

TAB 1

ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS INC.

BY-LAW NO. 1

A by-law relating generally to the transaction of the affairs of the Ontario Association of Demolition Contractors Inc. (the “Corporation”).

INTERPRETATION

1. In this By-Law, unless the context otherwise specifies or requires:

“**Act**” means the *Corporations Act* (Ontario), as from time to time amended and every statute that may be substituted therefor and, in the case of such substitution, any reference in the By-Law to provisions of the Act shall be read as references to the substituted provisions therefor in the new statute or statutes;

“**Board**” means the board of directors of the Corporation;

“**By-Law**” means this by-law and all other by-laws of the Corporation from time to time in force and effect;

“**Demolition Agreement**” means the Provincial Collective Agreement for Demolition entered into by the Corporation with the Labourer’s International Union of North America and/or its Ontario Provincial Council, or any of its affiliated unions;

“**Industry Fund**” has the meaning set out in section 61(b);

“**Letters Patent**” means the letters patent dated June 21, 2004 incorporating the Corporation as from time to time amended and supplemented by supplementary letters patent;

“**Man Hours**” means man hours for which employees employed by a member shall have worked pursuant to the Demolition Agreement;

“**Member Designate**” means an individual authorized by a member of the Corporation to attend meetings of members and vote on behalf of such member;

“**Member Representative**” means a director of, officer of, partner in, owner of or senior level employee with management authority of a member;

- 2 -

“Person” means corporations, partnerships, trusts, sole proprietorships and unincorporated organizations, but shall not include individuals;

“Regulations” means the Regulations made under the Act as from time to time amended and every regulation that may be substituted therefor and, in the case of such substitution, any references in the By-Law to provisions of the Regulations shall be read as references to the substituted provisions therefor in the new regulations; and

“Special Resolution” means a resolution passed by the Board and confirmed with or without variation by at least two-thirds of the votes cast at a meeting of members duly called for that purpose or, in lieu of such confirmation, by the consent in writing of all of the members entitled to vote at such meeting.

2. This By-Law shall be, unless the context otherwise requires, construed and interpreted in accordance with the following:
 - (a) save as aforesaid, words and expressions defined in the Act or the Regulations have the same meanings when used herein;
 - (b) words importing number include the singular and plural; words importing gender include the masculine, feminine and neuter genders; and
 - (c) the headings used in the By-Law are inserted for reference purposes only and are not to be considered or taken into account in construing the terms and provisions thereof or to be deemed in any way to clarify, modify or explain the effect of any such terms or provisions.
3. If any of the provisions contained in the By-Law are inconsistent with those in the Letters Patent, the provisions contained in the Letters Patent shall prevail.

HEAD OFFICE

4. The head office of the Corporation shall be in Richmond Hill, Ontario (subject to change by Special Resolution) and at such place therein as may be determined in accordance with the Act.

SEAL

5. If adopted by the Corporation, a seal, an impression whereof is stamped in the margin hereof, shall be the corporate seal of the Corporation.

EXECUTION OF DOCUMENTS

6. With the exception of collective bargaining agreements or labour agreements as set out in Section 22, deeds, transfers, assignments, contracts, obligations, certificates and other instruments may be signed on behalf of the Corporation by any two of the President, Vice-President, the Secretary and the Executive Director. In addition, the Board may from time to time direct the manner in which and the individuals by whom any particular instrument or class of instruments may or shall be signed, by way of resolution or policy.
7. All cheques, drafts or orders for the payment of money and all notes and acceptances and bills of exchange shall be signed on behalf of the Corporation by any two of the President, Vice-President, the Secretary and the Executive Director. In addition, the Board may from time to time direct the manner in which and the individuals by whom any particular instrument or class of instruments may or shall be signed, by way of resolution or policy.

NUMBER OF DIRECTORS AND POWERS

8. The affairs of the Corporation shall be managed by the Board. The number of directors on the Board shall be fixed from time to time by Special Resolution. It is the intention of the Corporation that the number of directors on the Board be a minimum of four (4) and a maximum of six (6).

DIRECTOR QUALIFICATIONS

9. Each director shall, at the time of their election and throughout their term of office, be a Member Representative of a member that has a three year rolling average of at least ten thousand (10,000) Man Hours per fiscal year of the Corporation. No member shall have more than one Member Representative on the Board. Only members that are in all respects in good standing with the Corporation are eligible to have a Member Representative on the Board.
10. Each director shall:
 - (a) be an individual who is either a Canadian Citizen or an individual ordinarily a resident of Canada;
 - (b) be 18 or more years of age; and
 - (c) not be an undischarged bankrupt nor a mentally incompetent individual.

DIRECTOR NOMINATION, ELECTION AND TERM

11. The Board shall put in place a policy and process around nominations for directors that will enable members to nominate individuals for the Board such that a list of the individuals seeking the office of director will be available to members as part of the notice of annual meeting. To ensure the Corporation can verify eligibility and ensure members have an opportunity to consider the candidates, there will be no nominations from the floor at the members' meeting.
12. Each director shall be elected by the members to hold office from the date of the meeting at which they are elected or appointed until the first or second annual meeting next following or until their successor shall have been duly elected or appointed. Those directors completing a term shall be retired at the applicable annual meeting, but shall be eligible for re-election if otherwise qualified. The election may be by show of hands unless a ballot be demanded by any member.
13. The office of a director shall be automatically vacated upon the occurrence of any of the following events:
 - (a) if the director ceases to be a Member Representative of a member with a three year rolling average of at least ten thousand (10,000) Man Hours per fiscal year of the Corporation;
 - (b) if the director becomes bankrupt or suspends payment of personal debts generally or compounds with creditors or makes an authorized assignment or is declared insolvent;
 - (c) if the director is found to be mentally incompetent or becomes of unsound mind;
 - (d) if by notice in writing to the Corporation the director resigns, which resignation shall be effective at the time it is received by the Corporation or at the time specified in the notice, whichever is later;
 - (e) if the director dies;
 - (f) if the director is absent for more than two (2) Board meetings in a year; or

- 5 -

- (g) if the director is removed from office by the members, in accordance with Section 14.

- 14. The members may, by resolution passed by a majority of the votes cast at a general meeting of members of which notice specifying the intention to pass such resolution has been given, remove any director before the expiration of their term of office, and may, by a majority of votes cast at that meeting elect any individual in the director's stead for the remainder of the director's term.

VACANCIES, BOARD OF DIRECTORS

- 15. Vacancies on the Board, however caused, may so long as a quorum of directors remain in office, be filled by the directors from among the qualified Member Representatives, if they shall see fit to do so, otherwise such vacancy shall be filled at the next annual meeting of the members at which the directors for the next term are elected, but if there is not a quorum of directors, the remaining directors shall forthwith call a meeting of the members to fill any vacancy. If the number of directors is increased between the terms, subject to the Act, a vacancy or vacancies, to the number of the authorized increase, shall thereby be deemed to have occurred which may be filled in the manner above provided.

REMUNERATION

- 16. The directors shall receive no remuneration for acting as such but may be reimbursed for reasonable expenses incurred on behalf of the Corporation.

COMMITTEES

- 17. The directors may by resolution designate various committees to be formed. The Board shall define the duties and functions of each such committee. The members of each such committee so designated by the Board shall be employed by a member but need not be directors or Member Representatives unless so specified by the Board. The Board shall appoint all members of committees and shall have the power to remove any member of any such committee. Each member of a committee shall serve until removed by the Board or until such individual shall cease to qualify as a member of such committee, or until the task for which the committee was formed completes its function, or until such individual resigns. If a committee member is absent for more than two (2) meetings in a year without permission or proper excuse, such individual may be removed from the committee at the discretion of the Board. One member of each committee shall be appointed as chair of the committee by the committee and such chair shall serve at the will of the committee. Vacancies on any committee for any reason may be filled by appointments made in the

- 6 -

same manner as provided in the case of the original appointments. A quorum at any meeting of the committee shall consist of a majority of the whole of the committee unless otherwise provided in the resolution of the Board designating a committee, and the act of a majority of the members of the committee present at a meeting at which a quorum is present shall be the act of the committee.

NEGOTIATIONS COMMITTEE

18. The Board shall establish a Negotiations Committee of the Corporation, which shall be responsible for the negotiation of collective agreements on behalf of the members.
19. The Negotiations Committee shall have the power to:
 - (a) appoint such staff and other individuals as may be required and the staff appointed by the Negotiations Committee shall be responsible to and under the supervision of the Negotiations Committee;
 - (b) direct any member to take any action which is in the opinion of the Negotiations Committee in the general interest of its members;
 - (c) negotiate any collective agreement which it is authorized to negotiate, subject to Section 21 hereof.
20. The Negotiations Committee shall from time to time appoint an individual to act as a designated jurisdictional representative under the provisions of the *Labour Relations Act, 1995* (Ontario) in disputes as to the assignment of work.
21. Each member of the Corporation bound or to be bound by any labour negotiations shall have the right to vote on ratification or rejection of any agreement reached. Such vote shall be taken at a general meeting of the members at which time voting shall take place in accordance with the provisions of Section 60 herein. Notwithstanding the foregoing, members of the Corporation may authorize their negotiating committee to sign a binding agreement without the necessary calling of a general meeting for ratification of such agreement provided that the voting procedure set forth above shall be complied with at such general meeting.
22. Any collective bargaining agreement or labour agreement ratified or authorized by the Corporation shall be executed by the duly authorized individual retained, appointed or elected by the Corporation for the purposes of negotiating such Agreement. Such

Agreement so signed shall be deemed to be binding upon the Corporation and upon the members of the Corporation for whom they were authorized to negotiate the agreement.

MEETINGS OF DIRECTORS

23. **Place of Meetings.** The Board may hold its meetings at either the head office or such place or places as it may from time to time determine.
24. **Notice.** Meetings of the Board may be formally called by the President or Vice-President or any two (2) directors. The Secretary, when directed or authorized by any of such officers or any two directors, shall convene a meeting of directors. The notice of any meeting convened as aforesaid need not specify the purpose of or the business to be transacted at the meeting. Notice of any such meeting shall be served in the manner specified in Section 67 of this By-Law not less than two (2) days before the meeting is to take place. A director may in any manner and at any time (before or after the meeting to which such waiver relates) waive notice of a meeting of directors and the attendance of a director at a meeting of directors shall constitute a waiver of notice of the meeting except where a director attends a meeting for the express purpose of objecting to the transaction of any business. A meeting of directors may be held at any time without notice if all the directors are present (except where a director attends a meeting for the express purpose of objecting to the transaction of any business on the grounds that the meeting is not lawfully called) or if all of the absent directors waive notice before or after the date of such meeting.
25. **Regular Meetings.** The Board may appoint a day or days in any month or months for regular meetings at an hour to be named and of such regular meetings, no notice need be sent. A meeting of the directors may also be held without notice, immediately following the annual meeting of the Corporation.
26. **Error in Notice.** No error or omission in giving such notice for a meeting of directors shall invalidate such meeting or invalidate or make void any proceedings taken or had at such meeting and any director may at any time waive notice of any such meeting in writing and may ratify and approve of any or all proceedings taken or had thereat.
27. **Adjournment.** Any meeting of directors may, with the consent of the meeting, be adjourned from time to time by the chair of the meeting, to a fixed time and place. Notice of any adjourned meeting of directors is not required to be given if the time and place of the adjourned meeting is announced at the original meeting. Any adjourned meeting shall be duly constituted if held in accordance with the terms of the adjournment and a quorum is present thereat. The directors who formed a quorum at the original meeting are not required to form the quorum at the adjourned meeting. If there is no quorum present at the

adjourned meeting, the original meeting shall be deemed to have terminated forthwith after its adjournment. Any business may be brought before or dealt with at any adjourned meeting which might have been brought before or dealt with at the original meeting in accordance with the notice calling the same.

28. **Meeting by phone.** If all the directors of the Corporation present at or participating in the meeting consent, a meeting of directors or of a committee of directors may be held by such telephone, electronic or other communication facilities as permit all individuals participating in the meeting to communicate with each other simultaneously and instantaneously, and a director participating in the meeting by those means is deemed for the purposes of this By-Law to be present at the meeting.
29. **Resolution in writing.** A resolution in writing, signed by all the directors entitled to vote on that resolution at a meeting of directors, is as valid as if it had been passed at a meeting of directors. Such resolution can be signed in counterparts.
30. **Chair.** The chair of each meeting of the Board shall be the President. In the absence of the President, the duties of the President may be performed by the Vice-President or such other director as the Board may from time to time appoint for the purpose.
31. **Voting.** Each director shall have one (1) vote at any meeting of the Board. Questions arising at any meeting of directors shall be decided by a majority of votes. In case of an equality of votes, the chair, in addition to their original vote, shall have a second or casting vote. All votes at any such meeting shall be taken by ballot if so demanded by a director present, but if no demand be made, then the vote shall be taken by a show of hands. A declaration by the chair that a resolution has been carried and an entry to the effect in the minutes shall be admissible in evidence as prima facie proof of the fact without proof of the number or proportion of votes recorded in favour or against such resolution.
32. **Quorum.** Quorum for the transaction of business at any meeting of the Board shall consist of at least a majority of the directors.

CONFLICT OF INTEREST

33. A director who is in any way directly or indirectly interested in a contract or proposed contract shall make the disclosure required by the Act. Except as provided by the Act, no such director shall vote on any resolution to approve any such contract. In supplement of and not by way of limitation upon any rights conferred upon directors by section 71 of the Act and specifically subject to the provisions contained in that section, it is declared that no director shall be disqualified from office, or vacate the office, by reason of holding any

office or place of profit under the Corporation or under any corporation in which the Corporation shall be a shareholder or by reason of being otherwise in any way directly or indirectly interested or contracting with the Corporation as vendor, purchaser or otherwise or being concerned in any contract or arrangement made or proposed to be entered into with the Corporation in which the director is in any way directly or indirectly interested either as vendor, purchaser or otherwise, nor shall any director be liable to account to the Corporation or any of its members or creditors for any profit arising from any such office or place of profit. Subject to the provisions of section 71 of the Act, no contract or arrangement entered into by or on behalf of the Corporation in which any director shall be in any way directly or indirectly interested shall be avoided or voidable and no director shall be liable to account to the Corporation or any of its members or creditors for any profit realized by or from any such contract or arrangement by reason of any fiduciary relationship. The chair of any meeting of the Board or of any committee of the Board shall request any member, who has declared an interest in any such contract or proposed contract, to be absent during the discussion of and the vote upon the matter and such event shall be recorded in the minutes.

In addition, all directors shall comply with any provisions regarding conflict of interest in any code of conduct in place from time to time.

PROTECTION OF DIRECTORS AND OFFICERS

34. Except as otherwise provided in the Act, no director or officer for the time being of the Corporation shall be liable for: (a) the acts, receipts, neglects or defaults of any other director or officer; (b) any loss, damage or expense happening to the Corporation through the insufficiency or deficiency of title to any property acquired by the Corporation or for or on behalf of the Corporation; (c) the insufficiency or deficiency of any security in or upon which any of the moneys of or belonging to the Corporation shall be placed out or invested; (d) any loss or damage arising from the bankruptcy, insolvency or tortious act of any individual or Person, including any individual or Person with whom any moneys, securities or effects shall be lodged or deposited; (e) any loss, conversion, misapplication or misappropriation of or any damage resulting from any dealings with any moneys, securities or other assets belonging to the Corporation; or (f) any other loss, damage or misfortune whatever which may happen in the execution of the duties of the director's or officer's respective office or trust or in relation thereto unless the same shall happen by or through the director's or officer's own wilful neglect or default or failure to act honestly and in good faith with a view to the best interests of the Corporation; provided that nothing herein shall relieve any director or officer of any liability imposed by statute.

INDEMNITIES

35. Every director and officer of the Corporation, and their executors and administrators, legal representatives, and estates and effects, respectively, shall from time to time and at all times be indemnified and saved harmless out of the funds of the Corporation, from and against:

- (a) all costs, charges and expenses whatsoever that such director sustains or incurs in or about any action, suit or proceeding that is brought, commenced or prosecuted against such director for or in respect of any act, deed, matter or thing whatsoever, made, done or permitted by such director in or about the execution of the duties of their office; and
- (b) all other costs, charges and expenses such director sustains or incurs in or about or in relation to the affairs of the Corporation;

except such costs, charges and expenses as are occasioned by their own wilful neglect or default or failure to act honestly, in good faith and with a view to the best interests of the Corporation.

36. Subject to applicable law, the Corporation may purchase and maintain insurance for a director or officer of the Corporation against any liability incurred by the director or officer, in the capacity as a director or officer of the Corporation, except where the liability is occasioned by the individual's own wilful neglect or default or relates to the individual's failure to act honestly and in good faith with a view to the best interests of the Corporation.

OFFICERS OF THE CORPORATION

37. There shall be a President, Vice-President, and a Secretary and such other officers as the Board may determine from time to time. One individual may hold more than one office except the offices of President and Vice-President. The President and Vice-President shall be elected by the Board from among their number at the first meeting of the Board after the annual election of such Board, provided that in default of such election the then incumbents, being members of the Board, shall hold office until their successors are elected. The other officers of the Corporation need not be members of the Board. The Board may, by resolution, remove at its pleasure any officer of the Corporation.

DUTIES OF THE PRESIDENT AND VICE-PRESIDENT

38. The President shall, when present, preside at all meetings of the members of the Corporation and of the Board. The President with the Secretary or other officers appointed

by the Board for the purpose shall sign all By-Laws and membership certificates. During the absence or disability of the President, the President's duties shall be performed and powers exercised by the Vice-President, or such other director as the Board may from time to time appoint for the purpose.

DUTIES OF THE SECRETARY

39. The Executive Director shall be the Secretary. The Secretary shall perform such duties as may from time to time be determined by the Board.

DUTIES OF OTHER OFFICERS

40. The duties of all other officers of the Corporation shall be such as the terms of their engagement calls for or the Board requires of them.

NO DISCRIMINATION

41. The affairs of the Corporation shall be administered in such a way that there is no discrimination against any individual because of their race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability and no individual or Person acting on behalf of the Corporation shall act in a manner that is arbitrary, discriminatory or in bad faith in the representation of any employers whether or not they are members of the Corporation.

BOOKS AND RECORDS

42. The directors shall see that all necessary books and records of the Corporation required by the By-Law of the Corporation or by any applicable statute or law are regularly and properly kept.

The directors shall cause separate books of accounts of the Corporation to be kept as follows:

- (a) There shall be recorded in the general books and accounts of the Corporation, all receipts of general membership dues and other amounts payable by the general members, and disbursements of the Corporation in regard to all matters other than labour matters hereinbefore defined.
- (b) The general property of the Corporation is defined as the excess assets over the liabilities recorded in the general books of account from time to time.

MEMBERS

43. Any Person who has entered into or become bound to the Demolition Agreement shall automatically be a member of the Corporation and shall remain a member so long as such Person is a signatory to such collective agreement.
44. All members shall be entitled to receive notice of and attend the annual meeting of members but no member shall have the right to vote or receive other benefits of membership unless the conditions set out in Section 45 are met.
45. A member shall be entitled to receive notice of, attend and vote at all meetings of members, and otherwise receive benefits of membership, if and only if the member satisfies the following conditions:
- (a) The Person is actively engaged in the demolition industry in Ontario;
 - (b) The Person maintains an office within the Province of Ontario;
 - (c) If the Person is a corporation, it is incorporated under the laws of the Province of Ontario (or incorporated elsewhere in Canada and licensed to do business in Ontario) and the majority of the board of directors of such corporate Person are ordinarily resident in Canada and participate in the management and affairs of the corporation with respect to the demolition industry;
 - (d) If the Person is a partnership, each partner is ordinarily resident in Canada and actively engaged in the demolition industry;
 - (e) If the Person is a sole proprietorship, the sole proprietorship is registered in Ontario and the individual who registered the sole proprietorship is ordinarily resident in Canada;
 - (f) The Person has a minimum of five thousand (5000) Man Hours in each fiscal year of the Corporation. For the purposes of determining if a member is entitled to vote at a meeting of members, the Corporation shall consider the number of Man Hours for the member in the Corporation's last fiscal year prior to the relevant annual meeting.

In the event that a member meets the conditions set out in sections (a) to (e) above but does not meet the condition in section (f) above, the member may still receive notice of and

attend meetings of members (but not vote) and receive other benefits of membership (such as receiving the Corporation's newsletter), by paying such fees or dues as are established by the Board from time to time.

46. The Board shall have the power to terminate the rights and benefits of any members for just cause, provided that such power is not exercised in an arbitrary manner. Just cause shall include, but shall not be restricted to, the violation by any member of the responsibilities properly imposed by the Corporation or any action which is detrimental to the Corporation in carrying out of its legal objects but shall not include any alleged violation of the Demolition Agreement, which shall be dealt with by grievance.
47. Memberships shall not be transferable.
48. Members may resign by resignation in writing upon ten (10) days' prior notice given to the Board. In the case of resignation, a member shall remain liable for payment of any fee, due or levy which became payable by the member to the Corporation prior to the acceptance of such resignation and shall continue to be required to pay Industry Funds so long as the member is bound by the Demolition Agreement.
49. Upon dissolution of the Corporation, each member shall be entitled to participate equally in any distribution of capital gains realized by the Corporation and any return of capital contributions or refund of members' fees, if applicable, but, for certainty, shall not be entitled to any distribution of the income of the Corporation as determined under subsection 149(2) of the Income Tax Act (Canada), and any remaining income of the Corporations, after payment of all debts and liabilities, shall be distributed to [charitable organizations or organizations whose objects are beneficial to the community].

