the contractor annually and prior to completion of the probationary period and forwarded to the Local JTAC. Evaluation forms and template provided by the National JTAC.**

6.06 **When a company lays off employees, said company shall lay off its employees on the following basis.**

- **probationary members**
- **travel card members**
- **local union members**

ARTICLE VII HOURS OF WORK

7.01 Forty (40) hours shall constitute the standard work week. Eight (8) consecutive hours shall constitute a standard workday with such eight hours being worked between the hours of 7:00 a.m. and 7:00 p.m. Monday to Saturday inclusive, based on the mutual consent of the Employee and the Employer.

ARTICLE VIII OVERTIME

8.01 All work executed in excess of eight (8) hours per day from Monday to Saturday shall be considered overtime.

8.02 All work performed in excess of forty (40) hours per week will be considered overtime and paid at a rate of “time and a half” (1½) the regular rate.

8.03 All work performed on Sundays and the following recognized statutory holidays shall be paid for at “double (2) time” the regular rate.

New Year's Day (N)	Victoria Day (N)
Family Day (N)	Labour Day (N)
Good Friday (N)	Friday before B.C. Day (B.C. only)
Thanksgiving Day (N)	Friday before Labour Day (B.C. only)
Remembrance Day (N)	Louis Riel Day (Manitoba Only)
Christmas Day (N)	Civic Holiday (N)
Boxing Day (N)	Canada Day (N)
Heritage Day (Alberta only)	B.C. Day
Truth & Reconciliation Day (N)	

- 8.04** Should any of the above holidays fall on a Saturday or Sunday, the following Monday will be observed. No work shall be performed on Labour Day, except for the preservation of life or imminent danger of property. Should Christmas day fall on a Saturday or Sunday, the following Monday and Tuesday will be observed.
- 8.05** If a holiday is proclaimed by law, Federal or Provincial, on any day during the calendar year it shall be deemed to be recognized as a holiday and added to the list of holidays named in this Collective Agreement and subject to the terms and conditions to this Agreement. Any legislative provision that arises in any Province, all benefits and vacation will be out of the "Total Wage Package" contained in this agreement.
- 8.06** If Remembrance Day is not designated by provincial law that it is compulsory to celebrate same on a given day, the Employer and the Business Manager of the Local Union having jurisdiction may mutually agree to designate an alternate day.
- 8.07** All applicable overtime rates include time earned for all benefit and total package.

ARTICLE IX WAGES

- 9.01** The Total Residential Wage Package to be paid to all Residential Journeypersons for Residential Fire Sprinkler

work for non-transient residential dwelling occupancies up to a maximum of four stories in height above grade, as described in **Article** 4.01, shall be as follows:

Local	May 1,2025	MAY 1, 2026	MAY 1, 2027
740	\$62.27	\$64.27	\$66.27
325	\$61.45	\$63.45	\$65.80
853 Metro	\$75.88	\$78.27	\$81.19
853 Cent.	\$74.53	\$76.95	\$79.53
853 East	\$73.72	\$76.16	\$78.66
853 West	\$73.23	\$75.66	\$78.10
254	\$65.39	\$67.35	\$69.37
179	\$60.85	\$62.82	\$65.19
488	\$62.18	\$64.26	\$66.94
496	\$65.03	\$67.11	\$69.79
170	\$60.04	\$62.44	\$64.94

9.02

The Total Residential Wage Package to be paid to all Residential Journeypersons for Residential Fire Sprinkler work for high rise residential buildings, as described in **Article** 4.02 shall be as follows:

Local	May 1, 2025	MAY 1, 2026	MAY 1, 2027
740	\$62.27	\$64.27	\$66.27
325	\$61.45	\$63.45	\$65.80
853-Metro	\$79.12	\$81.62	\$84.67
853-Eastern	\$76.85	\$79.39	\$82.00
853-Central	\$77.69	\$80.23	\$82.93
853-Western	\$76.32	\$78.86	\$81.42
254	\$65.39	\$67.35	\$69.37
179	\$60.85	\$62.82	\$65.19
488	\$62.18	\$64.26	\$66.94
496	\$65.03	\$67.11	\$69.79
170	\$60.04	\$62.44	\$64.94

9.03 Apprentices shall be paid a progressively increasing rate of wages based on the following schedule:

The first three (3) cumulative months of employment shall be a probationary period, during which 50% of a Journeyperson's applicable wage rate will apply.

After successful completion of the probationary period (3 months), 50% of the Journeyperson's applicable wage rate will apply.

After successful completion of the first year's Apprentice Period, 60% of the Journeyperson's applicable wage rate will apply.

After successful completion of the second year's Apprentice Period, 70% of the Journeyperson's applicable wage rate will apply.

After successful completion of the third year's Apprentice Period, 80% of the Journeyperson's applicable wage rate will apply.

After successful completion of the fourth year's Apprentice Period, full Journeyperson's rate of pay will apply after obtaining Journeyman status.

9.04 The Apprentice shall be paid the applicable increase from the anniversary date of the Employee's employment in the industry. The increase shall be contingent upon successful completion of the Employee's Apprenticeship year. The anniversary date of the Employee's employment is not the end of the Employee's probationary period or the day they are initiated into the Union. The apprenticeship year shall be defined as a minimum of 1800 hours.

9.05 In Provinces which have not established a training program, such Apprentices employed in those provinces will be paid the applicable increase in pay on the

anniversary date of their employment in the industry in accordance with the percentages of Journeyman's wage rate specified above.

- 9.06** Agree to discuss Low-Rise Residential Standard Dwelling Unit Wage Rate (SDUR) with a committee to report 90 days of the signing of the contract for inclusion in this agreement which will be covered by a Letter of Understanding.
- 9.07** The selection and appointment of foreperson is the sole responsibility of the employer and the union shall not interfere in anyway in the selection of foreperson. The foreperson shall be journeyperson members of the United Association. Where there are five (5) people employed on a specific project, one journeyperson shall be designated as a foreperson. The wage rate for the foreperson shall be fourteen (14) percent over the applicable journeyperson's hourly rate of pay.

ARTICLE X

VACATION AND STATUTORY HOLIDAY PAY

- 10.01** Vacation pay shall be paid at the rate of 6% of the gross hourly pay earned. Statutory holiday pay shall be paid at the rate of 6% of the gross hourly pay earned to cover statutory holidays.
- 10.02** Gross earnings shall not include contributions to funds. Vacation pay at 6% and Statutory holiday pay at 6% will be included in an Employee's weekly wages, with income tax deducted weekly and out of the package.
- 10.03** The members of the union should cooperate with Employers in arranging their vacations previous to the vacation period.

- 10.04** Saskatchewan members upon completion of 10 years of service shall receive 12% vacation and statutory holiday pay.

ARTICLE XI BEREAVEMENT LEAVE AND PAY

- 11.01** An apprentice or journeyperson employee shall be granted up to three (3) paid days of bereavement leave, Monday to Friday, in the event of the death of an immediate family member. "Immediate family" includes the employee's spouse (husband, wife, common-law, or same-sex partner), parents (biological, adoptive, or stepparents), children (biological, adopted, or stepchildren), siblings (including step and half siblings), grandparents (biological, adoptive, or step-grandparents), grandchildren (biological, adopted, or step-grandchildren), and in-laws (mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, and daughter-in-law). Such possible day or days' leave of absence shall be between the day of death and the day of internment or celebration of life. If this article is less than applicable Provincial Legislation, the Provincial Legislation shall apply.

ARTICLE XII FREE ZONE LIMITS

- 12.01** For the purpose of defining travel time, travel expenses and living expenses in this Agreement, the following free zone limits shall apply, "Free Zones are also applicable when the Employee's place of residence and the job site where they are dispatched to work are both located within a 25-kilometer radius of the City Hall for that City or Town:

- A.** In Ontario, **areas outside of “Greater Board Area 8”** the Free Zone Limits shall be a 35-kilometer radius from the City Hall in each City or Town where the “Shop” is established and employees are dispatched from, to the project which employees will be dispatched to work at.
- B.** **In areas located in the “Greater Board Area 8”**, the Free Zone Limits shall be a **50**-kilometer radius from the City Hall in each City or Town where the “Shop” is established and employees are dispatched from, to the project where employees will be dispatched to work.
- C.** The Free Zone Limit for the Halifax Regional Municipality (former cities of Halifax and Dartmouth) shall be (40) forty road kilometers from the center of Angus L. MacDonald Bridge. Any company that has a CASA registered shop/office outside the above zone, shall follow the same rules on travel using the shop as the center.
- D.** The Free Zone limit for Winnipeg shall be inside the Perimeter Highway.
- E.** In Alberta, the Free Zone Limits shall be up to fifty (50) road kilometers from city center of Edmonton and Calgary. In Saskatchewan, the Free Zone Limits shall be up to fifty (50) road kilometers from the city centers of Saskatoon and Regina.
- F.** The city limits other than “A”, “B”, “C”, and “D” above where the shop of the Employer is established, and employees are dispatched.

ARTICLE XIII DAILY TRAVEL

13.01 CASA and the UA shall examine, during January of each year of the Collective Agreement, the information published by Canada Revenue Agency respecting the vehicle allowance amounts that will not be treated as taxable income, and that will be permitted as business expense for employers. Such information normally establishes a maximum rate for the first 5,000 kilometers and a lower rate for additional kilometers. CASA and the UA shall determine a rate that is midway between those two rates. The above vehicle allowance rates shall be adjusted, effective on the first pay period following May 1 of each year, to the rate so determined by CASA and the UA. The Province of Ontario shall maintain the provisions of Article 13.02, Article 13.03 and 13.04 – the rate shall change to that established between CASA and the UA above.

13.02 In Ontario only, the following flat rates are payable only in the zone in which the project is located. Should the Employee be required by the Employer to work in more than one zone in a workday then the higher rate shall be paid. Travel time is the responsibility of the Employee and is included in these rates. When Employees are required by the Employer to travel to a job outside the Free Zone Limits, the Employer shall pay travelling expense on the basis of **\$50.00** per day when travelling over 35 and up to a 80 kilometer radius from the City Hall in each City or Town where the shop is established and employees are dispatched from to the project employees will be dispatched to work at.

When Employees are required by the Employer to travel to a job outside the Free Zone Limits, the Employer shall pay travelling expense on the basis of **\$100.00** per day

when travelling over 80 and up to a 105-kilometer radius from the City Hall in each City or Town where the Shop is established and employees are dispatched from to the project employees will be dispatched to work at.

- 13.03** When travelling job to job during regular working hours, on the instructions of the Employer, within or outside the Free Zone Limits, expenses shall be paid at the rate established between CASA and the UA **as per Article 13.01** per kilometer plus time required to travel.
- 13.04** When projects are located outside a city, town or village and are on a subsistence basis and employees are required to travel to and from the project, the employees shall receive the rate established between CASA and the UA **as per Article 13.01** per kilometer to and from the project. This allowance shall be based on the shortest normally travelled route, from the project to the nearest suitable accommodation where the employee(s) can be domiciled.
- 13.05** In the Province of Nova Scotia employees working outside the free zone of Halifax and Dartmouth up to seventy kilometers (70) from the free zone shall be paid a mileage rate as stated **per Article 13.01**.
- 13.06** In NB the parties agree to the clarification that the travel allowance and living expenses shall be from the employee's residence to the job site.
- 13.07** When employees are required by the employer to travel to jobs where no free parking exists, within walking distance, parking expenses will be reimbursed at lowest possible rates with the provision of original receipt. **In Ontario the maximum daily parking expense will be limited to \$25.00 per day.**

ARTICLE XIV TRANSPORTATION AND LIVING EXPENSES

14.01 In all zones excepting the Provinces of Ontario, Alberta, Saskatchewan and Manitoba, when employees are required by the Employer to travel to a job outside the free zone limits where they cannot return daily, the Employer shall pay living expenses on **May 1, 2025 – \$158.00, May 1, 2026 – \$166.00, May 1, 2027 – \$174.00 per day** based on seven (7) days per week. In areas where room and board cannot be obtained for this amount, then the Employer will compensate employees for expensed after receipts have been submitted.

In the Provinces of Saskatchewan and Alberta, when employees are required by the Employer to travel to a job up to two hundred (200) road kilometers outside the city center, or in Manitoba, outside the free zone limits where they cannot return home daily, the Employer shall pay living expenses **May 1, 2025 – \$178.00, May 1, 2026 – \$186.00, May 1, 2027 – \$194.00** for each day worked. On jobs located over two hundred (200) road kilometers outside the free zone limits (Manitoba) or City Center (Saskatchewan/Alberta), expenses shall be paid on the basis of seven (7) days per week. Excepting when the employees must stay in a camp then expenses will be paid on the basis of seven (7) days per week.

In areas where room and board cannot be obtained for these amounts, whether the job is located more or less than two hundred (200 road kilometers outside the free zone limits in the province of (Manitoba), or City Centre (Saskatchewan/Alberta), the Employer will compensate employees for expenses after receipts have been submitted.

In the Province of New Brunswick, Nova Scotia and Newfoundland and Labrador when employees are required by the employer to travel to a job up two hundred (200) road kilometers outside the free zone limits, living allowances shall be paid at **May 1, 2025 – \$158.00, May 1, 2026 – \$166.00, May 1, 2027 – \$174.00** per day worked. When an employee works a full forty (40) hour work week, the employee will be paid the applicable living allowance based on five (5) days. On jobs located over two hundred (200) kilometers outside the free zone limits, living expense shall be paid on the basis of seven (7) days.

14.01 (a) In Ontario, when Employees are required by the Employer to travel to a job outside the free Zone Limits, the Employer shall pay living expensed of **May 1, 2025 – \$158.00, May 1, 2026 – \$166.00, May 1, 2027 – \$174.00** for days worked when travelling over a 105 kilometer and up to 200 kilometer radius of the City Hall in each City or Town where the company's place of business is established and employees are dispatched from the project employees will be dispatched to work at. The Employee will be paid the time required to travel from the Free Zone limit to the job site for the first and final trips only.

14.01 (b) In Ontario, when Employees are required by the Employer to travel to a job outside the Free Zone Limits, the Employer shall pay living expenses of **May 1, 2025 – \$158.00, May 1, 2026 – \$166.00, May 1, 2027 – \$174.00** per day based on seven (7) days per week when travelling beyond the two hundred (200) kilometer radius of the City Hall in each City or Town where the company's place of business is established and employees are

dispatched from to the project employees will be dispatched to work at the Employee will be paid the time required to travel from the Free Zone Limit to the job site for the first and final trips only.

- 14.02** In areas where room and board cannot be obtained for this amount, then the Employer will compensate employees for expenses after receipts have been submitted.
- 14.03** By mutual agreement between the Union and the Employer, the Employer may provide suitable room and board at their expense in lieu of daily living expenses.
- 14.04** If a statutory holiday, as per Article 8.03 occurs during any week, the employee will be paid normal expenses for the holiday provided they have worked the normal days preceding and following such holiday.
- 14.05** Plane fare, expenses and travel time from the Free Zone Limits to the job and return shall be paid by the Employer. Travelling time pay shall be on actual hours of travel to a maximum of twelve (12) hours in a twenty – four (24) period and shall be paid at the applicable straight time hourly rate. If the employee is required to provide their own transportation, they shall be paid expenses on a basis of the rate established between CASA and the UA as referenced in Article 13.01 per kilometer plus time required to travel.
- 14.06** If the employee leaves his job before it is completed and without consent of the Employer, return travel shall be at his own time and expense.
- 14.07** In the event a project is located more than a three hundred (300) kilometer radius from the city center, or

in areas inaccessible by automobile the Employer agrees the worker will be allowed trip home for each thirty (30) calendar days employment, for a maximum period of five (5) days per trip, throughout the duration of the project.

If such Employee fails to report back to work by the seventh (7) day, they shall be considered as terminated. Such return trips shall be at the Employer's expense for equivalent transportation expenses at plane fare or cents per kilometer only, whichever is applicable. It is further understood and agreed that the above-described trips be on a rotation basis and at no time more than 25% of the working force shall be on such home leave.