FEES, DUES AND LEVIES

50. As set out in section 61(b), each member shall be required to remit a certain sum for each hour earned by each employee of the member covered by a collective agreement with individual local unions (known as "The Industry Fund"). In addition, the Board may from time to time assess such levies against the members of the Corporation to pay for services, contracts, asset purchases, or for any other requirements of the Corporation that are not covered by the Industry Fund, on the terms and conditions determined by the Board, provided such levies are reasonable. The Board may also charge for benefits provided to members who do not meet threshold Man Hour requirements, provided such charges are reasonable.

MEETINGS OF MEMBERS

51. Subject to compliance with section 293 of the Act, the annual meeting of the members shall be held on such day in each year and at such time as the directors may by resolution determine at any place within or outside Ontario or, in the absence of such determination, at the place where the head office of the Corporation is located. The annual meeting shall be for the purpose of receiving reports and statements required by the Act to be placed before an annual meeting, electing directors, appointing auditors and for the transaction of such other business that may properly be brought before the meeting.
52. Other meetings of the members may be called by the Board, the President or the Vice-President at any date and time and at any place within or outside Ontario or, in the absence of such determination, at the place where the head office of the Corporation is located.
53. **Notice.** A notice in writing stating the day, hour and place of meeting and the general nature of the business to be transacted shall be given by serving such notice on each member entitled to notice of such meeting and to the auditor of the Corporation in the manner specified in Section 67 of this By-Law not less than ten (10) days before the date of the meeting.
54. **Waiver of notice.** A member or any other Person or individual entitled to attend any meeting of members may in any manner waive notice of a meeting of members and the attendance of any Member Designate, proxyholder or such other Person or individual at a meeting of members shall constitute a waiver of notice of the meeting except where the attendance is for the express purpose of objecting to the transaction of any business on the grounds that the meeting is not lawfully called. A meeting of members may be held without notice if all members entitled to vote thereat are represented in person by a Member Designate or proxyholder, or if those not present waive notice or otherwise consent to the meeting being held.
55. **Error in notice.** No error or omission in giving notice of any annual or general meeting or any adjourned meeting, whether annual or general of the members of the Corporation shall invalidate such meetings or make void any proceedings taken thereat and any member may at any time waive notice of any such meeting and may ratify, approve and confirm any or all proceedings taken or had thereat.
56. **Adjournment.** The chair of any meeting of members may, with the consent of the meeting and subject to such conditions as the meeting decides, adjourn the same from time to time to a fixed time and place and no notice of such adjournment need be given to the members.

Any business may be brought before or dealt with at any adjourned meeting which might have been brought before or dealt with at the original meeting in accordance with the notice calling the same.

57. **Permittee Attendees.** The only persons entitled to attend a meeting of the members shall be Member Designates or proxyholders of members entitled to attend such meeting, the auditors of the Corporation and others who, although not entitled to vote, are entitled or required under any provision of the Act or the Letters Patent or the By-Law to be present at the meeting. Any other person may be admitted only on the invitation of the chair of the meeting or with the consent of the meeting.
58. **Meetings by telephone.** A meeting of the members may be held by telephonic or electronic means and a Member Designate or proxyholder who, through those means, votes at the meeting or establishes a communications link to the meeting is deemed for the purposes of the Act to be present at the meeting.
59. **Quorum.** A quorum for the transaction of business at any meeting of members shall consist of not less than twenty percent (20%) of the members entitled to vote at the meeting.
60. **Voting.** No Member Designate or proxyholder shall be entitled to vote on behalf of a member at meetings of members of the Corporation unless the member is in good standing, which shall include:
- (a) There being no outstanding judgments or orders against such member from the OLRB or other relevant administrative body;
 - (b) Being in good standing from a corporate perspective;
 - (c) Not having filed for bankruptcy or similar protection.
61. **Calculation of number of votes.** Subject to the provisions, if any, contained herein, each Member Designate or proxyholder shall at all meetings of members be entitled to cast the number of vote(s) set out on the table below of behalf of the applicable member:
- (a)

- 16 -

Number of Man Hours	Number of Votes
0 to 4,999	Zero (0)
5,000 to 19,999	One (1)
20,000 to 39,999	Two (2)
40,000 to 59,999	Three (3)
60,000 to 79,999	Four (4)
80,000 to 99,999	Five (5)
100,000 to 199,999	Six (6)
200,000 to 299,999	Seven (7)
300,000 to 399,999	Eight (8)
400,000 to 499,999	Nine (9)
500,000 to 599,999	Ten (10)
Thereafter	Ten (10) plus one (1) additional vote for each additional 100,000 Man Hours

- (b) The determination of the number of Man Hours attributable to the employees of each member shall be calculated on the basis of the amounts received by the Corporation in the most recent fiscal year of the Corporation

from each member in respect of each member's obligations pursuant to the Demolition Agreement. This contribution payable to the Corporation shall be termed "The Industry Fund" and shall be in relation to each employer/member's contribution to the costs of the Corporation of negotiating and administering the Demolition Agreement.

62. At all meetings of members, every question shall be decided by a majority of votes cast by Member Designates or proxyholders on behalf of the members, unless otherwise required by the Act, Regulations, Letters Patent or By-Law.
63. Every question shall be decided in the first instance by a show of hands unless a poll is demanded by any Member Designate or proxyholder. Unless a poll is demanded, a declaration by the chair that a resolution has been carried or not carried and an entry to that effect in the minutes of the Corporation shall be admissible in evidence as prima facie proof of the number or proportion of the votes accorded in favour or against such resolution. The demand for a poll may be withdrawn, but if a poll be demanded and not withdrawn the question shall be decided by a majority of votes cast as allotted to the respective members present in person, and such poll shall be taken in such manner as the chair shall direct, and the result of such poll shall be deemed the decision of the Corporation in general meetings upon the matter in question. In case of an equality of votes at any general meeting, whether upon a show of hands or at a poll, the chair shall have a casting vote.
64. Votes at meetings of the members may be given either personally by the Member Designate or by another authorized proxyholder of the member. A proxy shall be executed by a duly authorized officer or attorney of the member. The directors may from time to time make regulations regarding the lodging of proxies at some place or places other than the place at which a meeting or adjourned meeting of members is to be held and for particulars of such proxies to be sent by any means of prepaid transmitted or recorded communication before the meeting or adjourned meeting of the Corporation or to any agent of the Corporation for the purpose of receiving such particulars and providing that proxies so lodged may be voted upon as though the proxies themselves were produced at the meeting or adjourned meeting and votes given in accordance with such regulations shall be valid and shall be counted. The chair of any meeting of members may, in the chair's discretion, accept any means of telephonic or electronic communication as to the authority of any person claiming to vote on behalf of and to represent a member notwithstanding that no proxy conferring such authority has been lodged with the Corporation, and any votes given in accordance with such telephonic or electronic communication accepted by the chair of the meeting shall be valid and shall be counted.

FINANCIAL YEAR

65. Unless otherwise ordered by the Board, the fiscal year of the Corporation shall terminate on the thirty-first day of December, in each year.

DEPOSIT OF SECURITIES FOR SAFEKEEPING

66. The securities of the Corporation shall be deposited for safekeeping with one or more bankers, trust companies or other financial institutions to be selected by the Board. Any and all securities so deposited may be withdrawn, from time to time, only upon the written order of the Corporation signed by such officer or officers, agent or agents or the Corporation, and in such manner as shall from time to time be determined by resolution of the Board and such authority may be general or confined to specific instances. The institutions which may be so selected as custodians of the Board shall be fully protected in acting in accordance with the directions of the Board and shall in no event be liable for the due application of the securities so withdrawn from deposit or the proceeds thereof.

NOTICE

67. Any notice (which term includes any communication or document) to be given (which term includes sent, delivered or served), pursuant to the Act, the Regulations, the By-Law or otherwise to a member, director, officer, auditor or member of a committee of the Board may be given by mail, courier or personal delivery, or by an electronic or similar communication facility to the individual or Person to whom it is to be given. If notice is given by mail, it shall be sent by prepaid mail to the individual's or Person's last address as shown on the Corporation's books. A notice so delivered shall be deemed to have been given when it is delivered personally or to the recorded address as aforesaid; a notice so mailed shall be deemed to have been given when deposited in a post office or public letter box; and a notice so sent by any means of electronic or similar communication shall be deemed to have been given when delivered to the appropriate electronic server or equivalent facility. The Secretary may change or cause to be changed the recorded address of any member, director, officer, auditor or member of a committee of the Board in accordance with any information believed by the Secretary to be reliable.

BORROWING

68. The Board may from time to time:
- (a) Authorize the borrowing of money by the Corporation; or

- (b) charge, mortgage, hypothecate or pledge all or any of the real or personal property of the Corporation, including book debts, rights, powers, franchises, and undertakings, to secure and securities or any money borrowed, or other debts, or any other obligation or liability of the Corporation.

From time to time the directors may authorize any director or officer of the Corporation or any other individual to make arrangements with reference to the monies borrowed or to be borrowed as aforesaid, and as to the terms and conditions of the loan thereof, and as to the securities to be given therefore, with power to vary additional securities for any monies borrowed or remaining due by the Corporation as the directors may authorize, and generally to manage, transact and settle the borrowing of money by the Corporation.

AUDITOR

- 69. Unless the Corporation qualifies for an exemption under the Act, the members shall at each annual meeting appoint an auditor to audit the accounts of the Corporation for report to the members at the next annual meeting. The auditor shall hold office until the next annual meeting, provided that the directors may fill any casual vacancy in the office of auditor. The remuneration of the auditor shall be fixed by the Board. The said auditor shall be duly licensed under the laws of Ontario and shall not be a director, officer or employee of the Corporation or a partner, employer or employee of any such person.

AMENDMENTS OF BY-LAW

- 70. The provisions of the By-Law not embodied in the Letters Patent may be repealed or amended by By-Law enacted by a majority of the directors at a meeting of the Board and confirmed by **[two-thirds (2/3)]** of the members voting at a meeting duly called for the purpose of considering the said By-Law.

EFFECTIVE DATE


- 71. All previously enacted By-Laws of the Corporation are repealed upon the enactment of this By-Law. Such repeal shall not affect the previous operation of any By-Law or affect the validity of any act done or right or privilege, obligation or liability acquired or incurred under, or the validity of any contract or agreement made pursuant to, or the validity of any Letters Patent or predecessor charter documents of the Corporation obtained pursuant to, any such By-Law prior to its repeal. All individuals and Persons acting under any By-Law so repealed shall continue to act as if appointed under the provisions of this By-Law and all resolutions of the members and of the Board with continuing effect passed under any

- 20 -

repealed By-Law shall continue good and valid except to the extent inconsistent with this By-Law and until amended or repealed.

WITNESS the corporate seal of the Corporation.

ENACTED by the Board this 7th day of September, 2018.



President



Secretary

CONFIRMED by the members on this 7th day of September, 2018.



Secretary

TAB 2

1608148



Ministry of
Consumer and
Business Services

Ministère des Services
aux consommateurs
et aux entreprises

LETTERS PATENT

This application constitutes the charter
of the corporation which is issued by
these Letters Patent dated this

LETTRES PATENTES

La présente requête forme la charte de la
compagnie constituée en personne morale
par lettres patentes datées du

JUNE 21 JUIN, 2004

Minister of Consumer
and Business Services

Le Ministre des Services
aux consommateurs et aux entreprises

[Signature]

per/par

Director(A) / Directeur(trice) intérimaire

Form 2
Corporations
Act

Formule 2
Loi sur les
personnes
morales

**APPLICATION FOR INCORPORATION OF A CORPORATION WITHOUT SHARE CAPITAL
REQUÊTE EN CONSTITUTION D'UNE PERSONNE MORALE SANS CAPITAL-ACTIONS**

1. The name of the corporation is: (Set out in BLOCK CAPITAL LETTERS)

Dénomination sociale de la société : (Écrire en LETTRES MAJUSCULES SEULEMENT)

O	N	T	A	R	I	O		A	S	S	O	C	I	A	T	I	O	N		O	F		D	E	M	O	L	I	T
I	O	N		C	O	N	T	R	A	C	T	O	R	S		I	N	C	.										

2. The address of the head office of the corporation is:

Adresse du siège social:

88 Berczy Street P.O. Box 575

(Street & Number or R.R. Number & if Multi-Office Building give Room No.)

(Rue et numéro ou numéro de la R.R. et, s'il s'agit d'un édifice à bureaux, numéro du bureau)

Aurora

Ontario

L 4 G 3 L 6

(Name of Municipality or Post Office)

(Nom de la municipalité ou du bureau de poste)

(Postal Code)

(Code postal)

3. The applicants who are to be the first directors of the corporation are:

Requérants appelés à devenir les premiers administrateurs de la personne morale :

First name, middle names and
surname

Prénom, autres Prénoms et nom de
famille

Address for service, giving Street & No. or R.R. No., Municipality,
Province, Country and Postal Code

Domicile élu, y compris la rue et le numéro, le numéro de la R.R. ou
le nom de la municipalité, la province, le pays et le code postal

Shawn Murray

**91 Bay Street
Box 4 B 6, R.R. #2
Shanty Bay, Ontario L0L 2L0**

Jose Eduardo Nunes

**15470 Jane Street
King City, Ontario
L7B 1A3**

Ryan Samuel Victor Priestly

**14924 Yonge Street
Suite 707
Aurora, Ontario L4G 1H6**

4. The objects for which the corporation is incorporated are:
Objets pour lesquels la personne morale est constituée:

The establishment of a demolition contractors' association for the purposes of:

- a) promoting and protecting the interests and conserving the rights of those engaged in the demolition business and incidental businesses;
- b) to promote uniformity in usage, custom and trade conditions;
- c) providing business information and statistics of interest to business persons in the demolition business;
- d) to promote the maintenance and improvement of the qualifications and standards of the demolition business and such other complementary purposes not inconsistent with these objects.

5. The special provisions are:
Dispositions particulières:

The corporation shall be carried on without the purpose of gain for its members, and any profits or other accretions to the corporation shall be used in promoting its objects.

La personne morale doit exercer ses activités sans rechercher de gain pécuniaire pour ses membres, et tout bénéfice ou tout accroissement de l'actif de la personne morale doit être utilisé pour promouvoir ses objets.

6. The names and address for service of the applicants:

OADC and LiUNA OPDC et al. 4.
Application for Accreditation

Nom et prénoms et domicile élu des requérants :

First name, middle names and surname

Prénom, autres Prénoms et nom de famille

Address for service, giving Street & No. or R.R. No., Municipality, Province, Country and Postal Code

Domicile élu, y compris la rue et le numéro, le numéro de la R.R. ou le nom de la municipalité, la province, le pays et le code postal

Shawn Murray

91 Bay Street
Box 4 B 6, R.R. #2
Shanty Bay, Ontario L0L 2L0

Jose Eduardo Nunes

15470 Jane Street
King City, Ontario
L7B 1A3

Ryan Samuel Victor Priestly

14924 Yonge Street
Suite 707
Aurora, Ontario L4G 1H6

This application is executed in duplicate.

La présente requête est faite en double exemplaire.

Signatures of applicants
Signature des requérants

SHAWN MURRAY

JOSE EDUARDO NUNES

RYAN SAMUEL VICTOR PRIESTLY

TAB 3

MEMORANDUM OF AGREEMENT

BETWEEN:

ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS INC.

(“OADC”)

– and –

**THE LABOURERS’ INTERNATIONAL UNION OF NORTH AMERICA, AND THE
LABOURERS’ INTERNATIONAL UNION OF NORTH AMERICA, ONTARIO
PROVINCIAL DISTRICT COUNCIL**

(“LIUNA”)

WHEREAS LIUNA and the OADC are parties to the Demolition Agreement effective May 1, 2022, to April 30, 2025 (“Collective Agreement”);

WHEREAS the parties engaged in collective bargaining on April 15, 2025;

NOW THEREFORE the parties agree, subject to ratification by their principals, that the Collective Agreement will be renewed subject to any errors and omissions, with the following amendments:

ARTICLE 1 – RECOGNITION

1. Amend Article 1.01

The Association recognizes the Council as the sole and exclusive bargaining agent for all employees coming within the jurisdiction of this Agreement as defined in Article 2 of this Agreement, save and except non-working Foreperson and persons above the rank of non- working Foreperson, office and clerical staff, engineering staff, yard employees and Security Personnel; in the Province of Ontario.

ARTICLE 2 – SCOPE

2. Amend Article 2.02

The Council undertakes and agrees that it has jurisdiction and its members will do and perform all work required to be performed by the Association in connection with the “wrecking industry” in all sectors of the construction industry, including but not limited to sandblasting, wrecking, demolition, dismantling and salvage of any buildings, on-site mobile crushing, traffic control, equipment, including robotic equipment, thing or article, bridges, houses, fences, hoarding, platforms, loading docks and/or miscellaneous structures of all types, including asbestos, and lead abatement, the erection and removal of scaffolding, canopies,

fences, hoarding, outriggers, platforms, chutes, barricades, asbestos decontamination enclosures, barriers and partitions, including all asbestos, lead, mold and any other hazardous substance including biohazards, infectious control, abatement, work tools and all associated equipment, in whole or in part, removal and handling of contaminated waste and hazardous waste including soils, verifying grades and all incidental work characteristics traditionally performed, and will do and perform all work of every nature whatsoever as required to completely and/or partially remove and transport any structures and all component, attached or included parts, materials and articles, and will do and make repairs and adjustments as required, and the Council undertakes and agrees that it will to these ends defend all its rights to do all this work in the event of any jurisdictional disputes and further agrees that, should any of this work be claimed by any other craft or Union, that this work will not cease in the event of a threatened strike or strikes called by crafts or Unions over the jurisdiction

ARTICLE 4 – UNION DUES AND CHECK-OFF

3. Amend Article 4.03

Each Employer further agrees to remit all working dues, and any other contribution or remittance set out in the Local wage schedules on behalf of its employees covered by this Collective Agreement in accordance with Article 28 and Article 29 hereof, electronically to the appropriate fund.

4. Amend Article 4.06

Each Employer bound by this Collective Agreement shall contribute twenty cents (\$0.20, industry fund) per hour for each hour earned by each employee covered by this Collective Agreement. Such contribution shall be remitted along with pension contributions through the Online Portal of the LiUNA Pension Fund of Central and Eastern Canada ("LPF") on behalf on the Ontario Association of Demolition Contractors Inc. by the fifteenth (15th) day of the month following the month in which the hours were earned.

LiUNA Pension Fund Online Portal QR Code



These amounts represent each Employer's contribution to the costs of labour relations, lobbying, negotiating and administrating this Collective Agreement.

5. Amend Article 4.07

The Employer agrees to cooperate with a local union in the event that the local union establishes an electronic filing system.

ARTICLE 6 – HIRING OF EMPLOYEES

6. Amend Article 6.02

Should the Local Union find it impossible to supply the Employer with such personnel within twenty four (24) hours, the Employer shall be free to employ workers from other sources, provided however, such workers are informed that as a condition of employment, that they apply for membership in the Union within fourteen (14) days per individual or be terminated from employment. With written consent from the Union this period may be extended. During this period, an Employee shall be subject to all provisions of this Agreement. The Employer shall only assign individuals hired pursuant to this provision to perform the work of the classification for which they were hired for the duration of job or thirty (30) days whichever is less.

The Local Union agrees that it shall arrange to provide, along with the referral slip a confirmation that the required training and certification has been obtained, including providing a QR Code, URL link or a similar document that indicates the worker is fully certified to perform their duties as requested by the Employer.

7. Article 6.04 delete “by fax”

ARTICLE 10 – RECOGNIZED HOLIDAYS AND VACATIONS

8. Amend Article 10.05

Each member shall be entitled to book off a minimum two (2) weeks holidays, without pay, per year. Employees with 5 or more years of employment with the Employer shall be entitled to book three (3) weeks holidays, without pay, per year. The timing of the holiday shall be mutually agreed upon. The employee must provide no less than two (2) weeks’ notice prior to taking their holidays and will not be unreasonably denied by the Employer.

Note: Housekeeping – to comply with Employment Standards Act

ARTICLE 12 – PAYMENT OF WAGES

9. Amend Article 12.01(b)

Any employee who fails to receive their pay and paystub on their regular pay day before the end of the shift shall give notice to their Employer or their representative. If the Employer does not make the payment of wages before

12:00 noon on the following regular work day, the Employer shall pay five (5) hours pay, at the employee's straight time hourly rate, to the employee for each working day the delinquency continues beginning the first day after the regular pay was due.

10. Amend Article 12.03

Whenever the Record of Employment (R.O.E.) vacation and statutory holiday pay credits and pay cheques are not given to employees immediately at the time of termination, they shall be sent by the Employer affected to the employee by registered mail or electronically, or couriered, mailed to their last known address within twenty-four (24) hours of the time of termination provided that if the Employer defaults, the employees shall be paid waiting time at straight time rates not to exceed nine (9) hours in any day for each regular working day they are required to wait after giving notice to the Employer giving it him four (4) hours to correct such default.