14.08 The following work schedules may be implemented for isolated areas by mutual consent between the Contractor, Contractor Association and the Local Union Business Manager:

- 14 days on 7 days off
- 21 days on 7 days off
- 28 days on 7 days off

ARTICLE XV PAY DAY

15.01 Pay day shall be once a week. The Employees are to be paid at the option of the Employer in cash, negotiable payroll cheques, or direct bank deposit, before the end of the shift. The payroll period each week shall end on the Saturday at midnight to coincide with an insurable week for E.I. purposes. If any employee is not paid within the described period, the employer will pay the employee an eight (8) hour penalty per day. This penalty shall be at the regular rate of pay and paid in addition to hours

earned until the employee receives pay for work done in the standard work week.

- 15.02** Pay for work done in a standard work week shall be due and payable before and not more than seven days after the end of that week. If paid by cheque, or direct deposit, the cheque or pay stub shall not be distributed later than six (6) days.
- 15.03** If pays are not forthcoming as prescribed above, the Employer upon request will make provision to advance monies.
- 15.04** All deductions and contributions, such as employment insurance, income taxes, union dues, pension, hours of labour, welfare and joint training shall be shown clearly on a separate statement with the Employees pay.
- 15.05** If an Employee is laid off, fired, or quits, all accrued wages shall be paid within five working days of termination of employment either in person or be certified mail postmarked within two working days of termination of employment, to the address on record. Such pay shall be accompanied by the Employee's record of employment slip and Apprentice record where applicable.
- 15.06** Should such Employee not be paid in accordance with Article 15.05 of , the Employee shall be paid at the Employee's regular rate of pay while waiting to be paid.

ARTICLE XVI UNION DUES CHECK-OFF

- 16.01** The Employer shall, as a condition of employment, deduct union dues from the pay of all Employees covered by this Agreement. The Employer also agrees

on presentation of an authorization from the Employee, to deduct initiation fees. Integrated online reporting of remittances by April 30, 2023.

- 16.02** All such dues shall be deducted from the Employee's first pay of each month and shall be remitted to the Secretary/Treasurer of the Local Union having jurisdiction, by the 15th of the month following, with a list of names and social insurance numbers of Employees for whom dues have been deducted, together with a cheque covering the amount so deducted. Contractors who have no hours to report under this Collective Agreement are required to file a "Nil Report" declaring no hours to report.
- 16.03** Employers who fail to remit dues or contributions to trust funds within the time limits set forth in the Agreement will have their Employees removed from the job site fourteen (14) days after the due date. This clause will not be deemed a violation of this Agreement.
- 16.04** In zones listed hereunder where the Local Union has a fund or funds set up, the Employer further agrees to pay same on an hours earned basis for all Employees covered by this Agreement, with such hours accumulating for a one month period and being submitted to the appropriate Local Union before the 15th of the month following, along with a list of Employees names and Social Insurance Numbers and a cheque covering the hours so listed. The employer will remit one lump sum as well as a statement of hours earned. The Local Union will allocate the funds as deemed necessary. This includes the \$0.10 National Organizing Fund contribution for all hours earned. As articulated in the wage schedules.

Local Union	<u>May 1/25</u>	<u>May 1/26</u>	<u>May 1/27</u>
British Columbia – Local 170	<u>\$1.47</u>	<u>\$1.47</u>	<u>\$1.47</u>
Saskatchewan – Local 179	<u>\$1.53</u>	<u>\$1.53</u>	<u>\$1.53</u>
Manitoba – Local 254	<u>\$1.47</u>	<u>\$1.47</u>	<u>\$1.47</u>
New Brunswick – Local 325	<u>\$0.73</u>	<u>\$0.73</u>	<u>\$0.73</u>
Alberta (Edmonton) – Local 488	<u>\$2.01</u>	<u>\$2.01</u>	<u>\$2.01</u>
Alberta (Calgary) – Local 496	<u>\$2.15</u>	<u>\$2.17</u>	<u>\$2.21</u>
Newfoundland – Local 740	<u>\$1.58</u>	<u>\$1.58</u>	<u>\$1.58</u>
Ontario – Local 853	<u>\$3.21</u>	<u>\$3.21</u>	<u>\$3.21</u>

- 16.05** Should a Local Union decide to reallocate monies from wages to other funds, after the signing of the Agreement and prior to the expiry of the Agreement, such reallocation of monies shall be allowed twice annually, only on May 1st and November 1st. Such notice of reallocation of money would have to be forwarded to the C.A.S.A. office no later than ninety (90) days prior to the above dates and must be accompanied by revised Wage Schedules.
- 16.06** Each wage schedule for the respective Locals is attached as an Appendix I to this Agreement and shall have a standardized format consistent for all Provinces.

ARTICLE XVII

UNION INDUSTRY FUNDS

- 17.01** Each contractor shall remit five (\$0.05) Cents per hour earned to the United Association Industry Enhancement Fund. Out of the package
- 17.02** Each contractor shall remit five (\$0.05) cents per hour earned to UA Canada's Health and Wellness Program. Out of the package

- 17.03** Each contractor shall remit one (\$0.01) cent per hour earned to the Canadian Building Trades. Out of the package
- 17.04** Each contractor shall remit one (\$0.01) cent per hour earned to the United Association's "Political Action Committee" fund (P.A.C.). Out of wage package.
- 17.05** Each employer shall remit five (\$0.05) cents per hour earned to the UA Canada's "Sprinkler Administration" fund. Out of wage package.
- 17.06** **All parties to the Collective Agreement shall remit one cent (\$0.01) per hour earned to the Remittance Administration Fund. One cent (\$0.01) from the Union to come out of the member's total package, and an additional one cent (\$0.01) from C.A.S.A's Labour Service Fee as referenced in Article 22, XXII.**
- 17.07** Such funds shall accumulate for a one-month period and be submitted to the administration office before the fifteenth of the month following, along with a list of employee's names and Social Insurance Numbers and a cheque covering the hours so listed.
- 17.08** Integrated online reporting of remittances by April 30, 2023.

ARTICLE XVIII NATIONAL SPRINKLER INDUSTRY JOINT TRAINING & APPRENTICESHIP COMMITTEE (JTAC)

- 18.01** All probationary Apprentices, upon securing employment within the industry, shall be issued a referral/dispatch slip by the Union for a probationary period of three (3) months. This probationary period will be registered by

the local union and recognized nationally by all parties of the collective agreement.

- 18.02** In order to ensure the Residential Fire Sprinkler Industry of an adequate supply of qualified Journeypersons and Apprentices, the Employer and the Union agrees to maintain the National Sprinkler Industry Joint Training and Apprenticeship Committee of Canada.
- 18.03** The selection of Apprentices prior to employ shall be the full responsibility of the Local Union or the employer subject to **Article** 6.01.
- 18.04** It shall be the responsibility of the National Sprinkler Industry Joint Training and Apprenticeship Committee to establish the necessary mandatory courses for the advancement and up-grading of Journeymen in the industry.
- 18.05** All Apprentices and Journeypersons as a condition of employment agree to accept the course of training, either by school or correspondence, provided by the National Sprinkler Industry Joint Training and Apprenticeship Committee.
- 18.06** All Apprentices shall be governed by rules and regulations established by the National Sprinkler Industry Joint Training and Apprenticeship Committee.
- 18.07** The ratio of Journeypersons and Apprentices on site shall be determined by Provincial Legislation.
- 18.08** Should the demand for workers exceed the ability of the Local Union to supply, the union will not restrict the Employer from hiring under **Article** 6.02

- 18.09** In cases where unemployment is beyond the control of Apprentices, no bar or restriction shall be imposed upon such Apprentices from continuing in the course of study established by the National Sprinkler Industry Joint Training and Apprenticeship Committee.

**ARTICLE XIX
NATIONAL SPRINKLER INDUSTRY
JOINT TRAINING AND INDUSTRY FUND**

- 19.01** It is mutually agreed that the existing National Sprinkler Industry Joint training and Apprenticeship Fund established for the purpose of providing education for the Sprinkler Industry shall continue, and the policies and procedures necessary to operate and maintain this Educational Fund shall be governed by a Board of Trustees consisting of six (6) members, three appointed by the Canadian Automatic Sprinkler Association, and three appointed by the United Association Director of Canadian Affairs.
- 19.02** Each contractor shall pay to this fund, ten (\$0.10) cents per hour for all hours earned by all employees covered by this Collective Agreement, in addition the employer will pay into the National Training Fund the amount of \$0.13 per hour earned for courses as outlined below. As articulated in the wage schedules.

Safety Courses to include the following: Shall be paid by the National Sprinkler Industry Joint Training and Apprenticeship Fund. **Time spent by an employee in training that is required by the employer or by law is counted as work time. Time spent in training that is not required by the employer or by law in order for an employee to do his or her job is not counted as work time.**

- 1) First Aid
- 2) Orientation (Level 1 training)
- 3) Propane
- 4) Confined Space Awareness
- 5) WHMIS
- 6) Fall Arrest
- 7) Lifts (JLG Generic module)

It is agreed that a joint implementation committee be formed, and this committee shall meet within 60 days of ratification of this agreement. This committee shall be comprised of two (2) members appointed by CASA and two (2) appointed by the United Association Director of Canadian Affairs.

An additional five (\$0.05) cents will come out of the wage package for all hours earned to the National Sprinkler Industry Joint Training and Apprenticeship Fund. For a total of twenty-eight (\$0.28) cents for training. As articulated in the wage schedules.

- 19.03** Such training fund hours shall accumulate for a one-month period and be submitted to the administration office before the fifteenth of the month following, along with a list of employee's names and Social Insurance Numbers and a cheque covering the hours so listed.
- 19.04** Where not already established each Local Union will establish a local Sprinkler Training Fund to be funded out of the package.
- 19.05** Integrated online reporting of remittances by April 30, 2023.

ARTICLE XX INSURANCE FUND

20.01 Each contractor shall pay on an hour earned basis, rates as noted below, for all employees covered by this Collective Agreement into the Local Health and Welfare Fund where the member is working.

Province	<u>May 1/ 25</u>	<u>May 1/ 26</u>	<u>May 1/ 27</u>
Newfoundland & Labrador	<u>\$3.00</u>	<u>\$3.15</u>	<u>\$3.31</u>
New Brunswick & PEI	<u>\$3.45</u>	<u>\$3.45</u>	<u>\$3.45</u>
Ontario	<u>\$3.03</u>	<u>\$3.13</u>	<u>\$3.23</u>
Manitoba	<u>\$2.04</u>	<u>\$2.19</u>	<u>\$2.34</u>
Saskatchewan	<u>\$2.64</u>	<u>\$2.89</u>	<u>\$3.14</u>
Alberta & NWT Local 488	<u>\$2.70</u>	<u>\$2.95</u>	<u>\$2.95</u>
Alberta Local 496	<u>\$2.00</u>	<u>\$2.40</u>	<u>\$2.65</u>
British Columbia Local 170	<u>\$2.67</u>	<u>\$2.67</u>	<u>\$2.67</u>

20.02 Such welfare hours shall accumulate for a one-month period and be submitted to the administration office before the fifteenth of the month following, along with a list of employees names and Social Insurance Numbers and a cheque covering the hours so listed.

20.03 If the rates as noted in **Article** 20.01 above for contributions into any Local Health and Welfare fund are adjusted by the fund's Trustees, any difference (plus or minus) shall be reflected in the wage rate. Any such adjustment shall be made in the

month following the adjustment date. Such adjustments to be established in accordance with Article 16.05.

20.04 Canadian Model for Drug and Alcohol Program, the parties to this Collective Agreement agree that when a provincial drug and alcohol program is established, they will each contribute up to **five (\$0.05)** cents per hour.

- 20.05** In the Province of Ontario contractors shall remit an additional **ten (\$0.10)** cents per hour earned to the DeNovo Center through the health and welfare contribution, **five (\$0.05)** cents shall be an employee payment and **five (\$0.05)** cents an employer payment.
- 20.06** **In the Province of British Columbia, the contractors shall remit four (\$0.04) cents per hour worked to the Construction Industry Rehabilitation Fund, with an additional four (\$0.04) cents per hour worked deducted from the employee. As articulated in the wage schedules.**
- 20.07** **In the Province of Newfoundland and Labrador contractors shall remit Ten (\$0.10) per hour earned to the Local MFAP (Member Family) through the health and welfare contribution, five (\$0.05) cents shall be an employee payment and five (\$0.05) cents an employer payment. As articulated in the wage schedules.**
- 20.08** The parties to this Collective Agreement agree two (\$0.02) cents to H2H (Helmets to Hardhats). One (\$0.01) cent contributed by the Contractor and one (\$0.01) cent from the employee's wage package.
- 20.09** Integrated online reporting of remittances by April 30, 2023.

ARTICLE XXI SPRINKLER INDUSTRY PENSION

- 21.01** The established pension plan will continue on a joint participation and contribution basis by the Employer and the employees, with employees contributing five (\$0.05) cents per hour earned, and the Employer contribution on an hours earned basis, rates as noted below, for all

employees covered by this Collective Agreement, excluding British Columbia and Inspection Employees. Such pension fund hours shall accumulate for one month period and be submitted to the administration office before the fifteenth (15) of the month following, along with a list of employee's names and Social Insurance Numbers and a cheque covering the hours so listed. Five (\$0.05) cent employee contribution to be shown on T-4's. If the pension plan is prohibited by law from accepting any contributions required by the terms of this Agreement on account of employees that are in receipt of a monthly pension from the pension plan, an amount equal to such contributions shall be paid by the Employer to that employee as additional wages.

<u>21.02</u>	Province	<u>May 1/ 25</u>	<u>May 1/ 26</u>	<u>May 1/ 27</u>
	Newfoundland & Labrador	<u>\$8.20</u>	<u>\$8.35</u>	<u>\$8.50</u>
	New Brunswick & P.E.I.	<u>\$8.20</u>	<u>\$8.35</u>	<u>\$8.50</u>
	Ontario	<u>\$8.20</u>	<u>\$8.35</u>	<u>\$8.50</u>
	Manitoba	<u>\$8.20</u>	<u>\$8.35</u>	<u>\$8.50</u>
	Saskatchewan	<u>\$8.20</u>	<u>\$8.35</u>	<u>\$8.50</u>
	Alberta & NWT Local 488	<u>\$8.20</u>	<u>\$8.35</u>	<u>\$8.50</u>
	Alberta Local 496	<u>\$8.20</u>	<u>\$8.35</u>	<u>\$8.50</u>
	British Columbia Local 170	<u>\$8.20</u>	<u>\$8.35</u>	<u>\$8.50</u>

21.03 The policies and procedures necessary to operate and maintain this plan will be governed by a Board of Trustees formed of three (3) members appointed by the United Association Director of Canadian Affairs, and three (3) members designated by the Canadian Automatic Sprinkler Association.

21.04 All employees covered by this plan must become members and continue membership in the Union, excluding British Columbia and inspection employees.

- 21.05** Integrated online reporting of remittances by April 30, 2023.

**ARTICLE XXII
LABOUR SERVICE FEE AND
ASSOCIATION INDUSTRY FUND**

- 22.01** All Employers signatory to this Agreement shall be assessed a Labour Service Fee of **\$0.05** per man-hour earned payable to the Canadian Automatic Sprinkler Association.
- 22.02** All Employers bound by this Agreement shall contribute **twenty-three cents (\$0.23)** per man-hour earned to the Association Industry Fund. The Association Industry Fund shall be administered by the Board of Directors of the Canadian Automatic Sprinkler Association.
- 22.03** Such labour service fee and association industry fund hours shall accumulate for a one-month period and be submitted to the administration office before the fifteenth (15th) of the month following, along with a list of Employees names and social insurance numbers and a cheque covering the hours so listed. It is understood that the Canadian Automatic Sprinkler Association waives the union responsibility for collection.
- 22.04** Integrated online reporting of remittances by April 30, 2023.

**ARTICLE XXIII
TOOLS**

- 23.01** With the exception of tape measure, 8” level, and 10” adjustable wrench, 10” channel locks and safety boots, the Employer shall furnish all tools and equipment, including compulsory safety equipment and the Employees shall see that all tools, equipment and

material are put in their proper places and that chests or lockers are left in a place as safe from theft or damage as possible.

ARTICLE XXIV SUB-CONTRACTING

- 24.01** The Employer will not sublet or contract out any pipe fabrication or installation work covered herein, unless the Employer to whom the work is sublet has an agreement either with the United Association or any of its Local Unions.
- 24.02** The union shall be notified, prior to commencement of work, by the Employer, who subcontracts work on any project, of the name(s) and location(s) of the subcontractor(s). Should the subcontractor to whom the work is sublet fail to remit all monies in accordance with this Agreement, no work shall be subcontracted to that subcontractor Employer.
- 24.03** **In the event any contractor bound to the Residential Agreement sublets, contracts and/or subcontracts work in accordance with Article 24 of the Residential Agreement, the contractor subletting, contracting and/or subcontracting the work shall be responsible to ensure that all remittances, dues and/or any other deductions required under the Residential Agreement are remitted to the Union by the 15th day of each month as required by the Residential Agreement.**
- 24.04** **The contractor that sublet, contracted and/or subcontracted out work pursuant to Article 24 of the Residential Agreement shall be responsible for paying all wages, remittances, dues and any other payments set out in the Residential Agreement for all work**

that was sublet, contracted and/or subcontracted to another contractor.

- 24.05** When a job has been targeted and the Employer is successful in being awarded the job that Employer shall not be allowed to subcontract this work.

ARTICLE XXV NO STRIKE OR LOCKOUT

- 25.01** The Employer and the Union agree that there shall be no strike or lockout during the life of this Agreement.
- 25.02** It shall not be a violation of this Agreement, or of the no strike clause, if members of the Union refuse to cross a picket line established in accordance with the rules of the Canadian Building and Construction Trades Department (A.F. of L., C.I.O., and C.L.C.).

ARTICLE XXVI DISCRIMINATION

- 26.01** The Employer shall not discriminate against any Employee for reason of the Employee's membership in the Union or the Employee's participation in lawful activities.
- 26.02** **The Employer and the Union agree that all employees shall be treated with dignity and respect, and there shall be no discrimination, harassment, or unequal treatment in the workplace based on any grounds prohibited by the Canadian Human Rights Act, the applicable provincial human rights legislation, or other relevant laws. This includes, but is not limited to, discrimination or harassment based on race, colour, ancestry, place of origin, ethnic origin, citizenship, creed, sex, gender identity,**

sexual orientation, marital status, family status, age, disability, or any other protected characteristics. The Employer is committed to providing a workplace free from discrimination and harassment and will take appropriate measures to address and prevent such issues.

- 26.03 Absence required for an Apprentice attending trade school, or by law for jury duty or as a witness in court, sickness, accident certified by a doctor's certificate or injury as a result of an accident in which the worker is receiving Workmen's Compensation, shall not debar or be considered as a break in the Employee's employment or attendance record.

ARTICLE XXVII WORKING CONDITIONS

- 27.01 Employees shall be permitted once during each half shift to a rest break. Both parties agree there shall not be abuses in respect to time taken for rest breaks.

- 27.02 The Employer shall reasonably ensure that suitable washroom/washup facilities are available to its employees while working on project sites. While this "does not" specifically require the employer to "directly" provide such facilities, it does require the employer to validate the suitability and availability of such. If suitable washroom facilities/washup facilities and hand cleaner are not available to its employees, and upon employer validation, no employee will be penalized for leaving the jobsite in the case of necessity. In saying so, if an offsite option is exercised, the employee shall do so in a manner that is both reasonable and expeditious.

27.03 Biometrics Placeholder-This clause shall only apply to Ontario (Local 853). CASA and the UA agree to add the confirmed Biometrics language as agreed upon into this article, once legal review is concluded.

ARTICLE XXVIII UNION REPRESENTATIVES

- 28.01** Union representatives shall have access to projects during working hours after notifying the Employer or the Employer's representative.
- 28.02** Members of the Union shall be granted leave of absence when required for Union business providing that reasonable notice is given to the Employer. The Employee shall not be subject to penalty or loss of employment other than those hours the Employee is absent from the job.

ARTICLE XXIX GRIEVANCE PROCEDURE

- 29.01** All disputes or controversies arising as to the meaning or interpretation of any provision of this Agreement and all matters relating to violation of this Agreement shall be commenced within forty-five (45) days of occurrence of knowledge of said dispute or violation. This dispute or violation shall be disposed of in accordance with the following procedure:
- A. Any such grievance shall be first adjusted between the grieved Employee and the Employee's immediate superior and, if not settled within twenty-four (24) working hours.
 - B. Between the grieved Employee and the Employee's superintendent and, if not settled within twenty-four (24) working hours.

- C. Between a representative of the Union and the Employer and, if not settled within seven (7) days; If the grievance is for delinquencies, only then the delinquent contractor shall pay all costs for the arbitrator's expenses.
- D. It shall be submitted in writing to a Labour Management Committee formed of three (3) members representing the Canadian Automatic Sprinkler Association and three (3) members representing the Local Union, comprised of at least one journeyman of the Union and, if not settled within seven (7) days; (If settlement is reached by the Labour Management Committee described above, such settlement shall be final and binding on all parties and may not be taken to an Impartial Arbitrator as provided in step (E).
- E. The grievance shall be submitted to an Impartial Arbitrator selected by the Canadian Automatic Sprinkler Association and the Local Union within seven (7) days;
- F. If the Canadian Automatic Sprinkler Association and the Local Union fail to agree on the selection of an impartial arbitrator, the Minister of Labour of the province where the grievance occurred shall recommend the appointment of the Impartial Arbitrator.

29.02 A grievance not initiated or taken to the next step within the time limits specified in this Agreement is deemed to be dropped. Time limits may be extended by mutual agreement of the Employer and the Local Union having jurisdiction.

- 29.03** The decision or the arbitrator shall be given within ten (10) days (may be extended by mutual consent) shall be final and binding on all parties. The decision, however, of the arbitrator shall be limited to the interpretation and application of the Agreement and the arbitrator shall have no powers to change or amend this collective agreement.
- 29.04** The expenses of the arbitrator shall be equally borne by both parties to this Agreement.
- 29.05** If a grievance is filed by the Union or the Employer, the procedure shall commence at **Article** 29.01, step (C)
- 29.06** If in any zone the Provincial Labour Act provides for an alternate or quicker form of arbitration, either party may refer grievances thereto under the terms of said act or acts.

ARTICLE XXX REPORTING TIME

- 30.01** Employees reporting for work at their regular starting time and for whom no work is available shall be paid **four (4)** hours at their applicable rate plus vacation pay, fringe benefits, and expense money as may apply.

ARTICLE XXXI ON THE JOB INJURY

- 31.01** **No injured employee shall be required to seek medical attention alone or transport themselves. The employer shall ensure that the injured employee is escorted to a medical facility by a Union Steward or a designated company representative and provided with safe transportation home.**

ARTICLE XXXII SAVINGS CLAUSE

- 32.01** Should any article, or any provision, or any part of this Agreement be void by reason of being contrary to law, the remainder of this Agreement shall not be affected thereby.
- 32.02** If for any reason peculiar to a given geographical area this Agreement requires amendment, the Union and the Local Union having jurisdiction in such an area shall be entitled to enter into a Memorandum with the Canadian Automatic Sprinkler Association giving effect to such amendment, and any such Memorandum shall not be construed as a breach of this Agreement.
- 32.03** Should the United Association, or any of its Locals provide or offer to provide, to any Employer, individually or through any group or Association, economic and/or other terms and conditions more favourable to the Employer than those contained in this Agreement for any category of residential fire sprinkler work, those same terms and conditions shall immediately be extended to all Employers signatory to this Agreement.

ARTICLE XXXIII DEFAULT OF PAYMENT

- 33.01** If any Employer shall default in remitting payments required to be made to funds pursuant to the terms of this Collective Agreement, and default shall continue for ten (10) days or more, the Employer shall pay to the applicable Trust Fund as liquidated damages and not as a penalty, an amount equal to 10% of the arrears for each month or part thereof in which the Employer is in default. The failure to pay each month shall constitute a separate offence, and shall subject the Employer to the

10% payment. Thereafter interest shall run at the rate of 2% per month (26.92% per annum) on any unpaid arrears, including liquidated damages.

33.02 Where an Employee performs work that would require the employer to contribute hourly contributions of the Trust Funds set out in the Agreement, at such an hourly contribution rate as may from time to time be applicable in the Collective Agreement, then the Employer shall and shall be deemed to have kept such an amount separate and apart from the Employee's own monies and shall be deemed to hold the sum so deducted in trust on behalf of the Employees until the employer has paid such monies to the applicable trust fund. Further, in the event of any liquidation, assignment or bankruptcy of such an Employer, an amount equal to the amount that is owed to the applicable Trust Fund by the Employer on whose behalf Employees have performed work entitling them to receive contributions to the fund(s) and such shall be deemed to be separate from and form no part of the estate in liquidation, assignment or bankruptcy, whether or not that amount has in fact been kept separate and apart from the Employer's own money from the assets of the estate.

33.03 Following notification by the Business Manager and at the discretion of the Trustees of the Health & Welfare and/or Pension Funds, Employers delinquent 60 or more days will be imposed with a "Security Bond" equal to, two months total contributions to all Funds included in the Agreement, based on their average last 12 months.

33.04 The foregoing "Default of Payment Clause" shall apply to the following funds:

Article **10**, X Vacation and Statutory Holiday Pay

Article **16**, XVI Union Dues Check Off

Article 17, XVII Union Industry Funds

Article 19, XIX National Sprinkler Industry Joint Training & Apprenticeship Fund

Article 20, XX Insurance Fund

Article 21, XXI Sprinkler Industry Pension

Article 22, XXII Labour Service Fee and Association Industry Fund

- 33.05** If any Employer shall default in remitting payments required to be made to funds pursuant to the terms of this collective agreement, and default shall continue for ten (10) days or more, then in addition to any other remedy available to the Local Union, such defaulting Employer shall pay to the trustees, as liquidated damages and not as a penalty, an amount equal to 5% of the arrears for each month or part thereof during which such default continues. The said damages shall become due and payable upon the 21st day of the month following the month for which contributions were to be made. The 5% of the said arrears shall become due and be payable by such Employer on the 21st day of each successive month while default continues. For the purpose of calculating the 5% as aforesaid, "arrears" shall be deemed to include all accumulated damages remaining unpaid.

ARTICLE XXXIV TARGETING CLAUSE

- 34.01** When in the opinion of the local union business manager and the Canadian Automatic Sprinkler Association, certain specific jobs requiring special conditions that will not permit the fulfillment of all the articles of this Agreement and it is found necessary that with some modification of this Agreement such work could be secured and/or such special conditions could be

accommodated by mutual agreement between local union and the Canadian Automatic Sprinkler Association by making such arrangements to govern the changes and disclosure upon request to the other parties bound to this agreement and such shall not be considered a violation of this agreement.

34.02 Where the local union wishes to establish a market enhancement trust fund, or similar stabilization fund, they shall be permitted to do so when parties to this Agreement agree. Such funds are to be established in accordance with Article 16.05

34.03 Enabling Provisions

A Local Union and their corresponding Local CASA Representatives, in order to stay competitive, may amend the terms and conditions of this agreement in their geographic area. Any such amendments must be approved by CASA and the United Association.

Should the local parties be unable to reach an agreement on enabling they may appeal, in writing, to CASA and the United Association for a decision and that decision will be final and binding on the parties.

Amendments may be undertaken in respect to the following:

1. All work undertaken under this collective agreement, or any part thereof, define
2. The location of the work, be it a specific geographic area or the entire area under the parties jurisdiction,
3. The duration of the amendment, not to extend past the expiration of this collective agreement.

Any of the following may be rightfully considered for amendment:

1. Wages, including overtime pay and shift differential,
2. Accommodation and/or Travel allowances,
3. Apprentice ratios,
4. Hours of work and work schedules

ARTICLE XXXV DURATION OF AGREEMENT

35.01 The duration of this Agreement shall be from:
May 1st, 2025 through April 30th, 2028

ARTICLE XXXVI RENEWAL OF AGREEMENT

36.01 Ninety (90) days prior to termination date, written notice shall be given by either party requesting a conference to prepare such alterations or amendments as may be agreed to. Failing to give such a written notice, this Agreement shall remain in force from year to year, until written notice of thirty (30) days prior to any anniversary date is served.

If notice to negotiate has been given by either party, this Agreement shall remain in full force and effect during any period of negotiations, even though such negotiations may extend beyond the expiry date, or unit discontinued by notice in writing from either party.

LETTER OF UNDERSTANDING 2022

Recruitment and Retention

All parties to this agreement, agree to form a committee, to develop policies around recruitment and retention. This committee shall be formed within twelve (12) months upon ratification of this agreement.

Letter of Understanding

B E T W E E N:

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

("the Union")

- and -

Canadian Automatic Sprinkler Association

("CASA")

Whereas the Union and CASA are parties to the National Road Sprinkler Fitter Collective Agreement effective from May 1, 2022 to April 30, 2025 ("the Road Agreement");

And Whereas the Union and CASA have the authority to bargain a letter of understanding to the Road Agreement for the Province of Ontario;

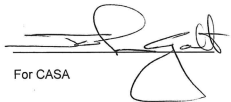
Now Therefore the Union CASA agree as follows:

1. The Parties agree that the recitals form a fundamental part of this Letter of Understanding.
2. The Parties agree that in the event any contractor bound to the Road Agreement sublets, contracts and/or subcontracts work in accordance with Article 22.1 of the Road Agreement, the contractor subletting, contracting and/or subcontracting the work shall be responsible to ensure that all remittances, dues and/or any other deductions required under the Road Agreement are remitted to the Union by the 15th day of each month as required by the Road Agreement.
3. The Parties further agree that the contractor that sublet, contracted and/or subcontracted out work pursuant to Article 22.1 shall be responsible for paying all wages, remittances, dues and any other payments set out in the Road Agreement for all work that was sublet, contracted and/or subcontracted to another contractor.
4. The Parties agree that this Letter of Understanding is enforceable through the grievance procedure set out in the Road Agreement.

Dated this 7 of Oct 2024



For the Union



For CASA



CANADIAN STANDARD FOR EXCELLENCE DISCIPLINARY GUIDELINE

The United Association Standard for Excellence policy not only outlines the obligations of UA members on the job; it also spells out the obligations of our signatory contractors as well. In this way, we are making it clear to all parties – including construction owners – That we are dedicated to doing the best job possible.

Employees are obligated to provide a fair day's work for a fair day's wages. Contractors must be fair to employees, but also have a role in the promotion of a strong unionized sector. Being fair does not mean "looking the other way" when an infraction occurs. Nor does it mean that the Contractor should merely lay off an incompetent or insubordinate employee when that employee may need counseling, discipline or, in irreparable and egregious cases, exclusion from the industry. All parties have a role in this regard.

The United Association and its signatory contractors hereby have established and shall maintain a common disciplinary guideline.

It is agreed that the United Association and its signatory contractors will make all parties aware of the disciplinary guideline for violation of company and client on-site rules.

PROGRESSIVE DISCIPLINARY GUIDELINE

1. **VERBAL WARNING:** An employee who has committed an infraction is verbally warned and told that if the

infraction occurs again (within some specified period), the degree of disciplinary action will be increased.

Some examples: minor safety policy violations, minor work-site disruptions, poor workmanship issues, attendance (reporting to work late) problems, verbal abuse to Supervisor and co-workers.