11. Amend Article 12.07

12.07 Show up (Reporting) Pay: Four (4) hours pay, together with applicable travel and mileage allowances, if any, shall be allowed by the Employer when an employee who is covered by this Agreement reports for work at the Employer's shop or job site, but work is not available due to any reason, other than inclement weather. However, no reporting pay shall be allowed when an employee has been informed not to report to work and such information has been given to them before quitting time on the previous day.

12. Amend Article 12.10

ROOM & BOARD ALLOWANCE – When employees are required to stay overnight at a remote job location, they shall be provided with clean, adequate, and maintained lodging and shall be paid a meal allowance of eighty dollars (\$80.00) per day for all Locals Three shall be a maximum of two (2) people per room.

Employers will endeavor to provide lodging that contains basic amenities such as wi-fi, microwave and mini-fridge. In the event the remote job location is greater than 180km away from the employee's Local Union Point of Origin, they shall be provided with the applicable travel and a room the night before the commencement of work."

ARTICLE 13 – USE OF PERSONAL VEHICLES

13. Amend Article 13.01(a)

The employee will be paid the greater of a mileage expense of sixty-five cents (\$0.65) per kilometer to and from the project OR eleven (\$11.00) per day Travel Allowance. No repercussion shall be given to an employee not complying with such request. All other employees travelling to projects as passengers within ZONE II will be paid eleven dollars (\$11.00) per day for daily Travel Allowance.

14. Amend Article 13.01(b)

The employee will be paid a mileage expense of sixty-five cents (\$0.65) per kilometer for the personal use of their vehicle and also will be paid the fifteen dollars (\$15.00) per hour to and from the jobsite for Travel Allowance. All other employees travelling to projects as a passenger within Zone III will be paid fifteen dollars (\$15.00) per hour for daily Travel Allowance to and from the projects. No repercussions shall be given to an employee not complying with the request by an Employer to use their personal vehicle.

ARTICLE 14 – OUT OF TOWN TRAVEL

15. Add new 14.01(f)

For the purposes of air travel, any time spent travelling to and from the airport and time spent while at the airport shall be paid as per Zone III format.

ARTICLE 15 – ALL TRAVEL ZONES

16. Amend 15.01

If the Employer directs an employee to move from one jobsite to another jobsite during the work shift, and they have to use their own vehicle, a mileage expense will be paid to employees at the rate of sixty-five cents (\$0.65) per kilometer for travelling from job to job during work hours plus the employees' regular or premium hourly rate for all time spent travelling. For employees not using their own vehicle, they shall receive their regular or premium hourly rate for all time spent travelling.

ARTICLE 25 – RECOGNITION

17. Amend Article 25.02(a)

Each Employer agrees to recognize the right of the Union to select or otherwise appoint up to a maximum of two (2) stewards per company to assist employees in presenting any complaints or grievances they may have to a representative of management. The Union shall be required to notify the Employer of names of stewards before they will be recognized.

The steward shall be allowed a reasonable amount of time to deal with Union business on the project. The stewards, provided they are capable of performing the regular work, shall be the last worker(s) retained by the Employer.

ARTICLE 28 – WELFARE, PENSION & TRI-FUND

18. Amend Article 28.14

REGISTERED EDUCATION SAVING PLAN/SCHOLARSHIP FUND

A Local Union may add a deduction for a registered education saving plan or scholarship fund during the term, with ninety days written notice to the Employer Association. Once notified, each employer shall remit such monies shall be entered on a form as designated by the Trustees from time to time and remitted directly to the said Fund by the fifteenth (15th) day of the month following the month for which contributions are made.

ARTICLE 35 – DURATION

19. Amend Article 35

This Agreement shall become effective on the 1st day of May, 2025, and shall continue to remain in effect until the 30th day of April, 2028. Either party shall furnish the other with notice of termination, or proposed revision of this Agreement within a period of no more than one hundred and twenty days (120) and not less than thirty days (30) before its expiry.

LETTER OF UNDERSTANDING DEMOLITION WORKER CERTIFICATION PROGRAM

20. Delete entire Letter of Understanding

ADDRESSES AND GEOGRAPHIC JURISDICTIONS

21. Labourers' International Union of North America, Local 625

Delete fax number

WELFARE, TRAINING, VACATION AND HOLIDAY PAY & OTHER CONTRIBUTIONS

22. Local 625

Delete fax number

23. Amend Local 1059

LIUNA Local 1059 Benefit Trust Fund WA Health

149 Main Street East,
Hamilton, Ontario L8N1G4
Phone: (289) 768-3621
Fax: (289) 768-3620

ASBESTOS ABATEMENT REMEDIATION/CONTAINMENT SOILS AND INTERIOR DEMOLITION, HAZMAT APPENDIX

ARTICLE 1 – APPLICABILITY

24. Amend 1.01

This appendix shall apply to: Work consisting of asbestos abatement, mold abatement, lead abatement, remediation, or contaminated soils when:

- such work is a significant component of a demolition project and/or is Type 3 removal and/or removal of contaminated soils.
- such work is priced and/or tendered separately from demolitions work.

25. Amend 1.03 Note:

It is agreed that this Article 1.03 shall be placed in this Appendix and only applied to Asbestos Abatement and Interior Demolition.

ARTICLE 7 – REFRESHMENT AND LUNCH BREAK

26. Amend 7.01(a)

To work through refreshment breaks and take a one (1) hour lunch mid-way through their shift.

LOCAL UNION SCHEDULE FOR LOCAL 183 - East

ARTICLE 1 – TRAVEL ALLOWANCE AND MILEAGE EXPENSE

27. Amend Local 183 – East, Article 1.01

Except where the Employer provides transportation, travelling expenses shall be paid to all employees covered by this Schedule who are required to report for work outside of the free zones provided for in 1.02, 1.03, and 1.04, at the rate of sixty-five cents (\$0.65) per kilometer from the edge of the free zone to the job site and return.

LOCAL UNION SCHEDULE FOR LOCAL 183 - KINGSTON

ARTICLE 1 – TRAVEL ALLOWANCE AND MILEAGE EXPENSE

28. Amend Local 183 – Kingston, Article 1.01:

Except where the Employer provides transportation, travelling expenses shall be paid to all employees covered by this Schedule who are required to report for work outside of the free zones provided for in 1.02, and 1.03, and 1.04, at the rate of sixty-five cents (\$0.65) per kilometer from the edge of the free zone to the job site and return.

LOCAL UNION SCHEDULE FOR 506

ARTICLE 1 – TRAVEL ALLOWANCE AND MILEAGE EXPENSE

29. Amend CONDITIONS RE: ZONES II AND III

The Employer agrees to arrange for employees to be picked up at a mutually agreed upon reasonable location when travelling to and from projects.

LOCAL UNION SCHEDULE FOR 527

ARTICLE 1 – TRAVEL ALLOWANCE AND MILEAGE EXPENSE

30. Amend Zone 1, 2, and 3

Replace “City Hall” with “Parliament Hill”

LOCAL UNION SCHEDULE FOR 625

ARTICLE 1 – TRAVEL AND MILEAGE ALLOWANCE

31. Amend Zone 1, 2 and 3

ZONE I – From Union Office to a thirty (30) km radius

- Zone 1 (free Zone No Mileage or Allowance)
- All employees who are required to report to a project within a thirty (30) km radius from the Union Office shall be considered to work in Zone 1.

ZONE II – From edge of a thirty (30) km free zone up to seventy (70) km from the Union Office.

ZONE III – Outside of seventy (70) km from the Union Office.

CONDITIONS RE: ZONES II AND III

The Employer agrees to arrange for employees to be picked up at convenient location when travelling to and from projects.

LOCAL UNION SCHEDULE FOR 1059

ARTICLE 1 – TRAVEL ALLOWANCE AND MILEAGE EXPENSE

32. Amend Project Free Travel Zone

Projects located beyond **ZONE III** shall have a thirty (30) kilometer Project Free Travel Zone. Employees who reside within this zone shall provide for themselves at no cost to the employer, all necessary transportation to the project.

Employees residing outside of the project free travel zone shall receive sixty-five cents (\$0.65) per kilometer and fifteen dollars \$15.00 per hour to the project free travel zone described above, from their residence to the Project Free Travel Zone and return home. Employees who are required to stay overnight due to inclement weather shall be provided with room and board in accordance with article 12.10.

ADD NEW ARTICLE 2 – LOCAL 1059 APPRENTICESHIP PROGRAM

33. The Demolition Worker Certification Program Apprenticeship including amendments agreed to by the Local Apprenticeship Committee shall be incorporated in its entirety into and form part of this Agreement, as if an original part thereto.

ADD NEW ARTICLE 3 – HIRING

34. **Name Hire:** In recognition of the Employer's need for competent and capable employees, the Employer shall have the right to name request any Local Union member in good standing who has been a member for at least a period of thirty (30) days and is on the hiring hall list. Such persons must obtain a referral slip from the Union prior to commencing work.

RENAME ARTICLE 2 WAGE SCHEDULES

35. ARTICLE 4 – WAGE SCHEDULES

WAGES

HEAVY EQUIPMENT OPERATOR

36. Across the board increase to all heavy equipment operator classifications total wage packages:

May 1, 2025: \$1.50

May 1, 2026: \$2.00

May 1, 2027: \$2.55

ALL OTHER CLASSIFICATIONS

37. Across the board increase to all other classifications total wage packages:

May 1, 2025: \$1.25

May 1, 2026: \$1.50

May 1, 2027: \$1.75

Dated this 15th day of April 2025

On Behalf of:

Paul Hickey

LIUNA

On Behalf of:

[Signature]

OADC

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

DEMOLITION AGREEMENT (REVISED)



BETWEEN

**ONTARIO ASSOCIATION OF
DEMOLITION CONTRACTORS INC.**

(hereinafter referred to as the “Association”)
OF THE FIRST PART

- AND -

**THE LABOURERS’ INTERNATIONAL UNION
OF NORTH AMERICA, AND THE LABOURERS’
INTERNATIONAL UNION OF NORTH AMERICA,
ONTARIO PROVINCIAL DISTRICT COUNCIL,**

on behalf of its affiliated Local Unions, 183, 493, 506, 527,
607, 625, 837, 1036, 1059, and 1089
(hereinafter referred to as the “Council”)
OF THE SECOND PART



EFFECTIVE MAY 1, 2022 TO APRIL 30, 2025

DEMOLITION AGREEMENT

(Revised)

TABLE OF CONTENTS

DEMOLITION AGREEMENT	9
ARTICLE 1 - RECOGNITION	9
ARTICLE 2 - SCOPE	10
ARTICLE 3 - MANAGEMENT RIGHTS	11
ARTICLE 4 - UNION DUES AND CHECK-OFF.....	12
ARTICLE 5 - UNION SECURITY	13
ARTICLE 6 - HIRING OF EMPLOYEES	14
ARTICLE 7 - NO STRIKE OR LOCKOUT	16
ARTICLE 8 - WAGE RATES AND OTHER CONDITIONS	16
ARTICLE 9 - JURISDICTIONAL DISPUTES	17
ARTICLE 10 - RECOGNIZED HOLIDAYS AND VACATIONS	17
ARTICLE 11 - HOURS OF WORK	18
ARTICLE 12 - PAYMENT OF WAGES	20
ARTICLE 13 - USE OF PERSONAL VEHICLES	23
ARTICLE 14 - OUT OF TOWN TRAVEL	24
ARTICLE 15 - ALL TRAVEL ZONES	25
ARTICLE 16 - TRAVEL HOURS & PAY	25
ARTICLE 17 - GOVERNMENT LEGISLATION AND CONFLICTS	26
ARTICLE 18 - REFRESHMENT AND LUNCH BREAK	26
ARTICLE 19 - PRE-JOB CONFERENCE	26
ARTICLE 20 - MOBILITY OF KEY PERSONS	27
ARTICLE 21 - COMPLAINTS AND GRIEVANCES	28
ARTICLE 22 - ARBITRATION	29
ARTICLE 23 - MANAGEMENT GRIEVANCES AND UNION GRIEVANCES	30
ARTICLE 24 - PROTECTIVE CLOTHING	31
ARTICLE 25 - UNION REPRESENTATION	32
ARTICLE 26 - SAFETY, SANITATION AND SHELTER	34
ARTICLE 27 - REINSTATEMENT OF EMPLOYEES UPON RETURN FROM INDUSTRIAL ACCIDENT	35

ARTICLE 28 - WELFARE, PENSION & TRI-FUND	36
ARTICLE 29 - LABOURERS' UNION ADMINISTRATION FUND	
DEDUCTIONS AND CONTRIBUTIONS	40
ARTICLE 30 - SUB-CONTRACTING	41
ARTICLE 31 - CO-OPERATION	41
ARTICLE 32 - LOCAL APPENDIX EXEMPTIONS OR	
AMENDMENTS	41
ARTICLE 33 - EMPLOYMENT EQUITY	42
ARTICLE 34 - APPRENTICESHIP TRAINING	43
ARTICLE 35 - DURATION	44
LETTER OF UNDERSTANDING – SANDBLASTING	45
LETTER OF UNDERSTANDING – DEMOLITION WORKER	
CERTIFICATION PROGRAM	47
ADDRESSES AND GEOGRAPHIC JURISDICTIONS	49
TRUST FUND CONTRIBUTION INFORMATION	55
WELFARE, TRAINING, VACATION AND HOLIDAY PAY	
& OTHER CONTRIBUTIONS	56
 ASBESTOS ABATEMENT REMEDIATION/CONTAMINATED	
SOILS AND INTERIOR DEMOLITION APPENDIX	58
ARTICLE 1 - APPLICABILITY	58
ARTICLE 2 - HOURS OF WORK	59
ARTICLE 3 - WORKERS CATEGORIES	59
ARTICLE 4 - SUPPLY OF LABOUR	61
ARTICLE 5 - RATES OF PAY AND BENEFITS	61
ARTICLE 6 - SHOWER	61
ARTICLE 7 - REFRESHMENT AND LUNCH BREAK	62
 LOCAL UNION SCHEDULE FOR 183	63
ARTICLE 1 - TRAVEL ALLOWANCE AND MILEAGE EXPENSE ...	63
ARTICLE 2 - WAGE SCHEDULES	65

LOCAL UNION SCHEDULE FOR 183 – KINGSTON	69
ARTICLE 1 - TRAVEL ALLOWANCE AND MILEAGE EXPENSE ...	69
ARTICLE 2 - WAGE SCHEDULES	70
 LOCAL UNION SCHEDULE FOR 493	 73
ARTICLE 1 - TRAVEL ALLOWANCE AND MILEAGE EXPENSE ...	73
ARTICLE 2 - WAGE SCHEDULES	74
 LOCAL UNION SCHEDULE FOR 506	 77
ARTICLE 1 - TRAVEL ALLOWANCE AND MILEAGE EXPENSE ...	77
ARTICLE 2 - RATIO OF WORKERS	77
ARTICLE 3 - TRAVELLING IN A COMPANY VEHICLE	78
ARTICLE 4 - SHIFT WORK LOCAL 506 CLARIFICATION	78
ARTICLE 4 - WAGE SCHEDULES	80
 LETTER OF UNDERSTANDING – TRAVEL TIME	 84
 LOCAL UNION SCHEDULE FOR 527	 86
ARTICLE 1 - TRAVEL ALLOWANCE AND MILEAGE EXPENSE ...	86
ARTICLE 2 - BEREAVEMENT LEAVE	86
ARTICLE 3 - WAGE SCHEDULES	87
 LOCAL UNION SCHEDULE FOR 607	 92
ARTICLE 1 - TRAVEL ALLOWANCE AND MILEAGE EXPENSE ...	92
ARTICLE 2 - RATIO OF WORKERS	92
ARTICLE 3 - APPRENTICESHIP RATES	93
ARTICLE 4 - WAGE SCHEDULES	94
 LOCAL UNION SCHEDULE FOR 625	 97
ARTICLE 1 - TRAVEL ALLOWANCE AND MILEAGE EXPENSE ...	97
ARTICLE 2 - WAGE SCHEDULES	98

LOCAL UNION SCHEDULE FOR 837.....	101
ARTICLE 1 - TRAVEL ALLOWANCE AND MILEAGE EXPENSE ...	101
ARTICLE 2 - RATIO OF WORKERS	101
ARTICLE 3 - WAGE SCHEDULES	102
 LOCAL UNION SCHEDULE FOR 1036	 107
ARTICLE 1 - TRAVEL ALLOWANCE AND MILEAGE EXPENSE ...	107
ARTICLE 2 - EXEMPTIONS OR AMENDMENTS	107
ARTICLE 3 - WAGE SCHEDULES	108
 LOCAL UNION SCHEDULE FOR 1059	 111
ARTICLE 1 - TRAVEL ALLOWANCE AND MILEAGE EXPENSE ...	111
ARTICLE 2 - WAGE SCHEDULES	112
 LOCAL UNION SCHEDULE FOR 1089	 115
ARTICLE 1 - TRAVEL ALLOWANCE AND MILEAGE EXPENSE ...	115
ARTICLE 2 - WAGE SCHEDULES	116
ARTICLE 3 - INDUSTRIAL INPLANT PROJECTS	120
ARTICLE 4 - FOREPERSON'S DUTIES	120
 LABOURERS' EQUITY AND DIVERSITY (LEADf)	
CHARTER OF INCLUSION AND DIVERSITY	121

DEMOLITION AGREEMENT (REVISED)

THIS AGREEMENT shall become effective the **1st day of May, 2022.**

B E T W E E N:

**ONTARIO ASSOCIATION OF DEMOLITION
CONTRACTORS INC.**

(hereinafter referred to as the “Association”)

OF THE FIRST PART

- and -

**THE LABOURERS’ INTERNATIONAL UNION
OF NORTH AMERICA AND THE LABOURERS’
INTERNATIONAL UNION OF NORTH AMERICA,
ONTARIO PROVINCIAL DISTRICT COUNCIL,**

**on behalf of its affiliated Local Unions, 183, 493, 506,
527, 607, 625, 837, 1036, 1059, and 1089**

(hereinafter referred to as the “Council”)

OF THE SECOND PART

WHEREAS the Council and the Association are desirous of establishing a form of standard Province-Wide Collective Agreement with respect to certain employees of the Employers engaged in all phases of demolition wrecking, abatement and environmental services as defined in Articles 1 and 2 of this Collective Agreement and within the geographical area defined herein so as to provide uniform interpretation, application and administration of the relationship established;

IT IS EXPRESSLY AGREED AND DECLARED by and between the parties hereto as follows:

ARTICLE 1 – RECOGNITION

1.01 The Association recognizes the Council as the sole and exclusive bargaining agent for all employees coming within the jurisdiction of this Agreement as defined in Article 2 of this Agreement, save and except non-working Foreperson and persons above the rank of non-working Foreperson, office and clerical staff, engineering staff, yard employees and Watchpersons; in the Province of Ontario.

- 1.02 The Council recognizes the Association as the bargaining agent for all Employers whose employees are represented by the Union, engaged in construction work as specified by Article 2 of this Agreement, within the Province of Ontario.
- 1.03 The Association recognizes the Council and its affiliated Local Unions to be the administrative party of this Collective Agreement, including the right to file grievances under Section 133 of the Ontario Labour Relations Act (c.232 as amended) for work performed within the geographical area and/or jurisdiction of the Local Unions.
- 1.04 The geographical area of this Agreement shall be the Province of Ontario.
- 1.05 The term “Union” as set out in this Agreement shall include, where the context requires, the Local Unions set out in Addresses and Geographic Jurisdictions hereto and in such cases, the Local Union shall be deemed to represent the Council.

ARTICLE 2 – SCOPE

- 2.01 It is agreed that the following types of work fall within the jurisdiction of this Collective Agreement.
- 2.02 The Council undertakes and agrees that it has jurisdiction and its members will do and perform all work required to be performed by the Association in connection with the “wrecking industry” in all sectors of the construction industry, including but not limited to sandblasting, wrecking, demolition, dismantling and salvage of any buildings, on-site mobile crushing, traffic control, equipment, thing or article, bridges, houses, fences, hoarding, platforms, loading docks and/or miscellaneous structures of all types, including asbestos, and lead abatement, the erection and removal of scaffolding, canopies, fences, hoarding, outriggers, platforms, chutes, barricades, asbestos decontamination enclosures, barriers and partitions, including all asbestos, lead, mold and any other hazardous substance including biohazards, infectious control, abatement, work tools and associated equipment, in whole or in part, removal and handling of contaminated waste and hazardous waste including soils, verifying grades and all incidental work characteristics traditionally performed, and will do and perform all work of every nature whatsoever as required to

completely and/or partially remove and transport any structures and all component, attached or included parts, materials and articles, and will do and make repairs and adjustments as required, and the Council undertakes and agrees that it will to these ends defend all its rights to do all this work in the event of any jurisdictional disputes and further agrees that, should any of this work be claimed by any other craft or Union, that this work will not cease in the event of a threatened strike or strikes called by crafts or Unions over the jurisdiction contained herein whether or not employed thereon.

- 2.03 It is expressly understood and agreed that all work in connection with renovations is not covered by this Agreement. It is also expressly understood and agreed that the term “renovation” as used herein, means reconstruction, building and new construction work commencing after demolition, wrecking or salvage, but does not include any work defined in Article 2.02 above.
- 2.04 It is expressly understood and agreed that the terms and conditions of this Agreement, save and except as provided in the Appendices, shall apply.