2. **WRITTEN WARNING:** If the employee again commits the same or similar violation within the specified period (or possibly an unrelated infraction), the Employee will be given a written warning which will be placed on his/her personnel file. The employee will be told that if any further misconduct occurs, the employee will be disciplined again, more severely.
3. **SUSPENSION AND FINAL WARNING:** If the employee again transgresses in the misconduct, he/she will be suspended from employment for a period of time without pay and will be given a final warning.

This warning clearly will normally specify discharge as the result of another infraction. This step may be repeated, however, for example, a one-day, and then a five- day suspension.

4. **DISCHARGE:** If the employee again is guilty of misconduct (as outlined in Step 3), the employee may be discharged.

The Employee may also be immediately discharged, at the Contractor's discretion, for serious disciplinary misconduct.

In other cases of sufficiently serious misconduct, the Contractor at its discretion may skip any of the preceding steps.

Some examples of serious disciplinary misconduct: Fraud, Severe Health and Safety policy violations, severe workplace disruptions, workplace violence and/or intimidation, etc.

John Telford, Director of
Canadian Affairs
United Association

John Galt, President
Canadian Automatic
Sprinkler Assoc.



CANADIAN STANDARD FOR EXCELLENCE

This program is designed to promote our UA members' world-class skills and safe, efficient work practices on the jobs performed by our signatory contractors for our customers and owner-clients.



CANADIAN STANDARD FOR EXCELLENCE OPERATING RULES AND REGULATIONS

Definitions

CBA – Collective Bargaining Agreement

Discharge/Laid Off for Cause (including but not limited to absenteeism, safety violations, timekeeping or productivity; not including lay off due simply to a lack of, or, downturn in work) – Occurs when an employer asserts cause for the discharge/layoff of an employee, and no arbitration or board of arbitration finds that there was no such cause.

CASA – Canadian Automatic Sprinkler Association

Parties to this Agreement – The parties to this agreement are the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada on behalf of its Local Unions and the Canadian Automatic Sprinkler Association of Canada.

SC – Standard Coordinator/Job Steward – An individual whose job it is to ensure the continuity of the projects by working to solve problems brought to them. The SC shall be appointed by the Union Business Manager and may be from the Employer’s existing work force. Additional SC’s may be appointed based upon job and/or crew size.

SFE – Standard for Excellence

Local Union Responsibilities

The Local Union will provide training for the Standard Coordinator with respect to the purpose and intent of this Standard for Excellence.

The SC is empowered by the Business Manager of the Local Union to work with members and management to correct and solve problems related to job labour performance that have been reported to the Union.

The SC will communicate on a regular basis with the supervision on site and the contractor to convey job progress, work schedules, and work process problems to the employee/members.

Meetings will be established between the Local Union Business Manager or Business Agent and the SC to discuss and resolve issues related to the compliance of the SFE.

If applicable, management will be invited to attend and participate in the process. When deemed necessary, the Local International Representative will be invited to attend and participate in the process.

In the event a member(s) is not meeting SFE responsibilities, the Local Union Business Manager or Business Agent and his respective Executive Board Member will assume the

responsibility to address problem member(s) not meeting their obligations.

The role of the union is to make every effort to correct the problem by whatever means, to the extent allowed by applicable law, including, but not limited to, the applicable Labour Laws and the Constitution of the United Association.

EMPLOYEE, MEMBER AND LOCAL UNION RESPONSIBILITIES:

To ensure the Standard for Excellence platform meets and maintains its goals, the Business Managers, in partnership with their implementation teams, including Standard Coordinators and the Local membership, shall ensure all members:

- Respect the UA, the customer, client, and contractor by dressing in a manner appropriate for our highly skilled and professional craft. (Offensive words and symbols on clothing and buttons are not acceptable.)
- Eliminate disruptions on the job and safely work towards the on-time completion of the project.
- Meet their responsibilities to the employer and their fellow worker by arriving on the job ready to work, every day on time (Absenteeism and tardiness will not be tolerated.)
- Adhere to the contractual starting and quitting times, including lunch (personal cell phones will not be used during the workday with the exception of lunch and break periods.)
- Meet their responsibility as highly skilled craft workers by respecting those tools and equipment supplied by the employer.
- Use and promote the Local union and international training and certification systems to the membership so they may

continue on the road of lifelong learning, thus ensuring Local craft workers are the most highly trained and sought after workers.

- Meet their responsibility to be fit for duty, ensuring a zero tolerance policy for on the job substance abuse is strictly met.
- Be productive and keep inactive time to a minimum.
- Respect and observe the customer, client, and employer and their rules and policies.
- Follow safe, reasonable management directives.
- Communicate with the Site Supervision and SCs in preventing and resolving work/labour problems especially where lack of material and guidance are observed.
- Accept and abide by the Standard for Excellence Operating Rules and Regulations.

Process for Addressing Employee Discharges or Layoffs for Cause

Employees who are discharged/laid off by a contractor for cause shall be subject to the following procedures:

1. After 1st discharge or layoff for cause, the employee/member will meet with the Local Union Business manager or the Regional Business Agent and receive verbal counseling. The content of the counseling will include SFE Disciplinary Guideline and Operating Rules and Regulations and the possible penalties which could be imposed under the SFE as a result of any future discharge or layoff for cause.
2. After the 2nd discharge or layoff for cause within a thirty-six (36) month period, the employee/member will meet with the Local Union Business Manager, Local Union Executive Board, for evaluation and counselling related

to the reasons for the discharges or layoffs. The employee/member will be counseled related to the reasons for the discharges or layoffs. The employee/member will be advised that any further discharge or layoffs for cause may result in temporary or permanent removal from the Out-of-Work list.

3. After the 3rd discharge or layoff for cause within a thirty-six (36) month period, the employee/member will meet with the Executive Board, which shall review the facts and make a recommendation for action against the employee/member, with a maximum recommended penalty up to and including permanent elimination from the Out of Work List.

Any penalties imposed as a result of two or more discharges or layoffs for cause within a thirty-six (36) month period, other than permanent elimination from the Out-of-Work list, will be removed from the employee/member's record after thirty-six (36) months.

In the event that the basis for an employee/member's discharge or layoff by a Contractor is challenged as lacking the requisite cause, by a timely grievance filed by the Local Union or the employee/member, that issue shall be resolved pursuant to the provisions of the Grievance and Arbitration Procedure of the applicable CBA prior to any action being taken by the Executive Board.

The suspension of an employee/member's eligibility for referrals from the Out-of-Work List as a result of multiple discharges or layoffs for cause shall not constitute a violation of any provision or section or clause of any applicable Collective Agreement.

The above process may:

1. Require the employee/member to obtain drug and/or alcohol counseling or further training from the JATC before again being eligible for referral.

2. Disqualify the employee/member for referral from the Out-of-Work List for a period of two (2) or more weeks, or permanently, depending on the seriousness and/or repetitive nature of the conduct, with the Executive Board making the final determination as to the employee/member's continued eligibility for referral.
3. Refer the employee/member to an approved employee assistance program for evaluation and recommended action.
4. Declare the member eligible for continued referral employment pursuant to the CBA, including when an employee/member can satisfy his/her onus of showing why he/she should be restored on the referral list, with or without conditions.

In the event that any portion of the SFE Disciplinary Guideline and Operating Rules and Regulations conflict with any provision of the CBA, the CBA shall prevail, unless otherwise specifically stated herein. Nothing in the SFE Disciplinary Guideline and Operating Rules and Regulations shall be construed to amend, modify, restrict, or expand upon, any right, obligation, or provision contained in the CBA.

The SFE Disciplinary Guideline and Operating Rules and Regulations shall constitute any addendum to the CBA. Any changes to the SFE Disciplinary Guideline and Operating Rules and Regulations during the term of the CBA must be in writing and signed by the parties. Nothing in the SFE shall hinder the right of the employee/member to file a grievance as allowed for in the CBA.

EMPLOYER AND MANAGEMENT RESPONSIBILITIES:

The ultimate responsibility of job management falls on the contractor management. Contractors will become signatory to the

SFE Disciplinary Guideline and Operating Rules and Regulations before being able to utilize it in their company marketing.

Contractors who are bound to this Standard recognize their obligation to manage their jobs effectively, and as such shall have the following responsibilities under this Standard of Excellence:

- Educate Superintendents, General Forepersons and Forepersons about the purpose, intent and proper use of the Standard of Excellence.
- Provide reasons in writing for returning unsatisfactory general foremen, foremen, journey workers and apprentices to the hiring hall.
- Provide worker recognition for a job well done.
- Supply all necessary tools, equipment, material and information in a timely manner to ensure a successful project.
- Provide the necessary leadership and problem-solving skills to jobsite Supervision.
- Create and maintain a safe work environment by providing site specific training, proper equipment and following occupational health and safety guidelines.
- Promote and support continued education and training for employees while encouraging career building skills.
- Treat all employees in a respectful and dignified manner, acknowledging their contributions to a successful project.
- Cooperate and communicate with the Site Supervision and Standards Coordinator in preventing and resolving work problems.
- Problems with Contractor performance shall be addressed as follows:

- Management will address concerns brought forth by the Standard Coordinator. If the lowest level of management does not resolve the problem, the Local Union Business Manager and Standard Coordinator will address the issues with higher levels of management.
- If the issues are not corrected, the Union, or the Contractor shall call for a Labour-Management meeting to resolve concerns or issues.
- If the issue is not resolved, the MCA, Business Manager and the UA International Representative shall meet with the affected contractor and attempt to correct the management problems on the project.
- Accept and abide by the Standard for Excellence Disciplinary Guideline and Operating Rules and Regulations.

U.A LOCAL UNIONS WITH SPRINKLER JURISDICTION

Local 853 (Ontario)	60 Performance Drive Richmond Hill, Ontario L4S 0G6	(905) 477-6022 Fax (416) 498-5141
Local 740 (Newfoundland)	P.O. Box 8583, Station A St. John's, Newfoundland A1B 3P2	(709) 747-2249 Fax (709) 747-0364
Local 56 (Nova Scotia)	31 Ragus Road Dartmouth, Nova Scotia B2Y 4W5	(902) 466-9920 Fax (902) 466-2368
Local 325 (New Brunswick)	P.O. Box 1060 Station A Fredericton, New Brunswick E3B 5C2	(506) 459-6044 Fax (506) 453-1416
Local 144 (Quebec)	9735 St-Laurent Blvd. Montreal, Quebec H3L 2N4	(514) 385-1171 Fax (514) 385-1173
Local 254 (Winnipeg)	20 Dunlop Ave. Winnipeg, Manitoba R2X 2M3	(204) 947-0497 Fax (204) 947-1512
Local 179 (Saskatchewan)	<u>402 Solomon Dr.</u> Regina, Saskatchewan S4N <u>5A8</u>	(306) 569-0624 Fax (306) 781-8052
Local 488 (North Alberta)	16214 – 118 Avenue Edmonton, Alberta T5V 1M6	(403) 452-7080 Fax (403) 452-1291
Local 496 (South Alberta)	5649 Burbank Road S.E. Calgary, Alberta T2H 1Z5	(403) 252-1166 Fax (403) 252-4591
Local 170 (British Columbia)	201 – 1658 Foster's Way Delta, B.C. V3M 6S6	(604) 526-0441 Fax (604) 526-6343

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Wage Schedules

Local 740 – Newfoundland

LOWRISE/HIGHRISE – Issued May 1st, 2025

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Foreman 114%						
1-May-24	53.73	6.45	8.05	2.75	1.56	72.54
1-May-25	50.38	6.05	8.20	3.00	1.58	69.21
1-May-26	52.10	6.25	8.35	3.15	1.58	71.43
1-May-27	53.82	6.46	8.50	3.31	1.58	73.67
Lead Hand 110%						
1-May-24	51.85	6.22	8.05	2.75	1.56	70.43
1-May-25	48.61	5.83	8.20	3.00	1.58	67.22
1-May-26	50.28	6.03	8.35	3.15	1.58	69.39
1-May-27	51.93	6.23	8.50	3.31	1.58	71.55
Journey person 100%						
1-May-24	47.14	5.66	8.05	2.75	1.56	65.15
1-May-25	44.19	5.30	8.20	3.00	1.58	62.27
1-May-26	45.71	5.48	8.35	3.15	1.58	64.27
1-May-27	47.21	5.67	8.50	3.31	1.58	66.27
Apprentice 80%						
1-May-24	37.71	4.53	8.05	2.75	1.56	54.60
1-May-25	35.35	4.24	8.20	3.00	1.58	52.37
1-May-26	36.56	4.39	8.35	3.15	1.58	54.03
1-May-27	37.77	4.53	8.50	3.31	1.58	55.69
Apprentice 70%						
1-May-24	32.99	3.96	8.05	2.75	1.56	49.31
1-May-25	30.93	3.71	8.20	3.00	1.58	47.42
1-May-26	31.99	3.84	8.35	3.15	1.58	48.91
1-May-27	33.05	3.97	8.50	3.31	1.58	50.41

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Apprentice 60%						
1-May-24	28.28	3.39	8.05	2.75	1.56	40.27
1-May-25	26.51	3.18	8.20	3.00	1.58	42.47
1-May-26	27.42	3.29	8.35	3.15	1.58	43.79
1-May-27	28.33	3.40	8.50	3.31	1.58	45.12
Apprentice 50%						
1-May-24	23.57	2.83	8.05	2.75	1.56	38.76
1-May-25	22.10	2.65	8.20	3.00	1.58	37.53
1-May-26	22.85	2.74	8.35	3.15	1.58	38.67
1-May-27	23.61	2.83	8.50	3.31	1.58	39.83
Apprentice 50% Probation						
1-May-24	23.57	2.83	0	2.75	1.56	30.71
1-May-25	22.10	2.65	0	3.00	1.58	29.33
1-May-26	22.85	2.74	0	3.15	1.58	30.32
1-May-27	23.61	2.83	0	3.31	1.58	31.33
<i>Note: Union Funds above include Employer Contribution</i>						

Employee Contribution	2024	2025	2026	2027
Base (100%)	47.14	44.19	45.71	47.21
12% Vacation Pay	5.66	5.30	5.48	5.67
Pension	8.05	8.20	8.35	8.50
Health & Welfare *	2.75	3.00	3.15	3.31
Local M.E.R.F. & Stabilization Fund	0.60	0.60	0.60	0.60
Local Training Fund	0.35	0.35	0.35	0.35
Remittance Administration		0.01	0.01	0.01
National Sprinkler JTAC	0.05	0.05	0.05	0.05
Local MFAP (Member Family)	0.05	0.05	0.05	0.05
UA Industry Enhancement	0.05	0.05	0.05	0.05

Employee Contribution	2024	2025	2026	2027
UA National Organizing Fund	0.10	0.10	0.10	0.10
UA P.A.C. Fund	0.01	0.01	0.01	0.01
UA Sprinkler Admin. Fund	0.05	0.05	0.05	0.05
Building Trades	0.01	0.01	0.01	0.01
Helmets to Hardhats	0.01	0.01	0.01	0.01
°National Sprinkler JTAC	0.10	0.10	0.10	0.10
°Helmets to Hardhats	0.01	0.01	0.01	0.01
°Health & Safety Training	0.13	0.13	0.13	0.13
°Local MFAP (Member Family)	0.05	0.05	0.05	0.05
Total including Employer Contrib.	65.16	62.27	64.27	66.27

°Employer Contribution

*Previous called Training Fund .39 cents

**Does not include employer remittances under Article XXII (22)

Additional Employer Remittances

CASA Industry Fund	0.23
CASA Labour Service Fee	0.05

Reference Notes

Article 22
Article 22

Wage Schedules Local 325 – New Brunswick

LOWRISE/HIGHRISE – Issued May 1st, 2025

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Foreman 114%						
1-May-24	48.32	5.80	8.05	3.45	0.48	66.10
1-May-25	49.94	5.99	8.20	3.45	0.73	68.31
1-May-26	51.82	6.22	8.35	3.45	0.73	70.57
1-May-27	54.07	6.49	8.50	3.45	0.73	73.24
Lead Hand 110%						
1-May-24	46.63	5.60	8.05	3.45	0.48	64.21
1-May-25	48.19	5.78	8.20	3.45	0.73	66.35
1-May-26	50.01	6.00	8.35	3.45	0.73	68.54
1-May-27	52.17	6.26	8.50	3.45	0.73	71.11
Journeyman 100%						
1-May-24	42.39	5.09	8.05	3.45	0.48	59.46
1-May-25	43.81	5.26	8.20	3.45	0.73	61.45
1-May-26	45.46	5.46	8.35	3.45	0.73	63.45
1-May-27	47.43	5.69	8.50	3.45	0.73	65.80
Journeyman 85%						
1-May-24	36.03	4.32	8.05	3.45	0.48	52.33
1-May-25	37.24	4.47	8.20	3.45	0.73	54.09
1-May-26	38.64	4.64	8.35	3.45	0.73	55.81
1-May-27	40.32	4.84	8.50	3.45	0.73	57.84
Apprentice 80%						
1-May-24	33.91	4.07	8.05	3.45	0.48	49.96
1-May-25	35.05	4.21	8.20	3.45	0.73	51.64
1-May-26	36.37	4.36	8.35	3.45	0.73	53.26
1-May-27	37.94	4.55	8.50	3.45	0.73	55.17

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Apprentice 75%						
1-May-24	31.79	3.81	8.05	3.45	0.48	47.58
1-May-25	32.86	3.94	8.20	3.45	0.73	49.18
1-May-26	34.1	4.09	8.35	3.45	0.73	50.72
1-May-27	35.57	4.27	8.50	3.45	0.73	52.52
Apprentice 70%						
1-May-24	29.67	3.56	8.05	3.45	0.48	45.21
1-May-25	30.67	3.68	8.20	3.45	0.73	46.73
1-May-26	31.82	3.82	8.35	3.45	0.73	48.17
1-May-27	33.2	3.98	8.50	3.45	0.73	49.86
Apprentice 65%						
1-May-21	27.55	3.31	8.05	3.45	0.48	42.84
1-May-22	28.48	3.42	8.20	3.45	0.73	44.28
1-May-23	29.55	3.55	8.35	3.45	0.73	45.63
1-May-24	30.83	3.70	8.50	3.45	0.73	47.21
Apprentice 60%						
1-May-24	25.43	3.05	8.05	3.45	0.48	40.46
1-May-25	26.29	3.15	8.20	3.45	0.73	41.82
1-May-26	27.28	3.27	8.35	3.45	0.73	43.08
1-May-27	28.46	3.42	8.50	3.45	0.73	44.56
<i>Note: Union Funds above include Employer Contribution</i>						
Apprentice 55%						
1-May-24	23.31	2.33	8.05	3.45	0.48	37.62
1-May-25	24.10	2.89	8.20	3.45	0.73	39.37
1-May-26	25	3.00	8.35	3.45	0.73	40.53
1-May-27	26.09	3.13	8.50	3.45	0.73	41.90

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Apprentice 50% Probation						
1-May-24	21.2	2.12	8.05	3.45	0.48	35.30
1-May-25	21.91	2.63	8.20	3.45	0.73	36.92
1-May-26	22.73	2.73	8.35	3.45	0.73	37.99
1-May-27	23.72	2.85	8.50	3.45	0.73	39.25
Apprentice 50% Probation						
1-May-24	21.2	2.12	0	3.45	0.48	27.25
1-May-25	21.91	2.63	0	3.45	0.73	28.72
1-May-26	22.73	2.73	0	3.45	0.73	29.64
1-May-27	23.72	2.85	0	3.45	0.73	30.75

Employee Contribution	2024	2025	2026	2027
Base (100%)	42.39	43.81	45.46	47.43
12% Vacation Pay	5.09	5.26	5.46	5.69
Pension	8.05	8.20	8.35	8.50
Health & Welfare *	3.45	3.45	3.45	3.45
(Local M.E.R.F. & Stabilization Fund)	-1.30	-1.30	-1.30	-1.30
(Local Union Field Dues 1.5%)	-0.71	-0.74	-0.76	-0.80
Health & Safety Training	0.00	0.00	0.00	0.00
Local Training Fund	0.15	0.15	0.15	0.15
Remittance Administration		0.01	0.01	0.01
National Sprinkler JTAC	0.05	0.05	0.05	0.05
UA Industry Enhancement	0.05	0.05	0.05	0.05
UA MAP Program	0.05	0.05	0.05	0.05
UA National Organizing Fund	0.10	0.10	0.10	0.10
UA P.A.C. Fund	0.01	0.01	0.01	0.01
UA Sprinkler Admin. Fund	0.05	0.05	0.05	0.05
Building Trades	0.01	0.01	0.01	0.01

Employee Contribution	2024	2025	2026	2027
Helmets to Hardhats	0.01	0.01	0.01	0.01
°National Sprinkler JTAC	0.10	0.10	0.10	0.10
°Helmets to Hardhats	0.01	0.01	0.01	0.01
°Health & Safety Training	0.13	0.13	0.13	0.13
Total including Employer Contrib.	59.70	61.45	63.45	65.80

°Employer Contribution

*Previous called Training Fund .39 cents

**Does not include employer remittances under Article XXII (22)

Additional Employer Remittances		Reference Notes
CASA Industry Fund	0.23	Article 22
CASA Labour Service Fee	0.05	Article 22

Wage Schedules
Local 853 – Metro, Ontario
LOWRISE – Issued May 1st, 2025

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Foreman 114%						
1-May-24	64.02	7.68	8.05	3.03	2.88	85.66
1-May-25	62.54	7.50	8.20	3.03	3.21	84.48
1-May-26	64.72	7.77	8.35	3.13	3.21	87.18
1-May-27	67.43	8.09	8.50	3.23	3.21	90.46
Lead Hand 110%						
1-May-24	61.78	7.41	8.05	3.03	2.88	83.15
1-May-25	60.35	7.24	8.20	3.03	3.21	82.03
1-May-26	62.45	7.49	8.35	3.13	3.21	84.63
1-May-27	65.07	7.81	8.50	3.23	3.21	87.82
Journey person 100%						
1-May-24	56.16	6.74	8.05	3.03	2.88	76.86
1-May-25	54.86	6.58	8.20	3.03	3.21	75.88
1-May-26	56.77	6.81	8.35	3.13	3.21	78.27
1-May-27	59.15	7.10	8.50	3.23	3.21	81.19
Apprentice 80%						
1-May-24	44.93	5.39	8.05	3.03	2.88	64.28
1-May-25	43.89	5.27	8.20	3.03	3.21	63.60
1-May-26	45.42	5.45	8.35	3.13	3.21	65.56
1-May-27	47.32	5.68	8.50	3.23	3.21	67.94
Apprentice 70%						
1-May-24	39.31	4.72	8.05	3.03	2.88	57.99
1-May-25	38.40	4.61	8.20	3.03	3.21	57.45
1-May-26	39.74	4.77	8.35	3.13	3.21	59.20
1-May-27	41.41	4.97	8.50	3.23	3.21	61.32

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Apprentice 60%						
1-May-24	33.70	4.04	8.05	3.03	2.88	51.70
1-May-25	32.92	3.95	8.20	3.03	3.21	51.31
1-May-26	34.06	4.09	8.35	3.13	3.21	52.84
1-May-27	35.49	4.26	8.50	3.23	3.21	54.69
Apprentice 50%						
1-May-24	28.08	3.37	8.05	3.03	2.88	45.41
1-May-25	27.43	3.29	8.20	3.03	3.21	45.16
1-May-26	28.39	3.41	8.35	3.13	3.21	46.49
1-May-27	29.58	3.55	8.50	3.23	3.21	48.07
Apprentice 50% Probation						
1-May-24	28.08	3.37	0.00	3.03	2.88	37.36
1-May-25	27.43	3.29	0.00	3.03	3.21	36.96
1-May-26	28.39	3.41	0.00	3.13	3.21	38.14
1-May-27	29.58	3.55	0.00	3.23	3.21	39.57
<i>Note: Union Funds above include Employer Contribution</i>						

Employee Contribution	2024	2025	2026	2027
Base (100%)	56.16	54.86	56.77	59.15
12% Vacation Pay	6.74	6.58	6.81	7.10
Pension	8.05	8.20	8.35	8.50
Health & Welfare *	3.03	3.03	3.13	3.23
DeNovo *	0.02	0.05	0.05	0.05
Health & Safety Training	0.00	0.00	0.00	0.00
Local Building Fund	0.35	0.35	0.35	0.35
Local Field Dues	0.58	0.58	0.58	0.58
Local Industry Promotion Fund	0.10	0.10	0.10	0.10
Local M.E.R.F. & Stabilization Fund	0.75	0.75	0.75	0.75

Employee Contribution	2024	2025	2026	2027
Local Organizing Fund	0.40	0.40	0.40	0.40
Local Training Fund	0.25	0.25	0.25	0.25
Local Tuition & Income Support	0.10	0.10	0.10	0.10
Remittance Administration	0.00	0.01	0.01	0.01
National Sprinkler JTAC	0.05	0.05	0.05	0.05
UA Industry Enhancement	0.05	0.05	0.05	0.05
UA MAP Program	0.05	0.05	0.05	0.05
UA National Organizing	0.10	0.10	0.10	0.10
UA P.A.C. Fund	0.01	0.01	0.01	0.01
UA Sprinkler Admin. Fund	0.05	0.05	0.05	0.05
Building Trades	0.01	0.01	0.01	0.01
Helmets to Hardhats	0.01	0.01	0.01	0.01
°DeNovo	0.02	0.05	0.05	0.05
°National Sprinkler JTAC	0.10	0.10	0.10	0.10
°Helmets to Hardhats	0.01	0.01	0.01	0.01
°Health & Safety Training	0.13	0.13	0.13	0.13
Total including Employer Contrib.	77.12	75.88	78.27	81.19

°Employer Contribution

*Previous called Training Fund .39 cents

**Does not include employer remittances under Article XXII (22)

Additional Employer Remittances

CASA Industry Fund	0.23
CASA Labour Service Fee	0.05
Industry Secretariat (CASA)	0.01
Industry Secretariat (Local)	0.01

Reference Notes

Article 22
Article 22
Per Ontario Legislation
Per Ontario Legislation

Wage Schedules
Local 853 – Metro, Ontario
HIGHRISE – Issued May 1st, 2025

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Foreman 114%						
1-May-24	64.02	7.68	8.05	3.03	2.88	85.66
1-May-25	65.84	7.90	8.20	3.03	3.21	88.18
1-May-26	68.13	8.18	8.35	3.13	3.21	91.00
1-May-27	70.98	8.52	8.50	3.23	3.21	94.44
Lead Hand 110%						
1-May-24	61.78	7.41	8.05	3.03	2.88	83.15
1-May-25	63.53	7.62	8.20	3.03	3.21	85.59
1-May-26	65.74	7.89	8.35	3.13	3.21	88.32
1-May-27	68.49	8.22	8.50	3.23	3.21	91.65
Journey person 100%						
1-May-24	56.16	6.74	8.05	3.03	2.88	76.86
1-May-25	57.75	6.93	8.20	3.03	3.21	79.12
1-May-26	59.76	7.17	8.35	3.13	3.21	81.62
1-May-27	62.26	7.47	8.50	3.23	3.21	84.67
Apprentice 80%						
1-May-24	44.93	5.39	8.05	3.03	2.88	64.28
1-May-25	46.20	5.54	8.20	3.03	3.21	66.18
1-May-26	47.81	5.74	8.35	3.13	3.21	68.24
1-May-27	49.81	5.98	8.50	3.23	3.21	70.73
Apprentice 70%						
1-May-24	39.31	4.72	8.05	3.03	2.88	57.99
1-May-25	40.43	4.85	8.20	3.03	3.21	59.72
1-May-26	41.83	5.02	8.35	3.13	3.21	61.54
1-May-27	43.58	5.23	8.50	3.23	3.21	63.75

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Apprentice 60%						
1-May-24	33.70	4.04	8.05	3.03	2.88	51.70
1-May-25	34.65	4.16	8.20	3.03	3.21	53.25
1-May-26	35.86	4.30	8.35	3.13	3.21	54.85
1-May-27	37.36	4.48	8.50	3.23	3.21	56.78
Apprentice 50%						
1-May-24	28.08	3.37	8.05	3.03	2.88	45.41
1-May-25	28.88	3.47	8.20	3.03	3.21	46.79
1-May-26	29.88	3.59	8.35	3.13	3.21	48.16
1-May-27	31.13	3.74	8.50	3.23	3.21	49.81
Apprentice 50% Probation						
1-May-24	28.08	3.37	0.00	3.03	2.88	37.36
1-May-25	28.88	3.47	0.00	3.03	3.21	38.59
1-May-26	29.88	3.59	0.00	3.13	3.21	39.81
1-May-27	31.13	3.74	0.00	3.23	3.21	41.31
<i>Note: Union Funds above include Employer Contribution</i>						

Employee Contribution	2024	2025	2026	2027
Base (100%)	56.16	57.75	59.76	62.26
12% Vacation Pay	6.74	6.93	7.17	7.47
Pension	8.05	8.20	8.35	8.50
Health & Welfare *	3.03	3.03	3.13	3.23
DeNovo *	0.02	0.05	0.05	0.05
Health & Safety Training	0.00	0.00	0.00	0.00
Local Building Fund	0.35	0.35	0.35	0.35
Local Field Dues	0.58	0.58	0.58	0.58
Local Industry Promotion Fund	0.10	0.10	0.10	0.10
Local M.E.R.F. & Stabilization Fund	0.75	0.75	0.75	0.75

Employee Contribution	2024	2025	2026	2027
Local Organizing Fund	0.40	0.40	0.40	0.40
Local Training Fund	0.25	0.25	0.25	0.25
Local Tuition & Income Support	0.10	0.10	0.10	0.10
Remittance Administration	0.00	0.01	0.01	0.01
National Sprinkler JTAC	0.05	0.05	0.05	0.05
UA Industry Enhancement	0.05	0.05	0.05	0.05
UA MAP Program	0.05	0.05	0.05	0.05
UA National Organizing	0.10	0.10	0.10	0.10
UA P.A.C. Fund	0.01	0.01	0.01	0.01
UA Sprinkler Admin. Fund	0.05	0.05	0.05	0.05
Building Trades	0.01	0.01	0.01	0.01
Helmets to Hardhats	0.01	0.01	0.01	0.01
°DeNovo	0.02	0.05	0.05	0.05
°National Sprinkler JTAC	0.10	0.10	0.10	0.10
°Helmets to Hardhats	0.01	0.01	0.01	0.01
°Health & Safety Training	0.13	0.13	0.13	0.13
Total including Employer Contrib.	77.12	79.12	81.62	84.67

°Employer Contribution

*Previous called Training Fund .39 cents

**Does not include employer remittances under Article XXII (22)

Additional Employer Remittances

CASA Industry Fund	0.23
CASA Labour Service Fee	0.05
Industry Secretariat (CASA)	0.01
Industry Secretariat (Local)	0.01