ARTICLE 3 - MANAGEMENT RIGHTS

- 3.01 The Union agrees that it is the exclusive function of each Employer covered by this Agreement:
- (a) to conduct its business in all respects in accordance with its commitments and responsibilities, including the right to manage the jobs, locate, extend, curtail or cease operations, to determine the number of workers required at any or all operations, to determine the kinds and locations of machines, tools and equipment to be used and the schedules of production, to judge the qualifications of the employees and to maintain order, discipline and efficiency;
 - (b) to hire, discharge, classify, transfer, promote, demote, lay-off, suspend or otherwise discipline employees, provided that a claim by an employee that they have been discharged, suspended, disciplined or disciplinarily demoted without just cause shall be subject to the provisions of the grievance procedure;

- (c) to make, alter from time to time, and enforce reasonable rules of conduct and procedure to be observed by the employees;
- (d) it is agreed that these functions shall not be exercised in a manner inconsistent with the express provisions of this Agreement.

ARTICLE 4 - UNION DUES AND CHECK-OFF

- 4.01 As a condition of employment, each Employer will deduct from the first (1st) pay of each employee, regular monthly Union Dues each calendar month. Each Employer will also deduct the Union initiation fee (where such fee is applicable), providing employees authorize such deduction. It is recognized that in deducting the said initiation fee, if permission is granted by the Local Union, employees may have this amount deducted in two (2) successive steps, and if so, the Employer may deduct the initiation fee in this manner, upon notification from the Union.
- 4.02 By the fifteenth (15th) day of the month following the month for which deductions were made for local union dues and/or initiation fees, the Employer will forward the amount deducted to a designated officer of the appropriate Local Union in whose jurisdiction the work is being performed, together with a list of the employees from whom deductions were made, together with their social insurance numbers.
- 4.03 Each Employer further agrees to remit all working dues and any other contribution or remittance set out in the Local wage schedules on behalf of its employees covered by this Collective Agreement in accordance with Article 28 and Article 29 hereof, by mail or electronically to the appropriate fund.
- 4.04 The Employer agrees to remit pension contributions to the LiUNA Pension Fund of Central and Eastern Canada on a form prescribed by the Trustees, or such alternate form which is acceptable to the Trustees.
- 4.05 Notwithstanding any other provisions of this Agreement, Appendix or Local Union Schedule, the Employer shall pay the sum of five cents (\$0.05) for each hour worked to the Labourers' International Union of North America, Canadian Tri-Fund and remit same to the LiUNA Pension Fund of Central and Eastern Canada on the fifteenth (15th)

day of the calendar month following the month in which these hours were worked.

4.06 Each Employer bound by this Collective Agreement shall contribute twenty cents (\$0.20, industry fund) per hour for each hour earned by each employee covered by this Collective Agreement. Such contribution shall be remitted along with pension contributions to the LiUNA Pension Fund of Central and Eastern Canada (“LPF”) on behalf on the Ontario Association of Demolition Contractors Inc. by the fifteenth (15th) day of the month following the month in which the hours were earned, together with a supporting statement of one standard benefits reporting form showing all applicable deductions and/or contributions. This contribution report must also be remitted via email or mail to the Ontario Association of Demolition Contractors, info@oadc.ca or 70 Leek Crescent, Richmond Hill, ON L4B 1H1, by the fifteenth (15th) day of the month following the month in which the hours were earned. These amounts represent each Employer’s contribution to the costs of labour relations, lobbying, negotiating and administrating this Collective Agreement.

i) The Association agrees to hold harmless and indemnify the Local Union, the LPF and the “Council” against any liability incurred under Article 4.06 above.

4.07 The Employer agrees to cooperate with a local union in the event that the local union establishes an electronic filing system. The Employer reserves the right to remain on the existing system.

4.08 The Council and its affiliated Local Unions agree to advise the Association in writing of the name of the company, address, phone number and contact person within ten (10) working days when a new Employer becomes bound to this Collective Agreement.

ARTICLE 5 - UNION SECURITY

5.01 Each Employer agrees to employ only members in good standing of the Local Union as provided for and specified in Article 1.03 for work covered by this Agreement, subject to the provisions of Article 6.01.

5.02 As a condition of continuing employment, all employees shall maintain in good standing their membership in the Local Union.

- 5.03 Each Employer acknowledges and agrees that the work covered by this Agreement is within the exclusive jurisdiction of the Council and its affiliated bargaining agents, notwithstanding the claims of any other Trade Union.
- 5.04 Each Employer agrees that notwithstanding the claims of any other Trade Unions, it shall assign exclusively to members of the Union and its affiliated bargaining agents all of the work covered by this Agreement.
- 5.05 Each Employer shall provide to the Council and the applicable Local Union a list of employees showing such employees' classifications when requested, to a maximum of two (2) times per year.

ARTICLE 6 - HIRING OF EMPLOYEES

- 6.01 Each Employer agrees to call the Local Union office for their needed supply of qualified workers within the geographical area defined in Article 1.04.
- 6.02 Should the Local Union find it impossible to supply the Employer with such personnel within thirty-six (36) hours, the Employer shall be free to employ workers from other sources, provided however, such workers are informed that as a condition of employment, that they apply for membership in the Union within fourteen (14) days per individual or be terminated from employment. With written consent from the Union this period may be extended. During this period, an Employee shall be subject to all provisions of this Agreement. The Employer shall only assign individuals hired pursuant to this provision to perform the work of the classification for which they were hired for the duration of job or thirty (30) days whichever is less.

All Employees hired on all projects must produce a work referral slip issued by the Local Union and give it to their Employer. If the Local Union is not able to give the member the work referral slip, the Local Union shall then fax and/or email the referral slip(s) to the Employer's head office.

All referral slips will include the following information of the Worker:

Local Union Name, Date Issued, Name, Address, Phone, Date of

Birth, Placement in: Wage Rate Classification, Employer's Name, Address to report to, and Start Date.

The Local Union agrees that during the life of this agreement it shall arrange to provide, along with the referral slip a confirmation that the required training and certification has been obtained, including providing a QR Code, URL link or a similar document that indicates the worker is fully certified to perform their duties as requested by the Employer.

For clarity, the union is not liable for any training documents it did not provide.

Should the Employer employ workers from other sources, the Employer shall immediately notify the Local Union in which the work is being performed. Included in notification shall be the name(s) of the individual(s) being hired, their date of hire and the location of the project to be worked on. Furthermore, if the Employer employs abatement workers from other sources the Employer shall also supply the Union with proof of applicable certification.

- 6.03 Employees permitted to work in an area with a lower wage package will maintain their home wage package. If the home total wage package is lower, the differential will be added to the employee's basic wage rate.
- 6.04 Where an Employer wishes to hire additional labourer(s) the Employer shall contact the applicable Local Union to request the referral of such labourer. At the time of placing the request the Employer shall be entitled to name hire the labourer(s) requested subject to the following conditions:
- a) The labourer(s) requested is a member(s) in good standing of the Local Union.
 - b) The member is unemployed as a result of voluntary termination and has been registered on the out-of-work list.
 - c) The labourer has been employed by the Employer within the past 6 months.

The Employer shall have the right to recall those members in good standing who are out of work that were employed by the Employer

within the Local's jurisdiction during the last six (6) months. All employees shall present to the Employer a referral slip, either in person, by fax or by email, from the Union, prior to their commencing employment.

6.05 For any additional employees, the Employer shall be entitled to name hire one-half (1/2) of the labourers(s) requested subject to the following conditions:

- a) The labourer(s) requested is a member(s) in good standing of the Local Union.
- b) The member is unemployed as a result of voluntary termination and has been registered on the out-of-work list for two (2) weeks or more.
- c) Where the Employer requests an odd number of labourer(s), the odd numbered labourer(s) may be named by the Employer only with the consent of the Local Union. Such consent will not be unreasonably denied.

For the purposes of clarity and by way of example if the Employer requests one (1) labourer the Employer may name the labourer subject to the consent of the Local Unions as noted above. If the Employer requests three (3) labourers, the first shall be named and referred by the Local Union, the second shall be named by the Employer and the third shall be named by the Employer; again subject to the consent of the Local Union as noted above.

ARTICLE 7 - NO STRIKE OR LOCKOUT

7.01 During the term of this Agreement, each Employer agrees that it will not cause or direct any lockout of its employees and the Union agrees that there will be no slowdown, strike or other stoppage of or interference with work.

ARTICLE 8 - WAGE RATES AND OTHER CONDITIONS

8.01 Wages and working conditions, which includes the Asbestos Abatement Remediation/Contaminated Soils and Interior Demolition Appendix, shall be as per Local Union Schedules forming part of this Agreement.

ARTICLE 9 - JURISDICTIONAL DISPUTES

9.01 When a work claim dispute arises between the Local Union and/or Council which is a party to this Agreement, and any other Union, person or organization which cannot be settled to the satisfaction of all parties concerned, such dispute shall only be processed as a Complaint under Section 99 of the Ontario Labour Relations Act. In the meantime, work will continue as assigned to the Labourers by the Employer unless otherwise directed by the Ontario Labour Relations Board (“OLRB”).

ARTICLE 10 - RECOGNIZED HOLIDAYS AND VACATIONS

10.01 (a) All work performed on Saturday after eight (8) hours or on Sundays or on the following recognized holidays or any other new statutory holiday proclaimed by Federal or Provincial Governments shall be paid at double (2x) the employee’s regular hourly rate of wages:

New Year’s Day	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Christmas Day
Boxing Day	Canada Day
Civic Holiday	Family Day
National Day for Truth and Reconciliation	

Remembrance Day shall not be a recognized holiday until such time as it is included as a holiday in the Labourers’ Provincial ICI Collective Agreement.

(b) The Employer agrees to hold Safety talks (tool box talks) on April 28th (Day of Mourning) of each year at 11:00 a.m. where a moment of silence will be observed to remember those who have been injured, or suffered from occupational disease or who died on the job. The Union will give notification to the Employer prior to the Day of Mourning.

10.02 If any of the above holidays fall on a Saturday or Sunday, such holidays shall be observed on the day or days immediately preceding or following the weekend. If such holiday falls on a Tuesday, Wednesday, or Thursday, then the Employer may with the consent

of the Local Union reschedule the holiday to a Monday or Friday such change shall be implemented company wide. In such cases employees shall be given one (1) week notice of the change. Vacation pay shall include an amount in lieu of payment for holidays.

- 10.03 Accrued vacation and holiday pay shall be recorded on pay stubs and shall be paid to each employee covered by this Agreement weekly, except in Local 183 and 527, where it is to be paid as per their Local Union Schedule.
- 10.04 The Employer agrees to pay ten percent (10%) of gross wages earned to cover vacation and recognized holiday pay on the following basis: four percent (4%) of gross wages earned, covers recognized holidays listed in Article 10 of this Collective Agreement and six percent (6%) covers vacation pay.
- 10.05 Each member shall be entitled to book off two (2) weeks holidays, without pay, per year. The timing of the holiday shall be mutually agreed upon. The employee must provide no less than two (2) weeks' notice prior to taking their holidays and will not be unreasonably denied by the Employer.

ARTICLE 11 - HOURS OF WORK

- 11.01 (a) The regular workweek shall consist of forty-four (44) hours per week or nine (9) hours per day.
- (b) Regular Day Shift: The regular day shift will be worked between the hours of 6:00 a.m. and 6:00 p.m., Monday to Friday inclusive.
- (c) The Employer shall have the right, after providing notice to the Union, to vary the regular working hours to provide for eleven (11) hours per day for four (4) consecutive days per week between Monday and Friday paid at the regular hourly rate. If the Employer elects to work a four (4) day week at eleven (11) hours a day, it shall maintain that schedule for the duration of the project and can only be altered with the consent of the applicable Local Union.

For all work in Local 506's jurisdiction under this clause, all references to eleven (11) hours shall be amended to ten and one-half (10 1/2) hours.

SHIFT WORK

FOR LOCAL 506 SHIFT WORK RATE, SEE LOCAL 506 APPENDIX

- 11.02 (a) All shift work including all work performed between the hours of 4:00 p.m. to 6:00 a.m., Monday to Saturday inclusive, shall be paid at a premium of four dollars and fifty cents (\$4.50) per hour over and above the regular day shift rate for all hours worked.
- (b) All shift work including all work performed between the hours of 9:00 p.m. to 6:00 a.m., Sunday to Friday inclusive, shall be paid at a premium of four dollars and fifty cents (\$4.50) per hour over and above the regular day shift rate for all hours worked.
- (c) All shift work shall consist of nine (9) hours per day, forty-four (44) hours per week. Work performed in excess of nine (9) hours per day or forty-four (44) hours per week shall be paid at the rate of time and one-half ($1 \frac{1}{2} \times$) the employee's basic hourly rate for the first three (3) hours of overtime work and at double (2x) the employee's basic hourly rate thereafter.
- (d) Work performed on Saturdays will be paid at one and one-half times ($1 \frac{1}{2} \times$) the employee's regular hourly rate for the first eight (8) hours. Any work performed after eight (8) hours, including any work performed on Sunday shall be paid at double time (2x) the employee's regular hourly rate. Work performed on Statutory Holidays shall be paid at double (2x) the regular day shift rate.
- (e) When an employee(s) is required to change shifts, the Employer agrees to notify the employee(s) of such change thirty-six (36) hours in advance.

OVERTIME

- 11.03 (a) All work performed by employees under this Agreement in excess of the regular workday shall be deemed as overtime work. The rate of wages shall be time and one-half ($1 \frac{1}{2} \times$) the regular day shift rate for the first two (2) hours of overtime work and double time (2x) the regular day shift rate thereafter.
- (b) Saturdays shall be paid at time and one half ($1 \frac{1}{2} \times$) for the

first eight (8) hours and double time (2x) the employee's regular hourly rate for any hours worked thereafter.

- (c) Double (2x) the regular day shift rate for all work performed on Sundays and statutory holidays.
- (d) In addition to the application of Article 11.03(a), if the Employer adopts a four (4) day week at eleven (11) hours, then all hours worked on the fifth and sixth day following the fourth consecutive eleven (11) hour shift shall be paid at time and one-half (1 1/2x) the regular hourly rate for the first eight (8) hours and double time (2x) the regular hourly rate thereafter.

All hours worked on the seventh day following the fourth consecutive eleven (11) hour shift shall be paid at double time (2x) the regular hourly rate.

ARTICLE 12 - PAYMENT OF WAGES

- 12.01 (a) All wages shall be paid weekly by direct deposit or cheque no later than 6:00 p.m. on Thursday of the following week, or on the job at the option of the Employer and shall be accompanied by a slip outlining all hours of work, the hourly rate, overtime hours, deductions for income tax, employment insurance, pension and union dues, where applicable. It is further agreed that an employee's pay slip will show the number of hours worked in each week. Payment for correction of errors in wage payment exceeding one hundred dollars (\$100.00) shall be made by separate cheque.
- (b) Any employee who fails to receive their pay on their regular pay day before the end of the shift shall give notice to their Employer or their representative. If the Employer does not make the payment of wages before 12:00 noon on the following regular work day, the Employer shall pay five (5) hours pay, at the employee's straight time hourly rate, to the employee for each working day the delinquency continues beginning the first day after the regular pay was due.
 - (c) In the event that the Employee's pay is not received due to insufficient funds, the Employer shall issue a certified cheque or cash within 24 hours.

- (d) Due to the nature of most electronic or computerized payroll systems, it is understood that unforeseen technical problems do occur from time to time, which may delay delivery of payroll on the regular scheduled pay day. If this situation arises, the Employer shall give written notice to the Union and its Employees as soon as reasonably practical. Included in this notice will be the anticipated date that the Employer will make corrections to their pay. The penalty provisions contained in Article 12.01 (b) and (c) will be waived in this circumstance once proper notice has been given as noted above. If it occurs more than twice in a calendar year (January 1 to December 31) 12.01 (b) and (c) will apply.
- 12.02 In the case of lay-off, all employees will be paid for their full shift on the day of the layoff, at the applicable hourly rate, regardless of whether they are sent home early.
- 12.03 Whenever employment insurance forms, vacation and statutory holiday pay credits and pay cheques are not given to employees immediately at the time of termination, they shall be sent by the Employer affected to the employee by registered mail to their last known address within two (2) working days of the time of termination provided that if the Employer defaults, the employees shall be paid waiting time at straight time rates not to exceed nine (9) hours in any day for each regular working day they are required to wait after giving notice to the Employer giving it him four (4) hours to correct such default.
- 12.04 When an employee quits, they shall provide the Employer with three (3) days' notice. On doing so, they shall be paid all their wages and given possession of all their documents upon termination where practical. On failure to provide three (3) days' notice, they shall receive all their wages and documents on the next regular pay.
- 12.05 (a) Payment for travel expenses and out of town allowances will be clearly identified on separate cheques or payment and slips and will also be identified as required for tax returns. A breakdown of all travel expenses shall be clearly identified on cheque slips.
- (b) All travel allowance and mileage and expenses shall be paid by direct deposit where possible. If not possible, or if requested by an employee, it shall be paid on a separate cheque.

- (c) The Employer shall pay out-of-town travel expenses for the week or day as may be applicable, prior to the employee being required to go out of town, as prescribed in 12.05 b). When required to stay out-of-town for multiple days the Employer's advanced payment shall be at least for two days and daily thereafter. Such payment shall be by cheque, cash, or electronic payment at the Employer's option.
 - (d) If an employee fails to work out-of-town subsequent to being paid, then the Employer may deduct the overpayment amount of out-of-town travel allowance from the next regular pay. Notification of the overpayment will be sent to the employee and the Union.
- 12.06 Employees are to be paid for job orientation time and costs including specific training and medicals as required by the Owner.
- 12.07 Show up (Reporting) Pay: Four (4) hours pay, together with applicable travel and mileage allowances, if any, shall be allowed by the Employer when an employee who is covered by this Agreement reports to work at the Employer's shop or job site, but work is not available due to any reason, other than inclement weather. However, no reporting pay shall be allowed where an employee has been informed not to report for work and such information has been given to him before quitting time on the previous day.
- 12.08 Three (3) hours pay, together with applicable travel and mileage allowances, if any, shall be allowed by the Employer when an employee who is covered by this Agreement reports for work at the Employer's shop or job site, but work is not available due to inclement weather, provided the employee remains on the job for one (1) hour after their designated starting time, whenever requested by the superintendent or Foreperson. No reporting pay shall be allowed where an employee has been informed not to report for work and such information has been given to them before quitting time on the previous day.
- However, if an employee commences work, they will be guaranteed a minimum of four (4) hours pay.
- 12.09 The Demolition Foreperson – The Demolition Foreperson shall be paid ten percent (10%) higher than the Heavy Equipment Operator base wage rate.

The HAZMAT Foreperson – The HAZMAT Foreperson shall be paid ten percent (10%) higher than the Journeyperson base wage rate.

- 12.10 ROOM AND BOARD ALLOWANCE - When employees are required to stay overnight at a remote job location, they shall be provided with clean, adequate, and maintained lodging and shall be paid a meal allowance of seventy dollars (\$70.00) per day for all Locals. There shall be a maximum of two (2) people per room.
- 12.11 The Employer also agrees to provide employees, at no cost to the employee, access to a phone when needed to call their families when staying on a job overnight.
- 12.12 TRAVELLING IN A COMPANY VEHICLE - (Except Local 506, Please refer to their schedule) Employees who are required to drive and/or operate a company vehicle for the purpose of picking up other employees within ZONE II or ZONE III will be paid their regular hourly rate for all time spent traveling.
- 12.13 All other employees working within ZONE II will be paid eleven dollars (\$11.00) per day for Travel Allowance.
- 12.14 All other employees working within ZONE III will be paid fifteen dollars (\$15.00) per hour for Travel Allowance to and from the project.

ARTICLE 13 - USE OF PERSONAL VEHICLES

- 13.01 If the Employer is unable to provide transportation for the employee for projects located within ZONE II or ZONE III and the employee is requested to use their own vehicle by the Employer, the following shall apply:
- (a) The employee will be paid the greater of a mileage expense of sixty cents (\$0.60) per kilometer to and from the project OR eleven dollars (\$11.00) per day Travel Allowance. No repercussions shall be given to an employee not complying with such request. All other employees traveling to projects as passengers within ZONE II will be paid eleven dollars (\$11.00) per day for daily Travel Allowance.
- (b) The employee will be paid a mileage expense of sixty cents

(\$0.60) per kilometer for the personal use of their vehicle, and also will be paid the fifteen dollars (\$15.00) per hour to and from the jobsite for Travel Allowance. All other employees traveling to projects as a passenger within ZONE III will be paid fifteen dollars (\$15.00) per hour for daily Travel Allowance to and from the projects. No repercussions shall be given to an employee not complying with the request by an Employer to use their personal vehicle.

ARTICLE 14 - OUT OF TOWN TRAVEL

14.01 When employees are required to be out of town for a specific project for an extended period of time, the following shall apply:

- (a) The employee(s) shall have transportation paid for or supplied by the Employer, from the destination point, back to the “point of origin” and return, at least once every one (1) week.
- (b) They shall have transportation paid for or supplied from the destination point back to the “point of origin” and return, at least once every two (2) weeks if the job location is beyond a four hundred and eighty (480) kilometer radius of the Employer’s Head Office and within the province of Ontario. In the case of Local 183 (East), the Employer’s Head Office shall be deemed to be Local Jurisdiction City Hall.