Reference Notes

Article 22
Article 22
Per Ontario Legislation
Per Ontario Legislation

Wage Schedules
Local 853 – Eastern, Ontario
LOWRISE – Issued May 1st, 2025

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Foreman 114%						
1-May-24	61.37	7.36	8.05	3.03	2.88	82.69
1-May-25	60.34	7.24	8.20	3.03	3.21	82.02
1-May-26	62.56	7.51	8.35	3.13	3.21	84.76
1-May-27	64.85	7.78	8.50	3.23	3.21	87.57
Lead Hand 110%						
1-May-24	59.21	7.11	8.05	3.03	2.88	80.28
1-May-25	58.22	6.99	8.20	3.03	3.21	79.65
1-May-26	60.37	7.24	8.35	3.13	3.21	82.30
1-May-27	62.58	7.51	8.50	3.23	3.21	85.03
Journey person 100%						
1-May-24	53.83	6.46	8.05	3.03	2.88	74.25
1-May-25	52.93	6.35	8.20	3.03	3.21	73.72
1-May-26	54.88	6.59	8.35	3.13	3.21	76.16
1-May-27	56.89	6.83	8.50	3.23	3.21	78.66
Apprentice 80%						
1-May-24	43.06	5.17	8.05	3.03	2.88	62.19
1-May-25	42.34	5.08	8.20	3.03	3.21	61.86
1-May-26	43.90	5.27	8.35	3.13	3.21	63.86
1-May-27	45.51	5.46	8.50	3.23	3.21	65.91
Apprentice 70%						
1-May-24	37.68	4.52	8.05	3.03	2.88	56.16
1-May-25	37.05	4.45	8.20	3.03	3.21	55.94
1-May-26	38.42	4.61	8.35	3.13	3.21	57.72
1-May-27	39.82	4.78	8.50	3.23	3.21	59.54

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Apprentice 60%						
1-May-24	32.30	3.88	8.05	3.03	2.88	50.14
1-May-25	31.76	3.81	8.20	3.03	3.21	50.01
1-May-26	32.93	3.95	8.35	3.13	3.21	51.57
1-May-27	34.13	4.10	8.50	3.23	3.21	53.17
Apprentice 50%						
1-May-24	26.92	3.23	8.05	3.03	2.88	44.11
1-May-25	26.47	3.18	8.20	3.03	3.21	44.09
1-May-26	27.44	3.29	8.35	3.13	3.21	45.42
1-May-27	28.45	3.41	8.50	3.23	3.21	46.80
Apprentice 50% Probation						
1-May-24	26.92	3.23	0.00	3.03	2.88	36.06
1-May-25	26.47	3.18	0.00	3.03	3.21	35.89
1-May-26	27.44	3.29	0.00	3.13	3.21	37.07
1-May-27	28.45	3.41	0.00	3.23	3.21	38.30
<i>Note: Union Funds above include Employer Contribution</i>						

Employee Contribution	2024	2025	2026	2027
Base (100%)	53.83	52.93	54.88	56.89
12% Vacation Pay	6.46	6.35	6.59	6.83
Pension	8.05	8.20	8.35	8.50
Health & Welfare *	3.03	3.03	3.13	3.23
DeNovo *	0.02	0.05	0.05	0.05
Health & Safety Training	0.00	0.00	0.00	0.00
Local Building Fund	0.35	0.35	0.35	0.35
Local Field Dues	0.58	0.58	0.58	0.58
Local Industry Promotion Fund	0.10	0.10	0.10	0.10
Local M.E.R.F. & Stabilization Fund	0.75	0.75	0.75	0.75

Employee Contribution	2024	2025	2026	2027
Local Organizing Fund	0.40	0.40	0.40	0.40
Local Training Fund	0.25	0.25	0.25	0.25
Local Tuition & Income Support	0.10	0.10	0.10	0.10
Remittance Administration	0.00	0.01	0.01	0.01
National Sprinkler JTAC	0.05	0.05	0.05	0.05
UA Industry Enhancement	0.05	0.05	0.05	0.05
UA MAP Program	0.05	0.05	0.05	0.05
UA National Organizing	0.10	0.10	0.10	0.10
UA P.A.C. Fund	0.01	0.01	0.01	0.01
UA Sprinkler Admin. Fund	0.05	0.05	0.05	0.05
Building Trades	0.01	0.01	0.01	0.01
Helmets to Hardhats	0.01	0.01	0.01	0.01
°DeNovo	0.02	0.05	0.05	0.05
°National Sprinkler JTAC	0.10	0.10	0.10	0.10
°Helmets to Hardhats	0.01	0.01	0.01	0.01
°Health & Safety Training	0.13	0.13	0.13	0.13
Total including Employer Contrib.	74.51	73.72	76.16	78.66

°Employer Contribution

*Previous called Training Fund .39 cents

**Does not include employer remittances under Article XXII (22)

Additional Employer Remittances

CASA Industry Fund	0.23
CASA Labour Service Fee	0.05
Industry Secretariat (CASA)	0.01
Industry Secretariat (Local)	0.01

Reference Notes

Article 22
Article 22
Per Ontario Legislation
Per Ontario Legislation

Wage Schedules
Local 853 – Eastern, Ontario
HIGHRISE – Issued May 1st, 2025

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Foreman 114%						
1-May-24	61.37	7.36	8.05	3.03	2.88	82.69
1-May-25	63.52	7.62	8.20	3.03	3.21	85.58
1-May-26	65.86	7.90	8.35	3.13	3.21	88.45
1-May-27	68.26	8.19	8.50	3.23	3.21	91.39
Lead Hand 110%						
1-May-24	59.21	7.11	8.05	3.03	2.88	80.28
1-May-25	61.29	7.35	8.20	3.03	3.21	83.08
1-May-26	63.55	7.63	8.35	3.13	3.21	85.87
1-May-27	65.86	7.90	8.50	3.23	3.21	88.70
Journey person 100%						
1-May-24	53.83	6.46	8.05	3.03	2.88	74.25
1-May-25	55.72	6.69	8.20	3.03	3.21	76.85
1-May-26	57.77	6.93	8.35	3.13	3.21	79.39
1-May-27	59.88	7.19	8.50	3.23	3.21	82.00
Apprentice 80%						
1-May-24	43.06	5.17	8.05	3.03	2.88	62.19
1-May-25	44.58	5.35	8.20	3.03	3.21	64.37
1-May-26	46.22	5.55	8.35	3.13	3.21	66.46
1-May-27	47.90	5.75	8.50	3.23	3.21	68.59
Apprentice 70%						
1-May-24	37.68	4.52	8.05	3.03	2.88	56.16
1-May-25	39.00	4.68	8.20	3.03	3.21	58.12
1-May-26	40.44	4.85	8.35	3.13	3.21	59.98
1-May-27	41.91	5.03	8.50	3.23	3.21	61.88

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Apprentice 60%						
1-May-24	32.30	3.88	8.05	3.03	2.88	50.14
1-May-25	33.43	4.01	8.20	3.03	3.21	51.88
1-May-26	34.66	4.16	8.35	3.13	3.21	53.51
1-May-27	35.93	4.31	8.50	3.23	3.21	55.18
Apprentice 50%						
1-May-24	26.92	3.23	8.05	3.03	2.88	44.11
1-May-25	27.86	3.34	8.20	3.03	3.21	45.64
1-May-26	28.89	3.47	8.35	3.13	3.21	47.05
1-May-27	29.94	3.59	8.50	3.23	3.21	48.47
Apprentice 50% Probation						
1-May-24	26.92	3.23	0.00	3.03	2.88	36.06
1-May-25	27.86	3.34	0.00	3.03	3.21	37.44
1-May-26	28.89	3.47	0.00	3.13	3.21	38.70
1-May-27	29.94	3.59	0.00	3.23	3.21	39.97
<i>Note: Union Funds above include Employer Contribution</i>						

Employee Contribution	2024	2025	2026	2027
Base (100%)	53.83	55.72	57.77	59.88
12% Vacation Pay	6.46	6.69	6.93	7.19
Pension	8.05	8.20	8.35	8.50
Health & Welfare *	3.03	3.03	3.13	3.23
DeNovo *	0.02	0.05	0.05	0.05
Health & Safety Training	0.00	0.00	0.00	0.00
Local Building Fund	0.35	0.35	0.35	0.35
Local Field Dues	0.58	0.58	0.58	0.58
Local Industry Promotion Fund	0.10	0.10	0.10	0.10
Local M.E.R.F. & Stabilization Fund	0.75	0.75	0.75	0.75

Employee Contribution	2024	2025	2026	2027
Local Organizing Fund	0.40	0.40	0.40	0.40
Local Training Fund	0.25	0.25	0.25	0.25
Local Tuition & Income Support	0.10	0.10	0.10	0.10
Remittance Administration	0.00	0.01	0.01	0.01
National Sprinkler JTAC	0.05	0.05	0.05	0.05
UA Industry Enhancement	0.05	0.05	0.05	0.05
UA MAP Program	0.05	0.05	0.05	0.05
UA National Organizing	0.10	0.10	0.10	0.10
UA P.A.C. Fund	0.01	0.01	0.01	0.01
UA Sprinkler Admin. Fund	0.05	0.05	0.05	0.05
Building Trades	0.01	0.01	0.01	0.01
Helmets to Hardhats	0.01	0.01	0.01	0.01
°DeNovo	0.02	0.05	0.05	0.05
°National Sprinkler JTAC	0.10	0.10	0.10	0.10
°Helmets to Hardhats	0.01	0.01	0.01	0.01
°Health & Safety Training	0.13	0.13	0.13	0.13
Total including Employer Contrib.	74.51	76.85	79.39	82.00

°Employer Contribution

*Previous called Training Fund .39 cents

**Does not include employer remittances under Article XXII (22)

Additional Employer Remittances

CASA Industry Fund	0.23
CASA Labour Service Fee	0.05
Industry Secretariat (CASA)	0.01
Industry Secretariat (Local)	0.01

Reference Notes

Article 22
Article 22
Per Ontario Legislation
Per Ontario Legislation

Wage Schedules
Local 853 – Central, Ontario
LOWRISE – Issued May 1st, 2025

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Foreman 114%						
1-May-24	62.22	7.47	8.05	3.03	2.88	83.65
1-May-25	61.16	7.34	8.20	3.03	3.21	82.94
1-May-26	63.37	7.60	8.35	3.13	3.21	85.66
1-May-27	65.74	7.89	8.50	3.23	3.21	88.57
Lead Hand 110%						
1-May-24	60.04	7.20	8.05	3.03	2.88	81.20
1-May-25	59.02	7.08	8.20	3.03	3.21	80.54
1-May-26	61.15	7.34	8.35	3.13	3.21	83.18
1-May-27	63.44	7.61	8.50	3.23	3.21	85.99
Journey person 100%						
1-May-24	54.58	6.55	8.05	3.03	2.88	75.09
1-May-25	53.65	6.44	8.20	3.03	3.21	74.53
1-May-26	55.59	6.67	8.35	3.13	3.21	76.95
1-May-27	57.67	6.92	8.50	3.23	3.21	79.53
Apprentice 80%						
1-May-24	43.66	5.24	8.05	3.03	2.88	62.86
1-May-25	42.92	5.15	8.20	3.03	3.21	62.51
1-May-26	44.47	5.34	8.35	3.13	3.21	64.50
1-May-27	46.14	5.54	8.50	3.23	3.21	66.62
Apprentice 70%						
1-May-24	38.21	4.59	8.05	3.03	2.88	56.76
1-May-25	37.56	4.51	8.20	3.03	3.21	56.51
1-May-26	38.91	4.67	8.35	3.13	3.21	58.27
1-May-27	40.37	4.84	8.50	3.23	3.21	60.15

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Apprentice 60%						
1-May-24	32.75	3.93	8.05	3.03	2.88	50.64
1-May-25	32.19	3.86	8.20	3.03	3.21	50.49
1-May-26	33.35	4.00	8.35	3.13	3.21	52.04
1-May-27	34.60	4.15	8.50	3.23	3.21	53.69
Apprentice 50%						
1-May-24	27.29	3.27	8.05	3.03	2.88	44.52
1-May-25	26.83	3.22	8.20	3.03	3.21	44.49
1-May-26	27.80	3.34	8.35	3.13	3.21	45.83
1-May-27	28.84	3.46	8.50	3.23	3.21	47.24
Apprentice 50% Probation						
1-May-24	27.29	3.27	0.00	3.03	2.88	36.47
1-May-25	26.83	3.22	0.00	3.03	3.21	36.29
1-May-26	27.80	3.34	0.00	3.13	3.21	37.48
1-May-27	28.84	3.46	0.00	3.23	3.21	38.74
<i>Note: Union Funds above include Employer Contribution</i>						

Employee Contribution	2024	2025	2026	2027
Base (100%)	54.58	53.65	55.59	57.67
12% Vacation Pay	6.55	6.44	6.67	6.92
Pension	8.05	8.20	8.35	8.50
Health & Welfare *	3.03	3.03	3.13	3.23
DeNovo *	0.02	0.05	0.05	0.05
Health & Safety Training	0.00	0.00	0.00	0.00
Local Building Fund	0.35	0.35	0.35	0.35
Local Field Dues	0.58	0.58	0.58	0.58
Local Industry Promotion Fund	0.10	0.10	0.10	0.10
Local M.E.R.F. & Stabilization Fund	0.75	0.75	0.75	0.75

Employee Contribution	2024	2025	2026	2027
Local Organizing Fund	0.40	0.40	0.40	0.40
Local Training Fund	0.25	0.25	0.25	0.25
Local Tuition & Income Support	0.10	0.10	0.10	0.10
Remittance Administration	0.00	0.01	0.01	0.01
National Sprinkler JTAC	0.05	0.05	0.05	0.05
UA Industry Enhancement	0.05	0.05	0.05	0.05
UA MAP Program	0.05	0.05	0.05	0.05
UA National Organizing	0.10	0.10	0.10	0.10
UA P.A.C. Fund	0.01	0.01	0.01	0.01
UA Sprinkler Admin. Fund	0.05	0.05	0.05	0.05
Building Trades	0.01	0.01	0.01	0.01
Helmets to Hardhats	0.01	0.01	0.01	0.01
°DeNovo	0.02	0.05	0.05	0.05
°National Sprinkler JTAC	0.10	0.10	0.10	0.10
°Helmets to Hardhats	0.01	0.01	0.01	0.01
°Health & Safety Training	0.13	0.13	0.13	0.13
Total including Employer Contrib.	75.35	74.53	76.95	79.53

°Employer Contribution

*Previous called Training Fund .39 cents

**Does not include employer remittances under Article XXII (22)

Additional Employer Remittances

CASA Industry Fund	0.23
CASA Labour Service Fee	0.05
Industry Secretariat (CASA)	0.01
Industry Secretariat (Local)	0.01

Reference Notes

Article 22
Article 22
Per Ontario Legislation
Per Ontario Legislation

Wage Schedules
Local 853 – Central, Ontario
HIGHRISE – Issued May 1st, 2025

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Foreman 114%						
1-May-24	62.22	7.47	8.05	3.03	2.88	83.65
1-May-25	64.38	7.73	8.20	3.03	3.21	86.55
1-May-26	66.71	8.01	8.35	3.13	3.21	89.41
1-May-27	69.20	8.30	8.50	3.23	3.21	92.44
Lead Hand 110%						
1-May-24	60.04	7.20	8.05	3.03	2.88	81.20
1-May-25	62.12	7.45	8.20	3.03	3.21	84.01
1-May-26	64.37	7.72	8.35	3.13	3.21	86.78
1-May-27	66.78	8.01	8.50	3.23	3.21	89.73
Journey person 100%						
1-May-24	54.58	6.55	8.05	3.03	2.88	75.09
1-May-25	56.47	6.78	8.20	3.03	3.21	77.69
1-May-26	58.52	7.02	8.35	3.13	3.21	80.23
1-May-27	60.71	7.28	8.50	3.23	3.21	82.93
Apprentice 80%						
1-May-24	43.66	5.24	8.05	3.03	2.88	62.86
1-May-25	45.18	5.42	8.20	3.03	3.21	65.04
1-May-26	46.82	5.62	8.35	3.13	3.21	67.13
1-May-27	48.56	5.83	8.50	3.23	3.21	69.33
Apprentice 70%						
1-May-24	38.21	4.59	8.05	3.03	2.88	56.76
1-May-25	39.53	4.74	8.20	3.03	3.21	58.71
1-May-26	40.96	4.92	8.35	3.13	3.21	60.57
1-May-27	42.49	5.10	8.50	3.23	3.21	62.53

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Apprentice 60%						
1-May-24	32.75	3.93	8.05	3.03	2.88	50.64
1-May-25	33.88	4.07	8.20	3.03	3.21	52.39
1-May-26	35.11	4.21	8.35	3.13	3.21	54.01
1-May-27	36.42	4.37	8.50	3.23	3.21	55.73
Apprentice 50%						
1-May-24	27.29	3.27	8.05	3.03	2.88	44.52
1-May-25	28.24	3.39	8.20	3.03	3.21	46.07
1-May-26	29.26	3.51	8.35	3.13	3.21	47.46
1-May-27	30.35	3.64	8.50	3.23	3.21	48.93
Apprentice 50% Probation						
1-May-24	27.29	3.27	0.00	3.03	2.88	36.47
1-May-25	28.24	3.39	0.00	3.03	3.21	37.87
1-May-26	29.26	3.51	0.00	3.13	3.21	39.11
1-May-27	30.35	3.64	0.00	3.23	3.21	40.43
<i>Note: Union Funds above include Employer Contribution</i>						

Employee Contribution	2024	2025	2026	2027
Base (100%)	54.58	56.47	58.52	60.71
12% Vacation Pay	6.55	6.78	7.02	7.28
Pension	8.05	8.20	8.35	8.50
Health & Welfare *	3.03	3.03	3.13	3.23
DeNovo *	0.02	0.05	0.05	0.05
Health & Safety Training	0.00	0.00	0.00	0.00
Local Building Fund	0.35	0.35	0.35	0.35
Local Field Dues	0.58	0.58	0.58	0.58
Local Industry Promotion Fund	0.10	0.10	0.10	0.10
Local M.E.R.F. & Stabilization Fund	0.75	0.75	0.75	0.75

Employee Contribution	2024	2025	2026	2027
Local Organizing Fund	0.40	0.40	0.40	0.40
Local Training Fund	0.25	0.25	0.25	0.25
Local Tuition & Income Support	0.10	0.10	0.10	0.10
Remittance Administration	0.00	0.01	0.01	0.01
National Sprinkler JTAC	0.05	0.05	0.05	0.05
UA Industry Enhancement	0.05	0.05	0.05	0.05
UA MAP Program	0.05	0.05	0.05	0.05
UA National Organizing	0.10	0.10	0.10	0.10
UA P.A.C. Fund	0.01	0.01	0.01	0.01
UA Sprinkler Admin. Fund	0.05	0.05	0.05	0.05
Building Trades	0.01	0.01	0.01	0.01
Helmets to Hardhats	0.01	0.01	0.01	0.01
°DeNovo	0.02	0.05	0.05	0.05
°National Sprinkler JTAC	0.10	0.10	0.10	0.10
°Helmets to Hardhats	0.01	0.01	0.01	0.01
°Health & Safety Training	0.13	0.13	0.13	0.13
Total including Employer Contrib.	75.35	77.69	80.23	82.93

°Employer Contribution

*Previous called Training Fund .39 cents

**Does not include employer remittances under Article XXII (22)

Additional Employer Remittances

CASA Industry Fund	0.23
CASA Labour Service Fee	0.05
Industry Secretariat (CASA)	0.01
Industry Secretariat (Local)	0.01

Reference Notes

Article 22
Article 22
Per Ontario Legislation
Per Ontario Legislation

Wage Schedules
Local 853 – Western, Ontario
LOWRISE – Issued May 1st, 2025

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Foreman 114%						
1-May-24	60.83	7.30	8.05	3.03	2.88	82.09
1-May-25	59.84	7.18	8.20	3.03	3.21	81.46
1-May-26	62.06	7.45	8.35	3.13	3.21	84.20
1-May-27	64.28	7.71	8.50	3.23	3.21	86.93
Lead Hand 110%						
1-May-24	58.70	7.04	8.05	3.03	2.88	79.70
1-May-25	57.74	6.93	8.20	3.03	3.21	79.11
1-May-26	59.88	7.19	8.35	3.13	3.21	81.76
1-May-27	62.03	7.44	8.50	3.23	3.21	84.41
Journey person 100%						
1-May-24	53.36	6.40	8.05	3.03	2.88	73.72
1-May-25	52.49	6.30	8.20	3.03	3.21	73.23
1-May-26	54.44	6.53	8.35	3.13	3.21	75.66
1-May-27	56.39	6.77	8.50	3.23	3.21	78.10
Apprentice 80%						
1-May-24	42.69	5.12	8.05	3.03	2.88	61.77
1-May-25	41.99	5.04	8.20	3.03	3.21	61.47
1-May-26	43.55	5.23	8.35	3.13	3.21	63.47
1-May-27	45.11	5.41	8.50	3.23	3.21	65.46
Apprentice 70%						
1-May-24	37.35	4.48	8.05	3.03	2.88	55.79
1-May-25	36.74	4.41	8.20	3.03	3.21	55.59
1-May-26	38.11	4.57	8.35	3.13	3.21	57.37
1-May-27	39.47	4.74	8.50	3.23	3.21	59.15

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Apprentice 60%						
1-May-24	32.02	3.84	8.05	3.03	2.88	49.82
1-May-25	31.49	3.78	8.20	3.03	3.21	49.71
1-May-26	32.66	3.92	8.35	3.13	3.21	51.27
1-May-27	33.83	4.06	8.50	3.23	3.21	52.83
Apprentice 50%						
1-May-24	26.68	3.20	8.05	3.03	2.88	43.84
1-May-25	26.25	3.15	8.20	3.03	3.21	43.84
1-May-26	27.22	3.27	8.35	3.13	3.21	45.18
1-May-27	28.20	3.38	8.50	3.23	3.21	46.52
Apprentice 50% Probation						
1-May-24	26.68	3.20	0.00	3.03	2.88	35.79
1-May-25	26.25	3.15	0.00	3.03	3.21	35.64
1-May-26	27.22	3.27	0.00	3.13	3.21	36.83
1-May-27	28.20	3.38	0.00	3.23	3.21	38.02
<i>Note: Union Funds above include Employer Contribution</i>						

Employee Contribution	2024	2025	2026	2027
Base (100%)	53.36	52.49	54.44	56.39
12% Vacation Pay	6.40	6.30	6.53	6.77
Pension	8.05	8.20	8.35	8.50
Health & Welfare *	3.03	3.03	3.13	3.23
DeNovo *	0.02	0.05	0.05	0.05
Health & Safety Training	0.00	0.00	0.00	0.00
Local Building Fund	0.35	0.35	0.35	0.35
Local Field Dues	0.58	0.58	0.58	0.58
Local Industry Promotion Fund	0.10	0.10	0.10	0.10
Local M.E.R.F. & Stabilization Fund	0.75	0.75	0.75	0.75

Employee Contribution	2024	2025	2026	2027
Local Organizing Fund	0.40	0.40	0.40	0.40
Local Training Fund	0.25	0.25	0.25	0.25
Local Tuition & Income Support	0.10	0.10	0.10	0.10
Remittance Administration	0.00	0.01	0.01	0.01
National Sprinkler JTAC	0.05	0.05	0.05	0.05
UA Industry Enhancement	0.05	0.05	0.05	0.05
UA MAP Program	0.05	0.05	0.05	0.05
UA National Organizing	0.10	0.10	0.10	0.10
UA P.A.C. Fund	0.01	0.01	0.01	0.01
UA Sprinkler Admin. Fund	0.05	0.05	0.05	0.05
Building Trades	0.01	0.01	0.01	0.01
Helmets to Hardhats	0.01	0.01	0.01	0.01
°DeNovo	0.02	0.05	0.05	0.05
°National Sprinkler JTAC	0.10	0.10	0.10	0.10
°Helmets to Hardhats	0.01	0.01	0.01	0.01
°Health & Safety Training	0.13	0.13	0.13	0.13
Total including Employer Contrib.	73.98	73.23	75.66	78.10

°Employer Contribution

*Previous called Training Fund .39 cents

**Does not include employer remittances under Article XXII (22)

Additional Employer Remittances

CASA Industry Fund	0.23
CASA Labour Service Fee	0.05
Industry Secretariat (CASA)	0.01
Industry Secretariat (Local)	0.01

Reference Notes

Article 22
Article 22
Per Ontario Legislation
Per Ontario Legislation

Wage Schedules
Local 853 – Western, Ontario
HIGHRISE – Issued May 1st, 2025

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Foreman 114%						
1-May-24	60.83	7.30	8.05	3.03	2.88	82.09
1-May-25	62.99	7.56	8.20	3.03	3.21	84.99
1-May-26	65.32	7.84	8.35	3.13	3.21	87.85
1-May-27	67.67	8.12	8.50	3.23	3.21	90.73
Lead Hand 110%						
1-May-24	58.70	7.04	8.05	3.03	2.88	79.70
1-May-25	60.78	7.29	8.20	3.03	3.21	82.51
1-May-26	63.02	7.56	8.35	3.13	3.21	85.27
1-May-27	65.30	7.84	8.50	3.23	3.21	88.08
Journey person 100%						
1-May-24	53.36	6.40	8.05	3.03	2.88	73.72
1-May-25	55.25	6.63	8.20	3.03	3.21	76.32
1-May-26	57.30	6.88	8.35	3.13	3.21	78.86
1-May-27	59.36	7.12	8.50	3.23	3.21	81.42
Apprentice 80%						
1-May-24	42.69	5.12	8.05	3.03	2.88	61.77
1-May-25	44.20	5.30	8.20	3.03	3.21	63.94
1-May-26	45.84	5.50	8.35	3.13	3.21	66.03
1-May-27	47.49	5.70	8.50	3.23	3.21	68.13
Apprentice 70%						
1-May-24	37.35	4.48	8.05	3.03	2.88	55.79
1-May-25	38.68	4.64	8.20	3.03	3.21	57.76
1-May-26	40.11	4.81	8.35	3.13	3.21	59.61
1-May-27	41.55	4.99	8.50	3.23	3.21	61.48

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Apprentice 60%						
1-May-24	32.02	3.84	8.05	3.03	2.88	49.82
1-May-25	33.15	3.98	8.20	3.03	3.21	51.57
1-May-26	34.38	4.13	8.35	3.13	3.21	53.20
1-May-27	35.62	4.27	8.50	3.23	3.21	54.83
Apprentice 50%						
1-May-24	26.68	3.20	8.05	3.03	2.88	43.84
1-May-25	27.63	3.32	8.20	3.03	3.21	45.39
1-May-26	28.65	3.44	8.35	3.13	3.21	46.78
1-May-27	29.68	3.56	8.50	3.23	3.21	48.18
Apprentice 50% Probation						
1-May-24	26.68	3.20	0.00	3.03	2.88	35.79
1-May-25	27.63	3.32	0.00	3.03	3.21	37.19
1-May-26	28.65	3.44	0.00	3.13	3.21	38.43
1-May-27	29.68	3.56	0.00	3.23	3.21	39.68
<i>Note: Union Funds above include Employer Contribution</i>						

Employee Contribution	2024	2025	2026	2027
Base (100%)	53.36	55.25	57.30	59.36
12% Vacation Pay	6.40	6.63	6.88	7.12
Pension	8.05	8.20	8.35	8.50
Health & Welfare *	3.03	3.03	3.13	3.23
DeNovo *	0.02	0.05	0.05	0.05
Health & Safety Training	0.00	0.00	0.00	0.00
Local Building Fund	0.35	0.35	0.35	0.35
Local Field Dues	0.58	0.58	0.58	0.58
Local Industry Promotion Fund	0.10	0.10	0.10	0.10
Local M.E.R.F. & Stabilization Fund	0.75	0.75	0.75	0.75

Employee Contribution	2024	2025	2026	2027
Local Organizing Fund	0.40	0.40	0.40	0.40
Local Training Fund	0.25	0.25	0.25	0.25
Local Tuition & Income Support	0.10	0.10	0.10	0.10
Remittance Administration	0.00	0.01	0.01	0.01
National Sprinkler JTAC	0.05	0.05	0.05	0.05
UA Industry Enhancement	0.05	0.05	0.05	0.05
UA MAP Program	0.05	0.05	0.05	0.05
UA National Organizing	0.10	0.10	0.10	0.10
UA P.A.C. Fund	0.01	0.01	0.01	0.01
UA Sprinkler Admin. Fund	0.05	0.05	0.05	0.05
Building Trades	0.01	0.01	0.01	0.01
Helmets to Hardhats	0.01	0.01	0.01	0.01
°DeNovo	0.02	0.05	0.05	0.05
°National Sprinkler JTAC	0.10	0.10	0.10	0.10
°Helmets to Hardhats	0.01	0.01	0.01	0.01
°Health & Safety Training	0.13	0.13	0.13	0.13
Total including Employer Contrib.	73.98	76.32	78.86	81.42

°Employer Contribution

*Previous called Training Fund .39 cents

**Does not include employer remittances under Article XXII (22)

Additional Employer Remittances

CASA Industry Fund	0.23
CASA Labour Service Fee	0.05
Industry Secretariat (CASA)	0.01
Industry Secretariat (Local)	0.01

Reference Notes

Article 22
Article 22
Per Ontario Legislation
Per Ontario Legislation

Wage Schedules Local 254 – Manitoba

LOWRISE/HIGHRISE – Issued May 1st, 2025

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Foreman 114%						
1-May-24	53.02	6.36	8.05	1.89	1.22	70.54
1-May-25	54.64	6.56	8.20	2.04	1.47	72.91
1-May-26	56.33	6.76	8.35	2.19	1.47	75.10
1-May-27	58.08	6.97	8.50	2.34	1.47	77.36
Lead Hand 110%						
1-May-24	51.16	6.14	8.05	1.89	1.22	68.46
1-May-25	52.72	6.33	8.20	2.04	1.47	70.76
1-May-26	54.35	6.52	8.35	2.19	1.47	72.88
1-May-27	56.05	6.73	8.50	2.34	1.47	75.09
Journey person 100%						
1-May-24	46.51	5.58	8.05	1.89	1.22	63.25
1-May-25	47.93	5.75	8.20	2.04	1.47	65.39
1-May-26	49.41	5.93	8.35	2.19	1.47	67.35
1-May-27	50.95	6.11	8.50	2.34	1.47	69.37
Apprentice 80%						
1-May-24	37.21	4.47	8.05	1.89	1.22	52.84
1-May-25	38.34	4.60	8.20	2.04	1.47	54.65
1-May-26	39.53	4.74	8.35	2.19	1.47	56.28
1-May-27	40.76	4.89	8.50	2.34	1.47	57.96
Apprentice 70%						
1-May-24	32.56	3.91	8.05	1.89	1.22	47.63
1-May-25	33.55	4.03	8.20	2.04	1.47	49.29
1-May-26	34.59	4.15	8.35	2.19	1.47	50.75
1-May-27	35.67	4.28	8.50	2.34	1.47	52.26

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Apprentice 60%						
1-May-24	27.91	3.35	8.05	1.89	1.22	42.42
1-May-25	28.76	3.45	8.20	2.04	1.47	43.92
1-May-26	29.65	3.56	8.35	2.19	1.47	45.22
1-May-27	30.57	3.67	8.50	2.34	1.47	46.55
Apprentice 50%						
1-May-24	23.26	2.79	8.05	1.89	1.22	37.21
1-May-25	23.97	2.88	8.20	2.04	1.47	38.56
1-May-26	24.71	2.97	8.35	2.19	1.47	39.69
1-May-27	25.48	3.06	8.50	2.34	1.47	40.85
Apprentice 50% Probation						
1-May-24	23.26	2.79	0	1.89	1.22	29.16
1-May-25	23.97	2.88	0	2.04	1.47	30.36
1-May-26	24.71	2.97	0	2.19	1.47	31.34
1-May-27	25.48	3.06	0	2.34	1.47	32.35
<i>Note: Union Funds above include Employer Contribution</i>						