In the case of Local 527, the “point of origin” shall be Parliament Hill and as such, job location and distances shall be measured from that point.

In the case of Local 625, for Employers who do not have a regular Head Office in OLRB area 1, the Employer’s Head Office shall be deemed to be Windsor City Hall.

- (c) Employees shall be allowed to return home once every three (3) weeks when working outside of the province of Ontario.
- (d) For travel to and from the out of town project Travel Allowance will be paid as per ZONE III format.
- (e) Where employees are required to work out of town overnight, they shall not be paid less than the home-based conditions

contained herein. The employees will also be guaranteed nine (9) hours per day Monday through Thursday and eight (8) hours on Friday.

ARTICLE 15 - ALL TRAVEL ZONES

15.01 If the Employer directs an employee to move from one jobsite to another jobsite during the work shift, and they have to use their own vehicle, a mileage expense will be paid to employees at the rate of sixty cents (\$0.60) per kilometer for traveling from job to job during work hours plus the employees' regular or premium hourly rate for all time spent traveling. For employees not using their own vehicle, they shall receive their regular or premium hourly rate for all time spent traveling.

15.02 PARKING

Where transportation is not provided by the Employer, the Employer shall provide parking in close proximity to the job site at no cost to the employees. If the employees are required to obtain their own parking they shall be reimbursed up to a maximum of \$18.00 per day.

Employees must submit their receipt for parking to the Employer for approval within 15 days of the date on the receipt. The Employer shall not be required to reimburse the cost of parking for any receipts that are submitted 16 days after the date on the receipt.

The Employer must reimburse the employee the cost of parking within 3 pay cycles after the receipts are submitted, or the Employer shall pay a penalty of 20% on any amount owing on the approved receipts.

ARTICLE 16 - TRAVEL HOURS & PAY

16.01 Under this Agreement, hours paid for Travel Allowance are not to be considered part of employee's daily accumulations of working hours, except in cases where an employee is required to travel from job to job within the same shift.

ARTICLE 17 - GOVERNMENT LEGISLATION AND CONFLICTS

- 17.01 In the event that any of the provisions of this Agreement are found to be in conflict with any valid and applicable Federal or Provincial Law now existing or hereinafter enacted, it is agreed that such Law shall supersede the conflicting provision, unless said provision provides a greater right or benefit. If such law supersedes a provision in the agreement, it shall not affect the remainder of the Agreement. It is understood and specifically agreed that should any part of this Agreement be rendered invalid, the recognition and scope provisions of Articles 1 and 2 shall remain in full force and effect.
- 17.02 In the event of a conflict between the provisions of this Agreement and any other Agreement to which the Employer is a party, then the provisions of this Agreement shall apply.

ARTICLE 18 - REFRESHMENT AND LUNCH BREAK

- 18.01 An employee will be allowed a refreshment break of fifteen (15) minutes during the hours of work on each half of their designated working shift without loss of pay.
- 18.02 Regular day shift employees shall be allowed one-half (1/2) hour lunch break near the mid-point of the shift. It is understood that no employee be required to work more than five (5) consecutive hours without a lunch break. Where an employee is required to work through their lunch break, they will be paid at the applicable overtime rate for the lunch period and will be allowed a one-half (1/2) hour later to eat their lunch.
- 18.03 Each employee shall be allowed a further fifteen (15) minute break to be taken prior to the start of any overtime work provided the anticipated overtime will be of two (2) hours' duration or more.
- 18.04 Employees will be allowed sufficient paid time on each shift to wash up and put away tools and equipment.

ARTICLE 19 - PRE-JOB CONFERENCE

- 19.01 Employers shall provide the Ontario Provincial District Council with updated lists of awarded jobs on a weekly basis, Employers shall provide the Ontario Provincial District Council with an updated list

of all active jobs that it will be performing the following week or has subcontracted to be performed the following week by no later than Friday of each week, or in case of a Friday Holiday, the following Monday. The job list provided will specify the project name, complete project address, type of work (demolition or abatement) and anticipated project start and end date.

- 19.02 If requested by the Employer, local union with territorial jurisdiction over the job, or Ontario Provincial District Council, a pre-job conference will be held before the start of the job.
- 19.03 It shall be the purpose of the Pre-Job Conference to agree to such matters as employment requirements, mobility of, and the number of key persons, experienced and capable Union members, probable duration of the job, and any other matters related to the job. At the said conference, once the Manpower or Womanpower needs are agreed upon, the Employer agrees to notify the Local Union of their needs at least one week before the commencement of the job and the Local Union agrees to provide a list of members to be referred at least two (2) working days before the said job commences.
- 19.04 Employer must give notice to the local union of the names of their key person and must supply full names, local union membership number and home local etc. upon written request from the Local Union.
- 19.05 In the event that an Employer fails to comply with Article 19.01, then the Employer shall pay to the Union and/or the Association a penalty in the amount of five hundred dollars (\$500.00). This penalty shall be in addition to any other damages arising from any other violation of the collective agreement. For each subsequent violation of Article 19.01, the penalty shall increase by an additional five hundred (\$500.00) per violation.

ARTICLE 20 - MOBILITY OF KEY PERSONS

- 20.01 (a) For the purpose of this Agreement, the Employer's yard or basis of operations is designated as the point of origin for Employees covered by this Agreement.
- (b) For LIUNA Local 506 the point of origin shall be Toronto City Hall.

- 20.02 All point of origin Employees shall be members and maintain membership in good standing in the Labourers' International Union of North America.
- 20.03 A request by an Employer for mobility of key persons shall be discussed at a job conference as defined in Article 19. Such request shall not be unreasonably denied. Notwithstanding the above, the following Employees shall have no restrictions on their mobility:
- Foreperson,
 - Truck Drivers,
 - Equipment Operators,
 - Specialized Torchperson (Workers that perform high-risk/safety sensitive work), and
 - Two General Labourers per job
 - Two HAZMAT Journeypersons

In addition, employees that are classified as HAZMAT Journeypersons or HAZMAT Apprentices, shall have no restriction on their mobility when the local union having geographical jurisdiction of the work cannot supply the required workers.

The Employer shall remit the regular monthly dues on behalf of the above-described employees to their home local. The Union agrees to save the Employer harmless from any and all claims which may be made against the Employer for amounts deducted and remitted as herein provided.

ARTICLE 21 - COMPLAINTS AND GRIEVANCES

- 21.01 It is the mutual desire of the parties to this Agreement that complaints of employees shall be dealt with as quickly as possible.
- 21.02 Grievances arising under this Agreement shall be adjusted and settled as follows. Within ten (10) days after the circumstances giving rise to the grievance occurred or originated (except in the case of a discharge grievance, which may be presented within five (5) working days), the grievance shall be presented to the Employer in writing and the parties shall meet within five (5) working days in an endeavour to settle the grievance. If a satisfactory settlement

is not reached within five (5) working days from this meeting, then the grievance may be submitted to a committee consisting of two (2) members of the Union and two (2) members of the Association at any time within five (5) days thereafter, and not later, and if a satisfactory settlement is not reached within five (5) days from this meeting, the grievance may be submitted to arbitration as provided for in Article 22.

- 21.03 Grievances dealing with alleged violation of payment for hours of work, rates of pay, overtime, vacation and statutory holiday pay, shift premium, travelling expenses, room and board allowances, pension and welfare contributions, reporting allowances and dues may be brought forward within one-hundred and twenty (120) days after the circumstances giving rise to the grievance were known by Union Representative.
- 21.04 Where discipline is being imposed upon an employee, they shall have the right to the presence of a steward or union representative providing that the steward or representative is available.
- 21.05 Where an Employer has been found by a Board of Arbitration or the OLRB in separate proceedings to have violated or has previously admitted to violating the same provisions of the collective agreement more than once in any twenty-four (24) month period, that Employer shall, for the second and each subsequent violation, be subject to a surcharge representing a fifty (50) percent premium on any damages found to be owing to the Union arising from the violations of the collective agreement.
- 21.06 The Union will identify and notify the Association as an interested or affected party on all grievances, referrals to arbitration and applications before the Ontario Labour Relations Board where a member or alleged member of the Association is a Responding Party.

ARTICLE 22 - ARBITRATION

- 22.01 No grievance may be submitted to arbitration which has not been properly processed through the grievance procedure as herein provided.

- 22.02 When either party requests that a grievance be submitted to arbitration, the party making the request shall do so in writing addressed to the other party and at the same time appoint an arbitrator. Within five (5) working days thereafter, the other party shall appoint an arbitrator. The two (2) arbitrators so appointed will meet at their earliest convenience and attempt to select, by agreement, a third (3rd) person who shall act as Chairperson of the Arbitration Board. If they are unable to agree on a Chairperson within five (5) days, they will then request the Minister of Labour of the Province of Ontario to appoint an impartial Chairperson.
- 22.03 No person may be appointed as an arbitrator who has been involved in an attempt to settle the grievance.
- 22.04 Each of the parties hereto will bear the expense of the arbitrator it appoints. The parties will jointly bear the expenses, if any, of the Chairperson.
- 22.05 The Arbitration Board shall not be authorized to make any decision inconsistent with the provisions of this Agreement, nor to alter, add to, modify or amend any part of the said Agreement or its schedules.
- 22.06 The proceedings of the Arbitration Board will be expedited by the parties hereto, and the decision of the Chairperson will be final and binding upon the parties hereto.

ARTICLE 23 - MANAGEMENT GRIEVANCES AND UNION GRIEVANCES

- 23.01 It is understood that the Association, on its own behalf or on behalf of any of its members companies, may file a grievance with the Union and that if such complaint is not settled to the satisfaction of the parties concerned, it may be treated as a grievance and referred to arbitration in the same way as a grievance of an employee. Such grievances shall be processed in accordance with Article 21.02 of the grievance procedure set out above.
- 23.02 A Council and/or Local Union's grievance, which is defined as an alleged violation of this Agreement involving all or a substantial number of employees in the bargaining unit, in regard to which a substantial number of employees have signified an intention to

grieve in writing or a grievance involving the Union itself, including the application or interpretation of this Agreement, may be brought forward as a grievance of an employee, subject to the same time limits as in Article 21 and to be processed in accordance with the provisions of Article 21.02.

ARTICLE 24 - PROTECTIVE CLOTHING

- 24.01 (a) Each Employer shall provide employees with such sanitary protective clothing and equipment in relation to dangerous, corrosive and toxic materials, including and without limiting the generality of the foregoing, asbestos, winter and wet weather clothing, including rain suits, and sanitary rubber boots, as needed.

When issuing Personal Protective Equipment (“PPE”) the Employer shall ensure that such equipment is consistent with the Manufacturer’s specifications, including an acceptable program of cleaning, sanitizing, and storage.” The employee will ensure, upon receipt of such equipment, their PPE is in operational condition.

- (b) The Employer agrees to pay each employee a boot allowance of fifteen dollars (\$15.00) for each calendar month worked.
- 24.02 The Union recognizes the right of each Employer to economically supervise the distribution of the clothing and equipment provided and will co-operate with each Employer to prevent wasteful practices.
- 24.03 The parties shall establish a Joint Health and Safety Committee to establish rules in connection with safety, sanitation, shelter, protective clothing and equipment.
- 24.04 The Employer will supply non-prescription safety glasses and gloves, and replace same when damaged, to all employees who require them, without cost or deposit to the employee, provided they return the safety glasses on termination.
- 24.05 The Employers shall at their own expense, furnish to any employee working as a Torchperson, fire retardant protective clothing and the Employer further agrees to provide such coveralls to employees assisting Torchpersons when required.

ARTICLE 25 - UNION REPRESENTATION

- 25.01 (a) The Business Manager and/or Business Representative of the Local Union and/or Council shall have access to all jobs of each Employer during working hours, but in no case shall their visits unduly interfere with the progress of work. When visiting a job, they will first report to the Employer Superintendent or other supervisory personnel of the Employer in charge of the job.
- (b) In circumstances where the Employer does not have the authority to allow access, the Employer agrees to make a joint application with the Union to the owner to gain such access.
- (c) When a discipline meeting occurs, an employee has the right to request the presence of a Steward, and if requested, it is understood that the meeting will not proceed until a Steward or other Union representative is present.
- (d) No Employer shall impede, in any way, the Business Representative or Steward from exercising their lawful duties of enforcing or policing this Collective Agreement. If it is found that the Employer has impeded or caused unnecessary delays for the Business Representative to attend the job site or attempted to interfere with the lawful duties of the Business Representative or Steward, these actions will be considered as a violation of this Collective Agreement and will be dealt with under the grievance procedures contained in this Collective Agreement.
- 25.02 (a) Each Employer agrees to recognize the right of the Union to select or otherwise appoint up to a maximum of two (2) stewards per company to assist employees in presenting any complaints or grievances they may have to a representative of management. The Union shall be required to notify the Employer of names of stewards before they will be recognized.

The steward shall be allowed a reasonable amount of time to deal with Union business on the project. The stewards, provided they are capable of performing the regular work, shall be the last worker retained by the Employer.

- (b) The Union may appoint a project steward in addition to these listed above when a project is expected to last six months and/or

entails a crew of more than fifteen workers. The project steward shall be allowed a reasonable amount of time to deal with Union business on the project. The project steward, provided they are capable of performing the regular work, shall be the last employee retained by the Employer on the project.

- (c) Safety Representative: In cooperation with the Employer's overall program of accident control and prevention, the Union may appoint one of its members as the Union Safety Representative, however, this appointment shall not interfere with the hiring hall provisions of the applicable local union, nor shall it unreasonably interfere with the Employer's work. Such representative shall be allowed the necessary time to perform their duties relating to job safety and, wherever possible, time for these duties shall be scheduled in cooperation with the Employer, and the Employer shall not unreasonably refuse such necessary time. The Safety Representative will be one of the last three (3) workers retained by the Employer provided that they are competent and capable of performing the remaining work on the job. On projects with less than eight (8) union employees, the job steward will also serve as the Union Safety Representative.

- 25.03 Where a job is performed within the geographical jurisdiction of a local Union, which is outside the geographical jurisdiction of the Local Union having geographical jurisdiction over the Employer's point of origin, the Employer acknowledges the right of the Local Union where the work is performed to appoint a job steward for the duration of the project. The Local Union shall be required to notify the job foreperson of the name of the job steward before they will be recognized. The job steward shall be allowed a reasonable amount of time to deal with proper Union business directly connected with the project. The job steward shall be the last person retained by the Employer on such job provided they are capable of performing the regular work.

The steward will not be excluded from overtime work provided the steward is able to do the work required.

- 25.04 In addition to the provisions outlined above, the Union shall have the right to appoint an additional one (1) steward and one (1) safety

representative employed in the Asbestos Abatement divisions of the Employer.

- 25.05 Officers of the Local Union shall be granted a leave of absence without pay when required by the Local Union provided that the Employer receives adequate notice.

ARTICLE 26 - SAFETY, SANITATION AND SHELTER

- 26.01 (a) Each Employer shall provide a proper and adequate place of shelter, sufficiently heated and securely locked in which Employees may eat their lunch and store their clothing. Sanitary toilets shall be provided in accordance with the Occupational Health & Safety Act. This provision will have been complied with if the Employer has made arrangements with the general contractor or other parties for the use of existing facilities.
- (b) An Employer shall ensure that flush toilet facilities are provided or arranged for workers before work commences on a site and that Employees have reasonable access to such facilities.
- 26.02 In co-operation with each Employer's overall program of accident control and prevention, it is expected that an employee will report to the foreperson or if the foreperson is not available, to any person responsible for management of the site, for immediate corrective action, any unsafe conditions, unsafe acts or violation of the *Occupational Health and Safety Act*. The Employer shall not take any disciplinary action or discharge an employee making such a report to the foreperson or other competent authority.
- 26.03 The Employer shall supply at no cost to the employee a safety helmet of a type approved by the Canadian Standards Association.
- 26.04 Every employee shall, as a condition of employment, own and wear suitable protective footwear and other personal protective equipment required in the normal course of their duties. This does not include special clothing which will be supplied by their Employer, at no cost to the employee, where an employee is required to work under abnormal conditions or involving dangerous, corrosive or toxic substances or during inclement weather as provided in Article 24.

- 26.05 The Employer shall, at its own expense, furnish to any workperson injured in its employment, who is in need of it, immediate conveyance and transportation to a hospital or to a physician. It is further agreed that an ambulance shall be used where necessary and possible.
- 26.06 An employee who is injured during working hours and is required to leave for treatment, or is sent home for such injury, shall receive payment for the remainder of the shift at their regular rate of pay.
- 26.07 The vehicle to be used to transport employees will be enclosed and tools will be secured in toolboxes. No materials will be carried in the trucks in a manner endangering the safety of the employees being transported.
- 26.08 No employee will be discharged or disciplined by their Employer because they refuse to work in unsafe conditions.
- 26.09 The Union shall endeavour to dispatch workers who are current in WHMIS and Working at Heights (WAH) certification. In the event that a worker is dispatched that may not be current in WHMIS and WAH training, the Union will cooperate with the Employer to ensure that these Union workers will receive adequate WHMIS and WAH training, provided these training courses are available. The Union and the Employer agree to work in co-operation to facilitate any additional Health & Safety Training or Security Clearance that may be required.

ARTICLE 27 - REINSTATEMENT OF EMPLOYEES UPON RETURN FROM INDUSTRIAL ACCIDENT

- 27.01 An employee injured in the performance of their duties may resume their regular work if they apply and if work is available, provided they first provide the Employer with a medical certificate from a duly qualified medical practitioner indicating they are fit to resume their regular work. The job of an injured worker shall be deemed to be available if their application to return, any work within their classification on any project under this Agreement is being performed by an employee who, subsequent to the time of the injury, was hired by the Employer or transferred or otherwise assigned

to perform any work within the said classification on any project of the Employer covered by this Agreement. An employee who claims they have been denied employment contrary to this provision may have recourse to the grievance and arbitration procedures as set out in Articles 21 and 22 of the Agreement.

- 27.02 The above shall not apply if the injury is attributable to the willful neglect or misconduct of the employee.

ARTICLE 28 - WELFARE, PENSION & TRI-FUND

- 28.01 It is agreed that the established Local Unions' Employee Benefit Trusts shall continue and the Employer shall pay an amount so specified in the Local Union Schedules per hour earned by each employee covered by this Agreement. Such monies shall be entered on a form as designated by the Trustees from time to time and remitted directly to the said Welfare Fund by the fifteenth (15th) day of the month following the month for which contributions are made.
- 28.02 The established Welfare Plans of Local Unions' members of Council shall be complied with as required herein, provided that the total payment of wages, vacation pay, welfare, pension and training shall be equal to the total provided herein, applicable to each Local Union and wages shall, if necessary, be adjusted to comply with this requirement.
- 28.03 It is agreed that the Employer shall pay into the established LIUNA Pension Fund of Central and Eastern Canada, the amount specified in the Local Union Schedules, per hour for each hour earned by each employee covered by this Agreement. Such contribution shall be paid to the Trustees of the Pension Fund on or before the fifteenth (15th) day of the month following the month such hours were worked and shall be accompanied by a remittance form for each employee on a form prescribed by the Trustees of the Fund or such alternate form which is acceptable to the Trustees. Each monthly report and contribution shall include all obligations arising from hours earned up to the close of the Employer's payroll ending nearest to the last day of the preceding calendar month.
- 28.04 **Employer Remittances**
Any Provincial or Federal taxes required to be paid by the Employer

on contributions pursuant to this Agreement, are not included in and are in addition to the specified amounts. The Employer agrees to pay such taxes along with the contributions to which they pertain.

- 28.05 At no time shall Employer contributions due to the various Funds provided herein, be paid directly to the employee.
- 28.06 In the event the Employer fails to forward or deliver contributions and/or deductions and supporting information in accordance with Articles 4 and 28, the Employer shall pay to the Trustees, as liquidated damages and not as penalty, an amount of two percent (2%) of the arrears for each month or part thereof, (which is the equivalent of twenty-four percent (24%) per annum), from the due date for any delinquent contributions fifteen (15) days in arrears, provided the Employer has received five (5) days prior written notice to correct such delinquency and has not done so.
- 28.07 With reasonable cause, the Trustees of a Trust Fund or Board of Directors of the Employer Association to which an Employer is obliged to contribute, may appoint a qualified auditor to enter upon the Employer's premises during regular business hours to perform an audit of the Employer's payroll records, only with respect to Employer contributions to the required Employee Benefit Funds and/or Industry Fund for a period not to exceed twenty-four (24) months, or at the option of the Employer, they shall direct their chartered accountant to provide a Certified Audited Statement in reply to questions submitted by the Trustees or Board of Directors in this regard.
- 28.08 All fees and costs in connection with the Trustee or Board appointed auditors shall be borne by the applicable Trust or Industry Fund. However, the cost of the audit shall be borne by the Employer if the Employer is found to be in deliberate violation of the Collective Agreement. In addition, the Trustees or Board may assess a penalty not to exceed \$25,000.00, if the audit discloses any deliberate violation. The party assessing the penalty will be the party entitled to collect it.
- 28.09 Where an Employer opts to direct their chartered accountant to provide a Certified Audited Statement, the cost of such audit shall be borne by the Employer.

- 28.10 (i) In the event such audit reveals the Employer has failed to remit contributions in accordance with the provisions of this Agreement (save and except technical and/or clerical, errors), the Employer shall, within ten (10) days of receipt of written notice from the Trustees or Board of Directors, remit all outstanding contributions to the administrators of all Trust or Industry Funds, plus interest at the rate of five percent (5%) per month on such delinquent sums.
- (ii) If the Ontario Labour Relations Board or a Board of Arbitration to which a grievance alleging failure to make applicable payments required by this Agreement, determines that an Employer has violated Articles 4 and 28, then the Ontario Labour Relations Board or the Board of Arbitration shall also require the Employer to pay all reasonable costs incurred by the grieving party in prosecuting the grievance including but not limited to, all arbitration and/or Ontario Labour Relations Board fees, legal fees and costs on a solicitor and client basis, travel, meal and accommodations, costs of all witnesses and business representatives, conduct money, costs incurred in serving a summons, any expenses incurred by the grieving party pursuant to section 133 or otherwise, for the Board of Arbitration and/or Ontario Labour Relations Board.
- (iii) In the event that a grievance alleges that an Employer has failed to make the proper payments to any Trust Fund or party as required by this Agreement, the parties agree that for the purposes of determining any issue, the following presumption shall apply: A statement signed by a business representative, a trustee, or an administrator of the Trust Fund shall be prima facie evidence of the number of hours worked by members of the Union and of a failure to make the appropriate payments as required by this Agreement. This evidence shall establish only a rebuttable presumption and may be challenged by the Employer.
- 28.11 When an Employer fails to remit all delinquent contributions the Union, on instructions from the Trustees or Board of Directors, shall immediately institute proceedings against the delinquent Employer under Section 133 of the Labour Relations Act of Ontario. All costs

not recoverable through the Ontario Labour Relations Board of such actions shall be borne by the appropriate plan or fund unless otherwise recoverable.

28.12 PREPAID LEGAL SERVICES

In the event a Local Joint Board of Trustees opts to establish a Prepaid Legal Services Plan during the life of the Agreement, the parties to this Agreement agree that upon sixty (60) days of written notice, they will rearrange the total negotiated wage package in the applicable Schedule or Appendix at the time of implementation of the Plan to provide the necessary contributions for funding such a Plan, provided that the Plan excludes controversies involving the Employer of a member, a Union or an Association.

- 28.13 Within sixty (60) days written notice to the Association, the Union may amend the amount of contributions for pension, GRSP, welfare, training and deductions for union dues. Any such adjustment shall not affect the total wage package cost.

28.14 LOCAL 506 “REGISTERED EDUCATION SAVING PLAN / SCHOLARSHIP FUND”

The Union may add a deduction for a registered education saving plan or scholarship fund during the term of this agreement on ninety days’ notice to the Employer Association and the Employer shall remit same to Local 506 by the fifteenth of the month following the month for which deductions were made on all hours worked.

28.15 LOCAL 1059 GROUP RRSP

Two dollars (\$2.00) per hour worked shall be deducted and remitted to Local 1059 for a Group RRSP. Such amounts shall not be taxed on a weekly basis and shall be deducted from the gross pay for the computation of taxes. These monies shall be remitted to Local 1059 by the fifteen (15th) day of the month which deductions were made.

- 28.16 For clarity, it is understood that Union delinquency grievances to collect unpaid monthly remittances shall include a claim for unpaid industry funds.

- 28.17 If the LIUNA Pension Fund of Central and Eastern Canada 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 Fund, then the Employer shall pay an equivalent amount to a fund designated by the employees' home local.

The local union shall provide notice to the Association of the fund it has designated to receive the funds that the Pension Fund could not accept.

The Council undertakes to hold harmless and agrees to indemnify the Employer, its successors, administrators and assigns against any liability incurred by each or all of them by reason of the pension fund contribution being redirected to a fund designated pursuant to this article.

ARTICLE 29 - LABOURERS' UNION ADMINISTRATION FUND DEDUCTIONS AND CONTRIBUTIONS

- 29.01 (a) The Employer agrees to deduct from each employee covered by the terms of this Agreement, Local Union working dues at the rate specified in the employees' home Local Schedule per hour worked and to remit same to the Secretary Treasurer of the applicable Local Union having jurisdiction where the work is being performed. The Council undertakes to hold harmless and agrees to indemnify the Employer, its successors, administrators and assigns against any liability incurred by each or all of them by reason of their having made payments into the Labourers' Administrative Fund.
- (b) The Employer agrees to deduct from each employee covered by the terms of this Agreement, Ontario Provincial District Council dues at the rate of forty cents (\$0.40) per hour worked (which includes Ontario Construction Secretariat Fund) and to remit same directly to the LIUNA Pension Fund of Central and Eastern Canada, along with pension contributions.
- (c) The Employer shall remit Local Union working dues and Ontario Provincial Council dues by the fifteenth (15th) day of the month following the month in which such deductions were made and shall submit, with such remittances, a list of names and social insurance numbers for and on whose behalf such deductions were made on one standard benefit reporting form, showing all applicable deductions and/or contributions.

- 29.02 The amounts of the Ontario Provincial District Council working dues deduction, as well as the recipient of said deductions, may only be altered by the Secretary-Treasurer of the Ontario Provincial District Council on forty-five (45) days notice in writing to the Employer Bargaining Agency. In the event of a conflict between this provision and any other article or section of this Agreement, this provision shall prevail.
- 29.03 The Council undertakes to hold harmless and agrees to indemnify the Employer, its successors, administrators and assigns against any liability incurred by each or all of them by reasons of having made payments into the Labourers administrative fund.

ARTICLE 30 - SUB-CONTRACTING

- 30.01 Each Employer agrees to engage only sub-contractors who are in contractual relations with the Union and/or its affiliated bargaining agents.

ARTICLE 31 - CO-OPERATION

- 31.01 If the Employer engages in construction work other than the work described in Article 2 of this Collective Agreement and such work comes within the scope of existing collective agreements established either by the Council and/or its affiliated Local Unions, then the Employer agrees to be bound by the rates and conditions within the collective agreement applicable for such work.

ARTICLE 32 - LOCAL APPENDIX EXEMPTIONS OR AMENDMENTS

- 32.01 With the exception of work falling within the Local Union Schedule of this Collective Agreement on projects where the contractors are primarily non-union, it is agreed that the hourly rate and overtime rate provisions may be amended by mutual agreement between the Employer and the Local Union having jurisdiction over the project, to enable the Employer to be on a fair and competitive basis. It is further agreed that such consent will not be unreasonably withheld. Any such Memorandum of Local Exemption or Amendment shall

not be entered into if such Memorandum results in lay-off of any members currently employed.

- 32.02 Any such Memorandum of Local Exemption or Amendment shall be submitted to the parties to this Agreement designated by the Minister of Labour for their adoption and endorsement. Any such Memorandum of Local Exemption or Amendment shall have no force or effect unless and until the designated parties to this Agreement adopt and endorse the said Memorandum of Local Exemption or Amendment, whereupon it shall be effective and apply only to the geographic area within the jurisdiction of the Local Union as specified therein.
- 32.03 Any such Memorandum of Local Exemption or Amendment, when adopted and endorsed by the designated parties to this Agreement, shall amend the specific clauses, articles or provisions applicable as necessary from time to time. Any such Memorandum of Local Exemption or Amendment shall expire in accordance with its terms or on the expiry date of this Agreement, whichever occurs first, at which time the operative provisions shall be as originally agreed to between the parties in accordance with the Labour Relations Act.

ARTICLE 33 - EMPLOYMENT EQUITY

- 33.01 The Employer Bargaining Agency and the Union mutually recognize the need for employment equity initiatives. Following joint investigation and consultation, the parties agree to meet to develop an Employment Equity Plan as required by law.

33.02 GENDER NEUTRALITY

In this Agreement, any references to the masculine gender shall include the feminine gender and references to the feminine gender shall include the masculine gender.

33.03 INDIGENOUS COMMITMENT

The Employer and the Union agree to discuss and cooperate to encourage opportunities for local and Indigenous employment under the terms and conditions of the agreement.

ARTICLE 34 - APPRENTICESHIP TRAINING

- 34.01 (a) The Employer agrees to participate on a local and provincial apprenticeship committee with equal amount of representation from the Employer and the union to develop and implement programs and plans to training for work covered by this agreement. Such programs and plans of training shall be incorporated in their entirety into and form part of the agreement. The Employer further agrees to contribute into the established Labourers' Training Funds as set out in each Local Union Schedule.
- (b) No apprentice shall act in a supervisory capacity.
- (c) The parties agree to collaborate on the establishment and recognition of the Hazardous Material Worker designation.

ARTICLE 35 – DURATION

- 35.01 This Agreement shall become effective on the 1st day of May, 2022, and shall continue to remain in effect until the 30th day of April, 2025. Either party shall furnish the other with notice of termination, or proposed revision of this Agreement within a period of no more than one hundred and twenty days (120) and not less than thirty days (30) before its expiry.

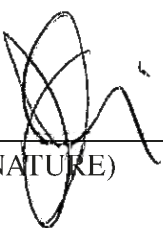
SIGNED ON BEHALF OF THE PARTIES THIS DAY OF MAY 21, 2022.

For:

Labourers' International
Union of North America,
Ontario Provincial District Council

Jack Oliveira

(PRINT NAME)


(SIGNATURE)

For:

Ontario Association of
Demolition Contractors Inc.

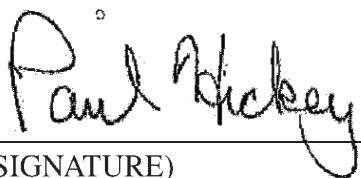
Margaret Taylor,
Executive Director

(PRINT NAME)


(SIGNATURE)

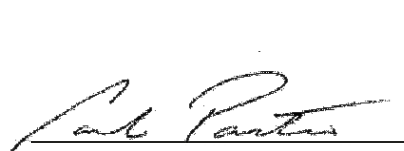
Paul Hickey

(PRINT NAME)


(SIGNATURE)

Carmelo Pastore

(PRINT NAME)


(SIGNATURE)

LETTER OF UNDERSTANDING

BETWEEN:

**THE LABOURERS' UNION OF NORTH AMERICA, ONTARIO
PROVINCIAL DISTRICT COUNCIL ("OPDC")
AND ITS LOCALS 183,
493, 506, 527, 607, 625, 837, 1036, 1059 and 1089**

("LiUNA" or the "Union")

-and-

**THE ONTARIO ASSOCIATION OF
DEMOLITION CONTRACTORS**

(the "Employer" or "OADC")

SANDBLASTING

Whereas during negotiations for a new collective agreement for the term commencing May 1, 2022 and ending April 30, 2025 (the "Demolition Agreement") the Union and the Employer (the "Parties") have agreed to add "sandblasting" to the scope of work within the Union's jurisdiction under article 2.02 of the Demolition Agreement;

And Whereas sandblasting is for the most part subcontracted to subcontractors who specialize in performing this work;

And Whereas the Parties have discussed and acknowledge the current lack of subcontractors signatory to an agreement with the Union who are able to perform sandblasting work;

Therefore the Parties agree to the following:

1. The Employer acknowledges that, save as set forth in paragraph 2 below, on and after May 1, 2022 sandblasting will be covered by the Demolition Agreement and must be performed by members of the Union and/or subcontracted to signatory subcontractors.

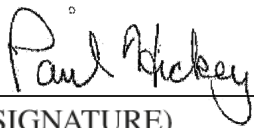
2. The Union agrees that where no qualified contractors bound to the Union are available to complete the work referred to in paragraph 2 above the Employer may subcontract the work to an employer not signatory to the Union, but that this is without prejudice to the Union's bargaining rights or jurisdictional claims under the Demolition Agreement.

Dated this 21st day of May, 2022.

On Behalf of:

Paul Hickey

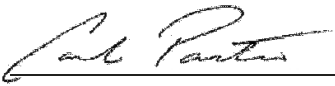
LiUNA OPDC


(SIGNATURE)

On Behalf of:

Carmelo Pastore

Ontario Demolition
Contractors' Association


(SIGNATURE)

LETTER OF UNDERSTANDING

BETWEEN:

**THE LABOURERS' UNION OF NORTH AMERICA, ONTARIO
PROVINCIAL DISTRICT COUNCIL ("OPDC")
AND ITS LOCALS 183,
493, 506, 527, 607, 625, 837, 1036, 1059 and 1089**

("LiUNA" or the "Union")

-and-

**THE ONTARIO ASSOCIATION OF
DEMOLITION CONTRACTORS**

(the "Employer" or "OADC")

Demolition Worker Certification Program

Whereas during negotiations for a new collective agreement for the term commencing May 1, 2022 and ending April 30, 2025 (the "Provincial Collective Agreement") the Union and the Employer (the "Parties") have agreed to continue their joint efforts to create and establish the Demolition Worker Certification Program (the "Apprenticeship Program");

And Whereas the Parties have agreed to ensure that the new or revised Apprenticeship Program is promoted in all local unions;

Therefore the Parties agree to the following:

1. The Parties will continue the apprenticeship subcommittee/working group whose mandate shall continue to be to address all outstanding issues related to the Apprenticeship Program, including seeking trade recognition for the Apprenticeship Program from the Ministry of Labour Training and Skills Development ("MLTSD) (the "Apprenticeship Subcommittee").
2. The Apprenticeship Subcommittee will consist of ten (10) members, five (5) of whom shall be designated by the Union (including at least two (2)

members designate from Local 506 and one representative from each of the OPDC and Local 1059) and five (5) of whom shall be designated by the Employer.

3. Trainers from the Locals' training centres may be consulted by the Apprenticeship Subcommittee as requested by the Apprenticeship Subcommittee.
4. Until such time as the Apprenticeship Program achieves trade recognition from the MLTSD the Parties will seek additional means of meeting the industry's training needs, including the creation of training silos (e.g. HAZMAT, Demolition and Equipment Operator training), adding elements to existing approved training programs (e.g. 253H and CCW) and rapid training for critical skills shortages (e.g. Abatement Workers and Torchpersons).
5. The expectation is that the Apprenticeship Subcommittee will achieve consensus on any proposed changes to the Provincial Collective Agreement required to fulfil its' mandate. Any proposed changes to the Provincial Agreement will be implemented following ratification by the OPDC and OADC and will then be incorporated into the Provincial Collective Agreement.

Dated this 21st day of May, 2022.

On Behalf of:

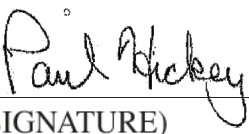
On Behalf of:

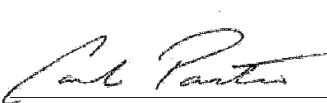
Paul Hickey

Carmelo Pastore

LiUNA OPDC

Ontario Demolition
Contractors' Association


(SIGNATURE)


(SIGNATURE)

ADDRESSES AND GEOGRAPHIC JURISDICTIONS

Ontario Association of Demolition Contractors Inc.

70 Leek Crescent

Richmond Hill, Ontario L4B 1H1

Contact: Margaret Taylor, Executive Director

Phone: (416) 684-9599

Email: mtaylor@oadc.ca

Labourers' International Union of North America,

Ontario Provincial District Council

1315 North Service Road East, 7th Floor, Suite 701

Oakville, Ontario L6H 1A7

Phone: (289)291-3678

Fax: (289) 291-1120

Business Manager: Jack Oliveira

President: Joseph Mancinelli

Vice-President: Carmen Principato

Secretary-Treasurer: Luigi Carrozzi

Recording Secretary: Robert Petroni

Executive Board: Brandon MacKinnon, Terry Varga

Labourers' International Union of North America,

Central and Eastern Canada Regional Office

44 Hughson Street South, Hamilton, Ontario L8N 2A7

Phone: (905)522-7177

Fax: (905) 522-9310

Regional Manager: Joseph Mancinelli

Labourers' International Union of North America, Local 183 Cobourg

560 Dodge Street, P.O. Box 156, Cobourg, Ontario K9A 4K5

Phone: (905) 372-1183

Fax: (905) 372-7488

Business Manager: Jack Oliveira

OLRB Area No. 9, 10, 11 and parts of 12 and 18.

The Counties of Peterborough, Victoria and Haliburton, east part of Northumberland County on a line running from Lake Ontario to Rice Lake, including Cramahe, Percy, Seymore, Brighton and Murray Township. The County of Ontario (with the exception of part of Pickering Township on a line running from the south of Lake Ontario to the north at the third concession on Pickering Beach Road) and including all towns and townships therein; namely, the Town of Whitby, Whitby Township, Uxbridge and Uxbridge Township, Scott, Reach, Brock, the Town of Port Darlington, Cartwright, Clark, Manvers, Hope and Caven Townships and the Town of Bowmanville, Newcastle, Port Hope and Millbrook. The County of Northumberland, including Hamilton, Haldimand, Alnwick Townships, the Towns of Cobourg, Grafton and Baltimore, District of Muskoka and the Townships of Rama, Mara and Thorah in the County of Simcoe.

Labourers' International Union of North America, Local 183 Kingston

145 Dalton Avenue, Suite 1, Kingston, Ontario K7K 6C2

Phone: (613) 542-5950

Fax: (613) 542-2781

Business Manager: Jack Oliveira

Local 183 Kingston's Territory:

The Counties of Lennox, Addington, and Frontenac, and the townships of Leeds and Thousand Islands, township of Athens, township of front of Younge, and all lands south thereof in OLRB area 29. The County of Prince Edward and the Townships of Lake Tudor, Grimsthorpe, Marmora, Madoc, Elzevir, Rawson, Huntingdon, Hungerford, Sidney, Thurlow, Murray, Trenton, Tyendinaga, Woolaston, Limerick and Cashel, in the The County of

Hastings, Bancroft (the Townships of McClure, Wicklow, Bangor, Herschel, Monteagle, Carlow, Faraday, Danganon and Mayo in the County of Hastings).

Labourers' International Union of North America, Local 493

584 Clinton Avenue, Sudbury, Ontario P3B 2T2

Phone: (705) 674-2515

Fax: (705) 674-6728

Business Manager: Mike Ryan

The District of Sudbury, Manitoulin Island, Nipissing, Algonquin Provincial Park, Temiskaming, Parry Sound and part of the District of Cochrane lying south of the 49th Parallel, including an eighty (80) kilometer radius of the Timmins Federal Building, (including the portion lying north of Highway 101 West to the border of the District of Algoma, including the Town of Chapleau), Cockburn and all other islands situated in Georgian Bay of Lake Huron, shall be recognized as being the exclusive territory jurisdiction of Local 493.

Labourers' International Union of North America, Local 506

3750 Chesswood Drive, Toronto, Ontario M3J 2P6.

Phone: (416) 638-0506

Fax:(416) 638-1334

Business Manager: Carmen Principato

Ontario Labour Relations Board Area No. 8, being The Municipality of Metropolitan Toronto, The Regional Municipalities of Peel and York, the Towns of Oakville and Halton Hills and the portion of the Town of Milton within the geographic Township of Esquesing, and the Towns of Ajax and Pickering in The Regional Municipality of Durham, and the County of Simcoe in Board Area 18, excluding the Townships of Rama, Mara and Thorah and in Ontario Labour Relations Board Area 7, being the County of Wellington and in Ontario Labour Relations Board Area 27, being the County of Dufferin.

Labourers' International Union of North America, Local 527

6 Corvus Court, Ottawa, Ontario K2E 7Z4

Phone: (613)521-6565

Fax: (613) 521-6580

Business Manager: Luigi Carrozzi

Ontario Labour Relations Board Area No. 15: The Regional Municipality of Ottawa-Carleton, and the United Counties of Prescott and Russell. Ontario Labour Relations Board Area No. 13: The County of Lanark, the geographic Township of South Crosby, Bastard, Kitley, Wolford, Oxford (on Rideau) and South Gower and all lands north thereof in the United Counties of Leeds and Grenville. Ontario Labour Relations Board Area No. 14: The County of Renfrew. Ontario Labour Relations Board Area No. 30: The geographic Townships of Elizabethtown, Augusta and Edwardsburg and all lands south thereof in the United Counties of Leeds and Grenville. Ontario Labour Relations Board Area No. 31: The United Counties of Stormont, Dundas and Glengarry.

Labourers' International Union of North America, Local 607

730 Balmoral Street, Thunder Bay, Ontario P7C 5V3

Phone: (807) 622-0607

Fax: (807) 622-0454

Business Manager: Terry Varga

The Districts of Kenora, including the Patricia portion, Rainy River, Thunder Bay and the part of the Districts of Cochrane which lie north of the 49th parallel of latitude that is not within an eighty - one (81) kilometer radius of the Timmins Federal Building in Ontario Labour Relations Board Area 19.

Labourers' International Union of North America, Local 625

2155 Fasan Drive, Oldcastle, Ontario N0R 1L0

Phone: (519) 737-0373

Fax: (519) 737-0380

Business Manager: Robert Petroni

The Counties of Essex and Chatham-Kent.