Employee Contribution	2024	2025	2026	2027
Base (100%)	46.51	47.93	49.41	50.95
12% Vacation Pay	5.58	5.75	5.93	6.11
Pension	8.05	8.20	8.35	8.50
Health & Welfare *	1.89	2.04	2.19	2.34
Health & Safety Training	0.00	0.00	0.00	0.00
Local Building Fund	0.64	0.64	0.64	0.64
Local Industry Promotion & Org.	0.10	0.10	0.10	0.10
Local Industry Promotion Fund	0.15	0.15	0.15	0.15
Remittance Administration		0.01	0.01	0.01
National Sprinkler JTAC	0.05	0.05	0.05	0.05

Employee Contribution	2024	2025	2026	2027
UA Industry Enhancement	0.05	0.05	0.05	0.05
UA MAP Program	0.05	0.05	0.05	0.05
UA National Organizing Fund	0.10	0.10	0.10	0.10
UA P.A.C. Fund	0.01	0.01	0.01	0.01
UA Sprinkler Admin. Fund	0.05	0.05	0.05	0.05
Building Trades	0.01	0.01	0.01	0.01
Helmets to Hardhats	0.01	0.01	0.01	0.01
*National Sprinkler JTAC	0.10	0.10	0.10	0.10
*Helmets to Hardhats	0.01	0.01	0.01	0.01
*Health & Safety Training	0.13	0.13	0.13	0.13
Total including Employer Contrib.	63.49	65.39	67.35	69.37
Helmets to Hardhats	0.01	0.01	0.01	0.01
°DeNovo	0.02	0.05	0.05	0.05
°National Sprinkler JTAC	0.10	0.10	0.10	0.10
°Helmets to Hardhats	0.01	0.01	0.01	0.01
°Health & Safety Training	0.13	0.13	0.13	0.13
Total including Employer Contrib.	73.98	76.32	78.86	81.42

°Employer Contribution

*Previous called Training Fund .39 cents

**Does not include employer remittances under Article XXII (22)

Additional Employer Remittances

CASA Industry Fund	0.23
CASA Labour Service Fee	0.05

Reference Notes

Article 22
Article 22

Wage Schedules

Local 179 – Saskatchewan

LOWRISE/HIGHRISE – Issued May 1st, 2025

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Foreman 114%						
1-May-24	52.86	6.34	8.05	2.59	1.25	71.09
1-May-25	49.34	5.92	8.20	2.64	1.53	67.63
1-May-26	50.95	6.11	8.35	2.89	1.53	69.83
1-May-27	52.95	6.35	8.50	3.14	1.53	72.47
Lead Hand 110%						
1-May-24	51.01	6.12	8.05	2.59	1.25	69.02
1-May-25	47.61	5.71	8.20	2.64	1.53	65.70
1-May-26	49.16	5.90	8.35	2.89	1.53	67.83
1-May-27	51.1	6.13	8.50	3.14	1.53	70.40
Journey person 100%						
1-May-24	46.37	5.56	8.05	2.59	1.25	63.82
1-May-25	43.28	5.19	8.20	2.64	1.53	60.85
1-May-26	44.69	5.36	8.35	2.89	1.53	62.82
1-May-27	46.45	5.57	8.50	3.14	1.53	65.19
Apprentice 80%						
1-May-24	37.10	4.45	8.05	2.59	1.25	53.44
1-May-25	34.62	4.15	8.20	2.64	1.53	51.15
1-May-26	35.75	4.29	8.35	2.89	1.53	52.81
1-May-27	37.16	4.46	8.50	3.14	1.53	54.79
Apprentice 70%						
1-May-24	32.46	3.90	8.05	2.59	1.25	48.25
1-May-25	30.3	3.64	8.20	2.64	1.53	46.31
1-May-23	31.28	3.75	8.35	2.89	1.53	47.80
1-May-27	32.52	3.90	8.50	3.14	1.53	49.59

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Apprentice 60%						
1-May-24	27.82	3.34	8.05	2.59	1.25	43.05
1-May-25	25.97	3.12	8.20	2.64	1.53	41.46
1-May-26	26.81	3.22	8.35	2.89	1.53	42.80
1-May-27	27.87	3.34	8.50	3.14	1.53	44.38
Apprentice 50%						
1-May-24	23.19	2.78	8.05	2.59	1.25	37.86
1-May-25	21.64	2.60	8.20	2.64	1.53	36.61
1-May-26	22.35	2.68	8.35	2.89	1.53	37.80
1-May-27	23.23	2.79	8.50	3.14	1.53	39.19
Apprentice 50% Probation						
1-May-24	23.19	2.78	0	2.59	1.25	29.81
1-May-25	21.64	2.60	0	2.64	1.53	28.41
1-May-26	22.35	2.68	0	2.89	1.53	29.45
1-May-27	23.23	2.79	0	3.14	1.53	30.69
<i>Note: Union Funds above include Employer Contribution</i>						

Employee Contribution	2024	2025	2026	2027
Base (100%)	46.37	43.28	44.69	46.45
12% Vacation Pay	5.56	5.19	5.36	5.57
Pension	8.05	8.20	8.35	8.50
Health & Welfare *	2.59	2.64	2.89	3.14
Health & Safety Training	0.00	0.00	0.00	0.00
Local Building Fund	0.05	0.05	0.05	0.05
Local Building Trades	0.05	0.05	0.05	0.05
Local Industry Promotion Fund/Political Fund	0.01	0.01	0.01	0.01
Local Training Fund	0.25	0.25	0.25	0.25

Employee Contribution	2024	2025	2026	2027
National Sprinkler JTAC	0.05	0.05	0.05	0.05
Remittance Admin		0.01	0.01	0.01
UA Industry Enhancement	0.05	0.05	0.05	0.05
UA MAP Program	0.05	0.05	0.05	0.05
UA National Organizing Fund	0.10	0.10	0.10	0.10
UA P.A.C. Fund	0.01	0.01	0.01	0.01
UA Sprinkler Admin. Fund	0.05	0.05	0.05	0.05
Building Trades	0.01	0.01	0.01	0.01
Industry Service Fund	0.53	0.53	0.53	0.53
Helmets to Hardhats	0.01	0.01	0.01	0.01
CODC	0.03	0.03	0.03	0.03
°CODC	0.03	0.03	0.03	0.03
°National Sprinkler JTAC	0.10	0.10	0.10	0.10
°Helmets to Hardhats	0.01	0.01	0.01	0.01
°Health & Safety Training	0.13	0.13	0.13	0.13
Total including Employer Contrib.	64.09	60.85	62.82	65.19

°Employer Contribution

*Previous called Training Fund .39 cents

**Does not include employer remittances under Article XXII (22)

Additional Employer Remittances

CASA Industry Fund	0.23
CASA Labour Service Fee	0.05

Reference Notes

Article 22
Article 22

Wage Schedules
Local 488 – Edmonton, Alberta
LOWRISE/HIGHRISE – Issued May 1st, 2025

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Foreman 114%						
1-May-24	54.84	6.58	8.05	2.40	1.65	73.52
1-May-25	50.15	6.02	8.20	2.70	2.01	69.08
1-May-26	51.86	6.22	8.35	2.95	2.01	71.39
1-May-27	54.44	6.53	8.50	2.95	2.01	74.43
Lead Hand 110%						
1-May-24	52.92	6.35	8.05	2.40	1.65	71.37
1-May-25	48.39	5.81	8.20	2.70	2.01	67.11
1-May-26	50.04	6.00	8.35	2.95	2.01	69.35
1-May-27	52.53	6.30	8.50	2.95	2.01	72.29
Journey person 100%						
1-May-24	48.11	5.77	8.05	2.40	1.65	65.98
1-May-25	43.99	5.28	8.20	2.70	2.01	62.18
1-May-26	45.49	5.46	8.35	2.95	2.01	64.26
1-May-27	47.75	5.73	8.50	2.95	2.01	66.94
Apprentice 80%						
1-May-24	38.49	4.62	8.05	2.40	1.65	55.21
1-May-25	35.19	4.22	8.20	2.70	2.01	52.32
1-May-26	36.39	4.37	8.35	2.95	2.01	54.07
1-May-27	38.20	4.58	8.50	2.95	2.01	56.24
Apprentice 70%						
1-May-24	33.68	4.04	8.05	2.40	1.65	49.82
1-May-25	30.79	3.69	8.20	2.70	2.01	47.39
1-May-26	31.84	3.82	8.35	2.95	2.01	48.97
1-May-27	33.43	4.01	8.50	2.95	2.01	50.90

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Apprentice 60%						
1-May-24	28.86	3.46	8.05	2.40	1.65	44.42
1-May-25	26.39	3.17	8.20	2.70	2.01	42.47
1-May-26	27.29	3.27	8.35	2.95	2.01	43.87
1-May-27	28.65	3.44	8.50	2.95	2.01	45.55
Apprentice 50%						
1-May-24	24.05	2.89	8.05	2.40	1.65	39.04
1-May-25	22.00	2.64	8.20	2.70	2.01	37.55
1-Nov-26	22.75	2.73	8.35	2.95	2.01	38.79
1-May-27	23.88	2.87	8.50	2.95	2.01	40.21
Apprentice 50% Probation						
1-May-24	24.05	2.89	0	2.40	1.65	30.99
1-May-25	22.00	2.64	0	2.70	2.01	29.35
1-May-26	22.75	2.73	0	2.95	2.01	30.44
1-May-27	23.88	2.87	0	2.95	2.01	31.71
<i>Note: Union Funds above include Employer Contribution</i>						

Employee Contribution	2024	2025	2026	2027
Base (100%)	48.11	43.99	45.49	47.75
12% Vacation Pay	5.77	5.28	5.46	5.73
Pension	8.05	8.20	8.35	8.50
Health & Welfare *	2.40	2.70	2.95	2.95
Health & Safety Training	0.00	0.00	0.00	0.00
Local Building Trades	0.05	0.05	0.05	0.05
Local Fraternal & Building Dues	0.12	0.18	0.18	0.18
Local M.E.R.F. & Stabilization Fund	1.00	1.00	1.00	1.00
Local S.B.T.F.	0.04	0.05	0.05	0.05
Local Training Fund	0.02	0.05	0.05	0.05

Employee Contribution	2024	2025	2026	2027
Local Tuition & Income Support	0.09	0.10	0.10	0.10
Remittance Administration		0.01	0.01	0.01
National Sprinkler JTAC	0.05	0.05	0.05	0.05
UA Industry Enhancement	0.05	0.05	0.05	0.05
UA MAP Program	0.05	0.05	0.05	0.05
UA National Organizing	0.10	0.10	0.10	0.10
UA P.A.C. Fund	0.01	0.01	0.01	0.01
UA Sprinkler Admin. Fund	0.05	0.05	0.05	0.05
Building Trades	0.01	0.01	0.01	0.01
Helmets to Hardhats	0.01	0.01	0.01	0.01
°National Sprinkler JTAC	0.10	0.10	0.10	0.10
°Helmets to Hardhats	0.01	0.01	0.01	0.01
°Health & Safety Training	0.13	0.13	0.13	0.13
Total including Employer Contrib.	66.22	62.18	64.26	66.94

°Employer Contribution

*Previous called Training Fund .39 cents

**Does not include employer remittances under Article XXII (22)

Additional Employer Remittances

CASA Industry Fund	0.23
CASA Labour Service Fee	0.05

Reference Notes

Article 22
Article 22

Wage Schedules

Local 488 – Calgary, Alberta

LOWRISE/HIGHRISE – Issued May 1st, 2025

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Foreman 114%						
1-May-24	57.03	5.70	8.05	1.70	1.76	74.24
1-May-25	53.63	6.44	8.20	2.00	2.15	72.42
1-May-26	55.15	6.62	8.35	2.40	2.17	74.69
1-May-27	57.44	6.89	8.50	2.65	2.21	77.69
Lead Hand 110%						
1-May-24	55.03	5.50	8.05	1.70	1.76	72.04
1-May-25	51.74	6.21	8.20	2.00	2.15	70.30
1-May-26	53.22	6.39	8.35	2.40	2.17	72.53
1-May-27	55.42	6.65	8.50	2.65	2.21	75.43
Journey person 100%						
1-May-24	50.03	5.00	8.05	1.70	1.76	66.54
1-May-25	47.04	5.64	8.20	2.00	2.15	65.03
1-May-26	48.38	5.81	8.35	2.40	2.17	67.11
1-May-27	50.39	6.05	8.50	2.65	2.21	69.79
Apprentice 80%						
1-May-24	40.02	4.00	8.05	1.70	1.76	55.53
1-May-25	37.63	4.52	8.20	2.00	2.15	54.50
1-May-26	38.70	4.64	8.35	2.40	2.17	56.26
1-May-27	40.31	4.84	8.50	2.65	2.21	58.51
Apprentice 70%						
1-May-24	35.02	3.50	8.05	1.70	1.76	50.03
1-May-25	32.93	3.95	8.20	2.00	2.15	49.23
1-May-26	33.87	4.06	8.35	2.40	2.17	50.85
1-May-27	35.27	4.23	8.50	2.65	2.21	52.86

Classification	Base Rate	Vacation	Pension	Welfare	Union Funds	Total Package
Apprentice 60%						
1-May-24	30.02	3.00	8.05	1.70	1.76	44.53
1-May-25	28.22	3.39	8.20	2.00	2.15	43.96
1-May-26	29.03	3.48	8.35	2.40	2.17	45.43
1-May-27	30.23	3.63	8.50	2.65	2.21	47.22
Apprentice 50%						
1-May-24	25.02	2.50	8.05	1.70	1.76	39.03
1-May-25	23.52	2.82	8.20	2.00	2.15	38.69
1-May-26	24.19	2.90	8.35	2.40	2.17	40.01
1-May-27	25.19	3.02	8.50	2.65	2.21	41.57
Apprentice 50% Probation						
1-May-24	25.02	2.50	0	1.70	1.76	30.98
1-May-25	23.52	2.82	0	2.00	2.15	30.49
1-May-26	24.19	2.90	0	2.40	2.17	31.66
1-May-27	25.19	3.02	0	2.65	2.21	33.07
<i>Note: Union Funds above include Employer Contribution</i>						

Employee Contribution	2024	2025	2026	2027
Journeyperson (100%)	50.03	47.04	48.38	50.39
12% Vacation Pay	6.00	5.64	5.81	6.05
Pension	8.05	8.20	8.35	8.50
Health & Welfare *	1.70	2.00	2.40	2.65
Health & Safety Training	0.00	0.00	0.00	0.00
Local Building Trades	0.05	0.05	0.05	0.05
Local S.M.D.F.	1.25	1.25	1.25	1.25
Local S.B.T.F.	0.03	0.10	0.10	0.10
Local Training & Promotion	0.10	0.10	0.10	0.10
Remittance Administration		0.01	0.01	0.01

Employee Contribution	2024	2025	2026	2027
B&B		0.07	0.09	0.13
National Sprinkler JTAC	0.05	0.05	0.05	0.05
UA Industry Enhancement	0.05	0.05	0.05	0.05
UA MAP Program	0.05	0.05	0.05	0.05
UA National Organizing	0.10	0.10	0.10	0.10
UA P.A.C. Fund	0.01	0.01	0.01	0.01
UA Sprinkler Admin. Fund	0.05	0.05	0.05	0.05
Building Trades	0.01	0.01	0.01	0.01
Helmets to Hardhats	0.01	0.01	0.01	0.01
°National Sprinkler JTAC	0.10	0.10	0.10	0.10
°Helmets to Hardhats	0.01	0.01	0.01	0.01
°Health & Safety Training	0.13	0.13	0.13	0.13
Total including Employer Contrib.	67.78	65.03	67.11	69.79
Benefits (Employee Deduction) after taxes				

°Employer Contribution

*Previous called Training Fund .39 cents

**Does not include employer remittances under Article XXII (22)

Additional Employer Remittances

CASA Industry Fund	0.23
CASA Labour Service Fee	0.05

Reference Notes

Article 22
Article 22