Labourers' International Union of North America, Local 837 Hamilton

44 Hughson Street South, Hamilton, Ontario L8N 2A7

Phone: (905) 529-1116

Niagara Phone: (905) 227-1837

Fax: (905) 529-2723

Business Manager: Riccardo Persi

The County of Wentworth, that portion of Halton County west of Highway 25, extended in a straight line to the Queen Elizabeth Way. For that portion south of the Queen Elizabeth Way, the property line dividing the Petro-Canada and Shell Oil refineries in the County of Halton, and Board Area 5; namely, the Counties of Lincoln, Welland and Haldimand, Waterloo.

Labourers' International Union of North America, Local 837 Cambridge

330 Industrial Road, Cambridge, Ontario N3H 4R7

Phone: (519) 653-3333

Fax: (519) 653-8086

Business Manager: Riccardo Persi

The Counties of Waterloo, Wellington, Dufferin, Norfolk and Brant, recognized as Ontario Labour Relations Board Areas 4, 6, 7 and 27.

Labourers' International Union of North America, Local 1036

395 Korah Road, Sault Ste. Marie, Ontario P6C 4H5

Phone: (705) 942-1036

Fax: (705) 942-1015

Business Manager: Wayne Scott

The District of Algoma, including that portion of the District of Algoma which lies north of the 49th parallel of latitude and which is not within the Ontario Labour Relations Board Area 21.

Labourers' International Union of North America, Local 1059

635 Wilton Grove Road, London, Ontario N6N 1N7

Phone: (519) 455-8083

Fax: (519) 455-0712

Business Manager: Brandon MacKinnon

The Counties of Middlesex, Huron, Bruce, Perth, Oxford, Elgin and Grey, recognized as Ontario Labour Relations Board Areas 3 and 28.

Labourers' International Union of North America, Local 1089

1255 Confederation Street, Sarnia, Ontario N7S 4M7

Phone: (519) 332-1089

Fax: (519) 332-6378

Business Manager: Tony Valenti

The County of Lambton.

TRUST FUND CONTRIBUTION INFORMATION

PENSION:

For all Local Unions, make cheque payable to:

The LiUNA Pension Fund of Central and Eastern Canada

and shall be remitted directly to:

The LIUNA Pension Fund of Central and Eastern Canada

P.O. Box 9002

Lakeshore West PO

Oakville, Ontario L6K 0G1

TRI-FUND:

For all Local Unions, make cheque payable to:

The Canadian Tri-Fund

And shall be remitted directly to:

P.O. Box 9002

Lakeshore West PO

Oakville, Ontario L6K 0G1

Welfare, Training, Vacation and Holiday Pay & Other Contributions

Local Union:	Payable to:	Mail to:	Phone/Fax:
Local 183 (East)	Local 183 Trust Administration	Local 183 Benefit Plan Administrators Limited 1263 Wilson Avenue Toronto, ON M3M 3G2	Tel: (416) 240-7280 Fax: (416) 240-7488
Local 183 (Kingston)	Local 183 Trust Administration	Local 183 Benefit Plan Administrators Limited 1263 Wilson Avenue Toronto, ON M3M 3G2	Tel: (416) 240-7280 Fax: (416) 240-7488
Local 493 Welfare, Scholarship, Supplementary Pension, Organizing Fund and Training Fund	LIUNA Local 493	584 Clinton Avenue Sudbury, ON P3B 2T2	Tel: (705) 674-2515 Fax: (705) 674-6728
Local 506	Trustees of Labourers' Union Local 506 (Wreckers Division) Employee Benefit Trust	c/o Benefit Plan Administrators Limited c/o Local 506 3750 Chesswood Drive Suite 1 Toronto, ON M3J 2W6	Tel: (416) 506-8841 Fax: (416) 506-8833
Local 527	LIUNA Local 527 Benefit, Health and Safety Trust Funds	c/o LIUNA Local 527 6 Corvus Court Ottawa, ON K2E 7Z4	Tel: (613) 521-6565 Fax: (613) 521-6580
Local 607	The Labourers' Multi-Local Welfare Trust Fund	c/o Global Benefit Plan Consultants Inc. 88 St. Regis Crescent South Toronto, ON M3J 1Y8	Tel: (416) 635-6000 Fax: (416) 635-6464
Local 607 - Training	Construction and Allied Workers Local Union 607 Training and Education Fund	c/o LiUNA Local 607 730 Balmoral Street Thunder Bay, ON P7C 5V3	Tel: (807) 622-0607 Fax: (807) 622-0454
Local 625	Trustees of the L.I.U.N.A. Ontario Participating Locals 1981 Benefit Trust	c/o LIUNA Local 625 2155 Fasan Drive Oldcastle, ON N0R 1L0	Tel: (519) 737-0373 Fax: (519) 737-0380
Local 625 Funds	Labourer's Local 625 Funds	c/o LiUNA Local 625 2155 Fasan Drive Oldcastle, ON N0R 1L0	Tel: (519) 737-0373 Fax: (519) 737-0380

Local 837	LIUNA Local 837 Welfare Fund	All remittances to:	
Local 837 - Training	Labourers' Local 837 Training Trust	c/o LiUNA Local 837 44 Hughson St. South, Hamilton, ON L8N 2A7	Tel: (905) 529-1116 Fax:(905) 529-2723
Local 837 -Vacation with Pay	Local837 (Hamilton) Vacation Pay Trust Fund		
Local 1036	Labourers' Local 1036 Employee Benefit Trust Fund- The Labourer's Multi-Local Welfare Trust Fund of Ontario	c/o Global Benefit Plan Consultants Inc. 88 St. Regis Crescent S. Toronto, ON M3J 1Y8	Tel: (416) 635-6000 Fax:(416) 635-6464
Local 1036 - Training	Labourers' Local 1036 Training Fund	c/o Labourers' Pension Fund of C & Canada P.O. Box 9002 Lakeshore West PO Oakville, ON L6K 0G1	
Local 1059	LIUNA Local 1059 Benefit Trust Fund	c/o Global Benefit Plan Consultants Inc. 88 St. Regis Crescent South Toronto, ON M3J 1Y8	Tel: (416) 635-6000 Fax:(416) 635-6464
Local 1059 - Training	LIUNA Local 1059 Training Trust Fund	c/o LiUNA Local 1059 635 Wilton Grove Road London, ON N6N 1N7	Tel: (519) 455-8083 Fax:(519) 455-0712
Local 1059 - GRRSP	Local 1059 GRRSP Fund	Or designated alternative with 60 days written notice byLocal1059	
Local 506 (OLRB Areas 7 & 27)	The Labourers' Multi-Local Welfare Trust Fund	c/o Global Benefit Plan Consultants Inc. 88 St. Regis Crescent South Toronto, ON M3J 1Y8	Tel: (416) 635-6000 Fax:(416) 635-6464
Local 1089	Labourers' Local 1089 (Sarnia) Benefit Trust Fund	All remittances to: c/o LiUNA Local 1089 1255 Confederation Street Sarnia, ON N7S 4M7	Tel: (519) 332-1089 Fax:(519) 332-6378
Local 1089 -GRSP	Labourers' Local 1089 G.R.S.P. Fund		
Local 1089 - Training	The Administrator of Local 1089 Training Fund		
Ontario Association of Demolition Contractors Inc.	Industry Fund	70 Leek Crescent Richmond Hill, ON L4B 1H1	

**ASBESTOS ABATEMENT
REMEDICATION / CONTAMINATED
SOILS AND INTERIOR
DEMOLITION, HAZMAT
APPENDIX**

ARTICLE 1 - APPLICABILITY

- 1.01 This Appendix shall apply to: Work consisting of asbestos abatement, mold abatement and lead abatement and remediation / contaminated soils when:
- such work is a significant component of a demolition project and /or is Type 3 removal; and / or excavation and removal of contaminated soils.
 - such work is priced and/or tendered separately from demolition work.
- 1.02 Work consisting of interior demolition when all of the following conditions are met:
- such work does not involve structural demolition and results in the removal of interior building and finishing components, up to and including demolition back to base building; and
 - such work was priced to an owner or tenant of whose employees the Union does not hold bargaining rights or to non-union general contractors.
 - such work does not result in the lay-off of any current employees.
- 1.03 Occupied premises shall be defined as where the Employer cannot work regular hours as defined in Article 2.01 of this Appendix, due to owner / tenant requirements and the regular business hours applicable to such business conflict with Article 2.01.

Work within such facilities may be performed under the following conditions:

- Nine hours per day at the applicable straight time hourly rate to a maximum of five (5) consecutive days within each seven (7) day cycle.
- Applicable overtime rates shall be paid after nine (9) hours in any shift and for all work performed on the sixth (6) and seventh (7)

days and on Sunday.

- Rates of pay referred to herein shall be in accordance with applicable Local Area Schedules.
- The Employer agrees to notify the applicable Local Union when intending to implement this clause.

Note:

It is agreed that this Article 1.03 shall be placed in this Appendix and only applied to Asbestos Abatement and Interior

- 1.04 When the Employer is bidding on non-union interior stripping, the rates and conditions in this Schedule will apply.

ARTICLE 2 - HOURS OF WORK

- 2.01 The regular hours of work shall be between the hours of 6:00 a.m. and 6:00 p.m., Monday to Friday inclusive.
- 2.02 The regular weekly hours of work may be adjusted by mutual consent of the parties.

ARTICLE 3 - WORKERS CATEGORIES

- 3.01 Employees who perform work under this Appendix shall be classified under one of the three (3) worker categories:

(a) *Asbestos Journeyman:*

- Minimum of one (1) year experience in asbestos abatement and/or interior demolition and/or contaminated soils;
- having training and expertise on all asbestos abatement and/or interior demolition skills; and type three asbestos certification.

(b) *Working Foreperson:*

The HAZMAT Foreperson – shall be paid (10%) ten percent higher than the journeyman base wage rate.

(c) *Apprentices*

- As per apprentices schedules.

- 3.02 When employees are laid-off or in any event at least annually, the

Union and the employee shall receive a statement from the Employer showing the number of hours worked in asbestos abatement. If the statements are not given to employees at the time of termination, such statements shall be given in accordance with Article 12.03 of Master Portion. A copy shall also be sent to the Local Union.

- (a) The Employer of worker(s) in Type 2 operation or Type 3 operation shall complete an asbestos work report form obtained from the Ministry of Labour for each worker, at least once in each 12-month period and immediately on termination of employment of the worker. (O. Reg.278/05, ss.21)
- b) Upon completion of the asbestos work report, the Employer shall forward it to the Provincial Physician, Ministry of Labour, Local Union, and give a copy to the worker.

3.03 Mobility of Key Persons in this Appendix shall be as per Article 16 in the Master Demolition Portion. Full mobility will also include journeyperson classifications, provided the Local Union cannot supply. Apprentices must be hired from the Local Union Area provided they can supply.

APPRENTICES

- 3.04 The Asbestos, Mold, Lead Abatement and Remediation / Contaminated Soils Program including any plan and amendments thereto agreed to by the Local Apprenticeship Committee shall be presented as a recommendation to the appropriate bargaining agents of this agreement and maybe incorporated in their entirety into and form part of this agreement as if it was an original party thereto. Ratio of Apprentices (Only applies to members of LIUNA whom initiate after May 1, 2010).
- 3.05 The Employer agrees to hire one (1) apprentice for every three (3) journeypersons. The Union shall be entitled to refer apprentices to the Employer sufficient to maintain a minimum ratio of one (1) apprentice for every three (3) journeypersons. The allowable number of apprentices to be determined should be based on the total number of journeypersons employed by the company, rather than on a job-site basis.

ARTICLE 4 - SUPPLY OF LABOUR

- 4.01 The applicable Local Union in whose jurisdiction the work is to be performed shall have the option of supplying the Employer with the needed labour. Should the Local Union not be able to supply such labour under the terms and conditions of this Appendix, then the Employer may hire from outside the Local Union. Article 6 of the Master Portion of this Agreement shall apply except with respect to Article 4.02 of this Appendix.
- 4.02 For workers hired from outside the Local Union, the Employer shall:
- a) Deduct and remit payment of Local Union working dues, OPDC dues, Training fund dues and;
 - b) Prior to commencement of work, notify the Local Union of the name of such worker and the project they are to be working.

ARTICLE 5 - RATES OF PAY AND BENEFITS

- 5.01 The Employer agrees to deduct from each employee covered by the terms of this Agreement, working dues at the rate specified in this Appendix per hour worked and remit same in accordance with Article 29.
- 5.02 For any asbestos workers who are employed by an Employer who is bound to this Agreement at the date of its ratification, whose total wage package exceeds the amount that would otherwise apply under this Agreement, then the total wage package applicable under the previous Agreement shall continue to apply.

ARTICLE 6 – SHOWER

- 6.01 (a) The Employer shall ensure that the privacy of all employees utilizing a shower enclosure on an abatement project is maintained at all times. Such steps shall include, but are not limited to, providing a secure, non- transparent space for employees to shower in private (only Abatement).
- (b) Each Employer shall develop a policy to ensure employees receive equal and adequate time to go through the decontamination process privately, as well as refreshment and lunch breaks.

- 6.02 The Employer shall provide proper soap/cleaning solutions for the purpose of cleaning respirators for asbestos abatement work

ARTICLE 7 – REFRESHMENT AND LUNCH BREAK

- 7.01 This clause shall only apply to scheduled shifts of nine (9) hours or less. Any shift above nine (9) hours shall establish refreshment and lunch breaks in accordance with Article 18.

Employees working in type 3 Asbestos Abatement shall have refreshments and lunch breaks requirements as follows:

- (a) To work through refreshment breaks and leave work forty-five minutes early without loss of pay.
- (b) No employee shall be required to work more than five consecutive hours without a lunch break.
- (c) In circumstances where an employee claims that they require a break for medical reasons, or in cases where weather conditions or job conditions warrant breaks as per Article 18.4 of the Master Portion, the Employer will use best efforts to accommodate these circumstances.

LOCAL UNION SCHEDULE FOR 183 - EAST

ARTICLE 1 - TRAVEL ALLOWANCE AND MILEAGE EXPENSE

- 1.01 Except where the Employer provides transportation, travelling expenses shall be paid to all employees covered by this Schedule who are required to report for work outside of the free zones provided for in 1.02, 1.03 and 1.04, at the rate of sixty cents (\$0.60) per kilometer from the edge of the free zone to the job site and return.
- 1.02 In Zone I, there shall be a free zone of a thirty- five (35) road kilometers from the City Hall in Oshawa. The calculation of road kilometers shall be determined by the shortest route according to Google Maps.
- 1.03 In Zone II, there shall be a free zone of a thirty- five (35) road kilometers from the Huntsville Town Hall. The calculation of road kilometers shall be determined by the shortest route according to Google Maps.
- 1.04 In Zone III, there shall be a free zone of a thirty- five (35) road kilometers from the City Hall in Peterborough. The calculation of road kilometers shall be determined by the shortest route according to Google Maps.
- 1.05 In the event that the Employer provides transportation to the jobsite and return, then the travelling expenses provided for in 1.01 shall not apply.
- 1.06 The applicable zone for employees shall be the zone out of which the employee regularly works from.
- 2.01 (a) Vacation and statutory holiday credits shall be paid to employees covered by this Collective Agreement at the rate of ten percent (10%) of the gross wages earned. It is understood and agreed that five percent (5%) is to be considered in lieu of statutory holiday pay.
- (b) During the term of any one (1) year, by mutual arrangement between an Employer and employee only two (2) weeks' vacation without pay will be taken by an employee, exclusive of statutory holidays. Vacation may be taken at any time during the calendar year at such time as may be most convenient to the Employer, but every effort shall be made to schedule vacation at times suitable to the employee.

- (c) Vacation and statutory holiday pay as aforesaid shall be paid into the Local 183 Member Vacation Pay Trust Fund, jointly administered by an equal number of Employer and Union trustees, which Employer trustees shall be appointed by the Greater Toronto Sewer and Watermain Contractors' Association, the Utility Contractors' Association of Ontario and The Heavy Construction Association of Toronto.
- (d) One of the said Employer trustees shall be appointed by the Association. Payments into the Fund shall be made monthly, and the interest earned by the investment of the monies in such fund shall be firstly applied against the administration costs of the Fund and secondly, against any deficit caused by the delinquency of a contributing Employer and the balance shall be paid to the Association pro-rated on the basis of contributions into the Fund Association's costs of negotiating and administering this Agreement.
- (e) Payments into the Fund shall be made by the fifteenth (15th) day of the month following the month for which payment is due.
- (f) The Chairpersonship of the Trust Fund shall alternate annually between the Union and the Employer trustees.
- (g) Vacation with Pay Trust Fund surplus to be distributed as follows:
 - i) Administration costs;
 - ii) Deficits;
 - iii) A reserve fund shall be established and maintained based on the past history of deficiencies as agreed by the Trustees;
 - iv) The surplus, if any, to be distributed equally to the Association and the Union on an annual basis.

ARTICLE 2 - WAGE SCHEDULES **Demolition Rates and Classifications Local 183** **Vacation Pay:** Ten percent (10%) of gross wages

Local 183 Cobourg - Demolition/HAZMAT Worker/Journeyperson

Effective Date	Hourly Rate	Vac Pay	Welfare	Long Term Care	Retiree Fund	Pension	Training Fund	Tri-Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	33.05	3.31	4.00	0.20	1.00	9.40	0.40	0.05	0.20	51.61	3%	0.40	0.20
May 1, 2022	34.59	3.46	4.15	0.20	1.10	9.50	0.45	0.05	0.20	53.70	3%	0.40	0.20
May 1, 2023	36.17	3.62	4.30	0.20	1.20	9.60	0.45	0.05	0.20	55.79	3%	0.40	0.20
May 1, 2024	38.23	3.82	4.45	0.20	1.30	9.70	0.45	0.05	0.20	58.40	3%	0.40	0.20

Local 183 Cobourg - Truck/Rock Truck Driver

Effective Date	Hourly Rate	Vac Pay	Welfare	Long Term Care	Retiree Fund	Pension	Training Fund	Tri-Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	35.71	3.57	4.00	0.20	1.00	9.40	0.40	0.05	0.20	54.53	3%	0.40	0.20
May 1, 2022	37.35	3.73	4.15	0.20	1.10	9.50	0.45	0.05	0.20	56.73	3%	0.40	0.20
May 1, 2023	39.03	3.90	4.30	0.20	1.20	9.60	0.45	0.05	0.20	58.93	3%	0.40	0.20
May 1, 2024	41.21	4.12	4.45	0.20	1.30	9.70	0.45	0.05	0.20	61.68	3%	0.40	0.20

Local 183 Cobourg - Torchperson (Level 1)

Effective Date	Hourly Rate	Vac Pay	Welfare	Long Term Care	Retiree Fund	Pension	Training Fund	Tri-Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	35.71	3.57	4.00	0.20	1.00	9.40	0.40	0.05	0.20	54.53	3%	0.40	0.20
May 1, 2022	37.35	3.73	4.15	0.20	1.10	9.50	0.45	0.05	0.20	56.73	3%	0.40	0.20
May 1, 2023	39.03	3.90	4.30	0.20	1.20	9.60	0.45	0.05	0.20	58.93	3%	0.40	0.20
May 1, 2024	41.21	4.12	4.45	0.20	1.30	9.70	0.45	0.05	0.20	61.68	3%	0.40	0.20

Local 183 Cobourg - Torchperson (Level 2)

Effective Date	Hourly Rate	Vac Pay	Welfare	Long Term Care	Retiree Fund	Pension	Training Fund	Tri-Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	36.08	3.61	4.00	0.20	1.00	9.40	0.40	0.05	0.20	54.94	3%	0.40	0.20
May 1, 2022	37.74	3.77	4.15	0.20	1.10	9.50	0.45	0.05	0.20	57.16	3%	0.40	0.20
May 1, 2023	39.44	3.94	4.30	0.20	1.20	9.60	0.45	0.05	0.20	59.38	3%	0.40	0.20
May 1, 2024	41.64	4.16	4.45	0.20	1.30	9.70	0.45	0.05	0.20	62.15	3%	0.40	0.20

Demolition Rates and Classifications Local 183 (cont.)

Vacation Pay: Ten percent (10%) of gross wages

Local 183 Cobourg - Torchperson (Level 3) - (Workers that perform high-risk/safety sensitive work)

Effective Date	Hourly Rate	Vac Pay	Welfare	Long Term Care	Retiree Fund	Pension	Training Fund	Tri-Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned	Employer	Hrs. Earned	Employer	Hrs. Worked	Employer	Hrs. Earned		Hrs. Worked	Employee	Hrs. Earned
Last Rate	37.59	3.76	4.00	0.20	1.00	9.40	0.40	0.05	0.20	56.60	3%	0.40	0.20
May 1, 2022	39.30	3.93	4.15	0.20	1.10	9.50	0.45	0.05	0.20	58.88	3%	0.40	0.20
May 1, 2023	41.05	4.11	4.30	0.20	1.20	9.60	0.45	0.05	0.20	61.16	3%	0.40	0.20
May 1, 2024	43.34	4.33	4.45	0.20	1.30	9.70	0.45	0.05	0.20	64.02	3%	0.40	0.20

Local 183 Cobourg - Heavy Equipment Operators

Effective Date	Hourly Rate	Vac Pay	Welfare	Long Term Care	Retiree Fund	Pension	Training Fund	Tri-Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned	Employer	Hrs. Earned	Employer	Hrs. Worked	Employer	Hrs. Earned		Hrs. Worked	Employee	Hrs. Earned
Last Rate	37.59	3.76	4.00	0.20	1.00	9.40	0.40	0.05	0.20	56.60	3%	0.40	0.20
May 1, 2022	39.30	3.93	4.15	0.20	1.10	9.50	0.45	0.05	0.20	58.88	3%	0.40	0.20
May 1, 2023	41.05	4.11	4.30	0.20	1.20	9.60	0.45	0.05	0.20	61.16	3%	0.40	0.20
May 1, 2024	43.34	4.33	4.45	0.20	1.30	9.70	0.45	0.05	0.20	64.02	3%	0.40	0.20

Local 183 Cobourg - Demolition Foreperson - 10% Over the Heavy Equipment Operator

Effective Date	Hourly Rate	Vac Pay	Welfare	Long Term Care	Retiree Fund	Pension	Training Fund	Tri-Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned	Employer	Hrs. Earned	Employer	Hrs. Worked	Employer	Hrs. Earned		Hrs. Worked	Employee	Hrs. Earned
Last Rate	41.13	4.11	4.00	0.20	1.00	9.40	0.40	0.05	0.20	60.49	3%	0.40	0.20
May 1, 2022	43.23	4.32	4.15	0.20	1.10	9.50	0.45	0.05	0.20	63.20	3%	0.37	0.20
May 1, 2023	45.16	4.52	4.30	0.20	1.20	9.60	0.45	0.05	0.20	65.68	3%	0.40	0.20
May 1, 2024	47.67	4.77	4.45	0.20	1.30	9.70	0.45	0.05	0.20	68.79	3%	0.40	0.20

Local 183 Cobourg - HAZMAT Foreperson - 10% Over the Demolition/HAZMAT Worker/Journeyman

Effective Date	Hourly Rate	Vac Pay	Welfare	Long Term Care	Retiree Fund	Pension	Training Fund	Tri-Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned	Employer	Hrs. Earned	Employer	Hrs. Worked	Employer	Hrs. Earned		Hrs. Worked	Employee	Hrs. Earned
Last Rate	36.18	3.62	4.00	0.20	1.00	9.40	0.40	0.05	0.20	55.05	3%	0.40	0.20
May 1, 2022	38.05	3.81	4.15	0.20	1.10	9.50	0.45	0.05	0.20	57.51	3%	0.37	0.20
May 1, 2023	39.79	3.98	4.30	0.20	1.20	9.60	0.45	0.05	0.20	59.77	3%	0.40	0.20
May 1, 2024	42.05	4.21	4.45	0.20	1.30	9.70	0.45	0.05	0.20	62.61	3%	0.40	0.20

Demolition Apprenticeship Program Local 183

Vacation Pay: Ten percent (10%) of gross wages

Local 183 Cobourg - Demolition Apprenticeship Program - 1st Term Apprenticeship - 800 Hours

Effective Date	Hourly Rate	Vac Pay	Welfare	Long Term Care	Retiree Fund	Pension	Training Fund	Tri-Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	18.70	1.87	4.00	0.20	1.00	9.40	0.40	0.05	0.20	35.82	3%	0.40	0.20
May 1, 2022	19.65	1.97	4.15	0.20	1.10	9.50	0.45	0.05	0.20	37.27	3%	0.37	0.20
May 1, 2023	20.65	2.07	4.30	0.20	1.20	9.60	0.45	0.05	0.20	38.72	3%	0.40	0.20
May 1, 2024	21.99	2.20	4.45	0.20	1.30	9.70	0.45	0.05	0.20	40.54	3%	0.40	0.20

Local 183 Cobourg - Demolition Apprenticeship Program - 2nd Term Apprenticeship - 801-1600 Hours

Effective Date	Hourly Rate	Vac Pay	Welfare	Long Term Care	Retiree Fund	Pension	Training Fund	Tri-Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	22.30	2.23	4.00	0.20	1.00	9.40	0.40	0.05	0.20	39.78	3%	0.40	0.20
May 1, 2022	23.40	2.34	4.15	0.20	1.10	9.50	0.45	0.05	0.20	41.39	3%	0.37	0.20
May 1, 2023	24.55	2.45	4.30	0.20	1.20	9.60	0.45	0.05	0.20	43.00	3%	0.40	0.20
May 1, 2024	26.06	2.61	4.45	0.20	1.30	9.70	0.45	0.05	0.20	45.02	3%	0.40	0.20

Local 183 Cobourg - Demolition Apprenticeship Program - 3rd Term Apprenticeship - 1601-2400 Hours

Effective Date	Hourly Rate	Vac Pay	Welfare	Long Term Care	Retiree Fund	Pension	Training Fund	Tri-Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	27.70	2.77	4.00	0.20	1.00	9.40	0.40	0.05	0.20	45.72	3%	0.40	0.20
May 1, 2022	29.02	2.90	4.15	0.20	1.10	9.50	0.45	0.05	0.20	47.57	3%	0.37	0.20
May 1, 2023	30.38	3.04	4.30	0.20	1.20	9.60	0.45	0.05	0.20	49.42	3%	0.40	0.20
May 1, 2024	32.16	3.22	4.45	0.20	1.30	9.70	0.45	0.05	0.20	51.73	3%	0.40	0.20

Local 183 Cobourg - HAZMAT Apprenticeship Program - 1st Term Apprenticeship 1000 Hours

Effective Date	Hourly Rate	Vac Pay	Welfare	Long Term Care	Retiree Fund	Pension	Training Fund	Tri-Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	17.96	1.80	4.00	0.20	1.00	9.40	0.40	0.05	0.20	35.01	3%	0.40	0.20
May 1, 2022	18.89	1.89	4.15	0.20	1.10	9.50	0.45	0.05	0.20	36.43	3%	0.37	0.20
May 1, 2023	19.86	1.99	4.30	0.20	1.20	9.60	0.45	0.05	0.20	37.85	3%	0.40	0.20
May 1, 2024	21.16	2.12	4.45	0.20	1.30	9.70	0.45	0.05	0.20	39.63	3%	0.40	0.20

HAZMAT Apprenticeship Program Local 183

Vacation Pay: Ten percent (10%) of gross wages

Local 183 Cobourg - HAZMAT Apprenticeship Program - 2nd Term Apprenticeship 1001-2000 Hours

Effective Date	Hourly Rate	Vac Pay	Welfare	Long Term Care	Retiree Fund	Pension	Training Fund	Tri-Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	21.40	2.14	4.00	0.20	1.00	9.40	0.40	0.05	0.20	38.79	3%	0.40	0.20
May 1, 2022	22.46	2.25	4.15	0.20	1.10	9.50	0.45	0.05	0.20	40.36	3%	0.37	0.20
May 1, 2023	23.57	2.36	4.30	0.20	1.20	9.60	0.45	0.05	0.20	41.93	3%	0.40	0.20
May 1, 2024	25.05	2.50	4.45	0.20	1.30	9.70	0.45	0.05	0.20	43.90	3%	0.40	0.20

Local 183 Cobourg - HAZMAT Apprenticeship Program - 3rd Term Apprenticeship 2001-3000 Hours

Effective Date	Hourly Rate	Vac Pay	Welfare	Long Term Care	Retiree Fund	Pension	Training Fund	Tri-Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	26.59	2.66	4.00	0.20	1.00	9.40	0.40	0.05	0.20	44.50	3%	0.40	0.20
May 1, 2022	27.86	2.79	4.15	0.20	1.10	9.50	0.45	0.05	0.20	46.30	3%	0.37	0.20
May 1, 2023	29.18	2.92	4.30	0.20	1.20	9.60	0.45	0.05	0.20	48.10	3%	0.40	0.20
May 1, 2024	30.91	3.09	4.45	0.20	1.30	9.70	0.45	0.05	0.20	50.35	3%	0.40	0.20

LOCAL UNION SCHEDULE FOR 183 – KINGSTON

ARTICLE 1 - TRAVEL ALLOWANCE AND MILEAGE EXPENSE

- 1.01 Except where the Employer provides transportation, travelling expenses shall be paid to all employees covered by this Schedule who are required to report for work outside of the free zones provided for in 1.02, 1.03 and 1.04, at the rate of sixty cents (\$0.60) per kilometer from the edge of the free zone to the job site and return.
- 1.02 In Zone I, there shall be a free zone of a thirty- five (35) road kilometers from the City Hall in Kingston. The calculation of road kilometers shall be determined by the shortest route according to Google Maps.
- 1.03 In Zone II, there shall be a free zone of a thirty- five (35) road kilometers from the Belleville City Hall. The calculation of road kilometers shall be determined by the shortest route according to Google Maps.
- 1.04 In the event that the Employer provides transportation to the jobsite and return, then the travelling expenses provided for in 1.01 shall not apply.
- 1.05 The applicable zone for employees shall be the zone out of which the employee regularly works from.

ARTICLE 2 - WAGE SCHEDULES

Demolition Rates and Classifications Local 183 - Kingston

Local 183 Kingston - Demolition/HAZMAT Worker/Journeyperson														
Effective Date	Hourly Rate	Vac Pay	Welfare	Group Legal	Pension	Training Fund	Local Fund 1	Tri-Fund	Retiree Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Earned Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	33.05	3.31	3.75	0.05	6.00	0.40	2.00	0.05	0.30	0.15	49.06	3%	0.40	0.20
May 1, 2022	34.58	3.46	3.90	0.05	8.00	0.45	0.00	0.05	0.40	0.15	51.04	3%	0.40	0.20
May 1, 2023	36.15	3.62	4.05	0.05	8.00	0.45	0.00	0.05	0.50	0.15	53.02	3%	0.40	0.20
May 1, 2024	38.18	3.82	4.20	0.05	8.00	0.45	0.00	0.05	0.60	0.15	55.50	3%	0.40	0.20
Local 183 Kingston - Truck/Rock Truck Driver														
Effective Date	Hourly Rate	Vac Pay	Welfare	Group Legal	Pension	Training Fund	Local Fund 1	Tri-Fund	Retiree Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Earned Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	35.62	3.56	3.75	0.05	6.00	0.40	2.00	0.05	0.30	0.15	51.88	3%	0.40	0.20
May 1, 2022	37.25	3.73	3.90	0.05	8.00	0.45	0.00	0.05	0.40	0.15	53.98	3%	0.40	0.20
May 1, 2023	38.94	3.89	4.05	0.05	8.00	0.45	0.00	0.05	0.50	0.15	56.08	3%	0.40	0.20
May 1, 2024	41.09	4.11	4.20	0.05	8.00	0.45	0.00	0.05	0.60	0.15	58.70	3%	0.40	0.20
Local 183 Kingston - Torchperson (Level 1)														
Effective Date	Hourly Rate	Vac Pay	Welfare	Group Legal	Pension	Training Fund	Local Fund 1	Tri-Fund	Retiree Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Earned Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	35.62	3.56	3.75	0.05	6.00	0.40	2.00	0.05	0.30	0.15	51.88	3%	0.40	0.20
May 1, 2022	37.25	3.73	3.90	0.05	8.00	0.45	0.00	0.05	0.40	0.15	53.98	3%	0.40	0.20
May 1, 2023	38.94	3.89	4.05	0.05	8.00	0.45	0.00	0.05	0.50	0.15	56.08	3%	0.40	0.20
May 1, 2024	41.09	4.11	4.20	0.05	8.00	0.45	0.00	0.05	0.60	0.15	58.70	3%	0.40	0.20
Local 183 Kingston - Torchperson (Level 2)														
Effective Date	Hourly Rate	Vac Pay	Welfare	Group Legal	Pension	Training Fund	Local Fund 1	Tri-Fund	Retiree Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Earned Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	35.99	3.60	3.75	0.05	6.00	0.40	2.00	0.05	0.30	0.15	52.29	3%	0.40	0.20
May 1, 2022	37.64	3.76	3.90	0.05	8.00	0.45	0.00	0.05	0.40	0.15	54.40	3%	0.40	0.20
May 1, 2023	39.33	3.93	4.05	0.05	8.00	0.45	0.00	0.05	0.50	0.15	56.51	3%	0.40	0.20
May 1, 2024	41.50	4.15	4.20	0.05	8.00	0.45	0.00	0.05	0.60	0.15	59.15	3%	0.40	0.20

Vacation Pay: Ten percent (10%) of gross wages

Demolition Rates and Classifications Local 183 - Kingston (cont.)

Local 183 Kingston - Torchperson (Level 3) - (Workers that perform high-risk/safety sensitive work)														
Effective Date	Hourly Rate	Vac Pay	Welfare	Group Legal	Pension	Training Fund	Local Fund 1	Tri-Fund	Retiree Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Earned Employer		Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer
Last Rate	37.50	3.75	3.75	0.05	6.00	0.40	2.00	0.05	0.30	0.15	53.95	3%	0.40	0.20
May 1, 2022	39.21	3.92	3.90	0.05	8.00	0.45	0.00	0.05	0.40	0.15	56.13	3%	0.40	0.20
May 1, 2023	40.96	4.10	4.05	0.05	8.00	0.45	0.00	0.05	0.50	0.15	58.31	3%	0.40	0.20
May 1, 2024	43.21	4.32	4.20	0.05	8.00	0.45	0.00	0.05	0.60	0.15	61.03	3%	0.40	0.20

Local 183 Kingston - Heavy Equipment Operators														
Effective Date	Hourly Rate	Vac Pay	Welfare	Group Legal	Pension	Training Fund	Local Fund 1	Tri-Fund	Retiree Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Earned Employer		Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer
Last Rate	37.50	3.75	3.75	0.05	6.00	0.40	2.00	0.05	0.30	0.15	53.95	3%	0.40	0.20
May 1, 2022	39.21	3.92	3.90	0.05	8.00	0.45	0.00	0.05	0.40	0.15	56.13	3%	0.40	0.20
May 1, 2023	40.96	4.10	4.05	0.05	8.00	0.45	0.00	0.05	0.50	0.15	58.31	3%	0.40	0.20
May 1, 2024	43.21	4.32	4.20	0.05	8.00	0.45	0.00	0.05	0.60	0.15	61.03	3%	0.40	0.20

Local 183 Kingston - Demolition Foreperson - 10% Over the Heavy Equipment Operator														
Effective Date	Hourly Rate	Vac Pay	Welfare	Group Legal	Pension	Training Fund	Local Fund 1	Tri-Fund	Retiree Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Earned Employer		Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer
Last Rate	41.02	4.10	3.75	0.05	6.00	0.40	2.00	0.05	0.30	0.15	57.82	3%	0.40	0.20
May 1, 2022	43.13	4.31	3.90	0.05	8.00	0.45	0.00	0.05	0.40	0.15	60.44	3%	0.40	0.20
May 1, 2023	45.06	4.51	4.05	0.05	8.00	0.45	0.00	0.05	0.50	0.15	62.82	3%	0.40	0.20
May 1, 2024	47.53	4.75	4.20	0.05	8.00	0.45	0.00	0.05	0.60	0.15	65.78	3%	0.40	0.20

Local 183 Kingston - HAZMAT Foreperson - 10% Over the Demolition/HAZMAT Worker/Journeyperson														
Effective Date	Hourly Rate	Vac Pay	Welfare	Group Legal	Pension	Training Fund	Local Fund 1	Tri-Fund	Retiree Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Earned Employer		Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer
Last Rate	36.16	3.62	3.75	0.05	6.00	0.40	2.00	0.05	0.30	0.15	52.48	3%	0.40	0.20
May 1, 2022	38.04	3.80	3.90	0.05	8.00	0.45	0.00	0.05	0.40	0.15	54.84	3%	0.40	0.20
May 1, 2023	39.77	3.98	4.05	0.05	8.00	0.45	0.00	0.05	0.50	0.15	57.00	3%	0.40	0.20
May 1, 2024	42.00	4.20	4.20	0.05	8.00	0.45	0.00	0.05	0.60	0.15	59.70	3%	0.40	0.20

Vacation Pay: Ten percent (10%) of gross wages

Demolition Rates and Classifications Local 183 - Kingston (cont.)

Local 183 Kingston - Demolition Apprenticeship Program - 1st Term Apprenticeship - 1200 Hours - 65% of Total Wage Package														
Effective Date	Hourly Rate	Vac Pay	Welfare	Group Legal	Pension	Training Fund	Local Fund 1	Tri-Fund	Retiree Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Earned Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	20.42	2.04	3.75	0.05	6.00	0.40	2.00	0.05	0.30	0.15	35.16	3%	0.40	0.20
May 1, 2022	21.45	2.14	3.90	0.05	8.00	0.45	0.00	0.05	0.40	0.15	36.59	3%	0.40	0.20
May 1, 2023	22.52	2.25	4.05	0.05	8.00	0.45	0.00	0.05	0.50	0.15	38.02	3%	0.40	0.20
May 1, 2024	23.91	2.39	4.20	0.05	8.00	0.45	0.00	0.05	0.60	0.15	39.80	3%	0.40	0.20
Local 183 Kingston - Demolition Apprenticeship Program - 2nd Term Apprenticeship - 1201-2400 Hours - 83% of Total Wage Package														
Effective Date	Hourly Rate	Vac Pay	Welfare	Group Legal	Pension	Training Fund	Local Fund 1	Tri-Fund	Retiree Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Earned Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	26.92	2.69	3.75	0.05	6.00	0.40	2.00	0.05	0.30	0.15	42.31	3%	0.40	0.20
May 1, 2022	28.20	2.82	3.90	0.05	8.00	0.45	0.00	0.05	0.40	0.15	44.02	3%	0.40	0.20
May 1, 2023	29.53	2.95	4.05	0.05	8.00	0.45	0.00	0.05	0.50	0.15	45.73	3%	0.40	0.20
May 1, 2024	31.25	3.12	4.20	0.05	8.00	0.45	0.00	0.05	0.60	0.15	47.87	3%	0.40	0.20
Local 183 Kingston - Demolition Apprenticeship Program - 3rd Term Apprenticeship - 2401-3600 Hours - 95% of Total Wage Package														
Effective Date	Hourly Rate	Vac Pay	Welfare	Group Legal	Pension	Training Fund	Local Fund 1	Tri-Fund	Retiree Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Earned Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	30.70	3.07	3.75	0.05	6.00	0.40	2.00	0.05	0.30	0.15	46.47	3%	0.40	0.20
May 1, 2022	32.14	3.21	3.90	0.05	8.00	0.45	0.00	0.05	0.40	0.15	48.35	3%	0.40	0.20
May 1, 2023	33.62	3.36	4.05	0.05	8.00	0.45	0.00	0.05	0.50	0.15	50.23	3%	0.40	0.20
May 1, 2024	35.53	3.55	4.20	0.05	8.00	0.45	0.00	0.05	0.60	0.15	52.58	3%	0.40	0.20

Vacation Pay: Ten percent (10%) of gross wages

LOCAL UNION SCHEDULE FOR 493

ARTICLE 1 - TRAVEL ALLOWANCE AND MILEAGE EXPENSE

ALL ZONES WILL APPLY TO THE (3) DISTRICT RESPECTIVELY

- DISTRICT OF SUDBURY
- DISTRICT OF NIPISSING / NORTH BAY
- DISTRICT OF TIMMINS

ZONE 1 – From City Hall to a forty (40) km radius

- Zone 1 (free Zone No Mileage or Allowance)
- All employees who are required to report to a project within a forty (40) radius from City Hall shall be considered to work in ZONE 1.

ZONE II - From edge of a forty 40 km free zone up to 80 kilometers from Local Jurisdiction City Hall.

ZONE III – Outside of 80 kilometers from Local Jurisdiction City Hall.

CONDITIONS RE: ZONES II AND III

The Employer agrees to arrange for employees to be picked up at convenient locations when traveling to and from projects.

Demolition Rates and Classifications Local 493

Local 493 - Demolition/HAZMAT Worker/Journeyperson

Effective Date	Hourly Rate	Vac Pay	Welfare & Scholarship Fund	Pension	Supp Pension	Training Fund	Organizing Fund	Tri-Fund	Total Package	Working Dues	Monthly Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employer		Hrs. Worked Employee		Hrs Worked Employee	Hrs. Earned Employer
Last Rate	30.10	3.01	2.70	7.13	3.80	1.40	0.85	0.05	49.04	3%	39.00	0.40	0.20
May 1, 2022	31.15	3.12	2.96	7.40	4.00	1.50	0.85	0.05	51.03	3%	43.00	0.40	0.20
May 1, 2023	32.25	3.23	3.08	7.70	4.25	1.60	0.85	0.05	53.01	3%	43.00	0.40	0.20
May 1, 2024	33.68	3.37	3.20	8.08	4.50	1.75	0.85	0.05	55.48	3%	43.00	0.40	0.20

Local 493 - Truck/Rock Truck Driver

Effective Date	Hourly Rate	Vac Pay	Welfare & Scholarship Fund	Pension	Supp Pension	Training Fund	Organizing Fund	Tri-Fund	Total Package	Working Dues	Monthly Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employer		Hrs. Worked Employee		Hrs Worked Employee	Hrs. Earned Employer
Last Rate	32.72	3.27	2.70	7.13	3.80	1.40	0.85	0.05	51.92	3%	39.00	0.40	0.20
May 1, 2022	33.87	3.39	2.96	7.40	4.00	1.50	0.85	0.05	54.02	3%	43.00	0.40	0.20
May 1, 2023	35.07	3.51	3.08	7.70	4.25	1.60	0.85	0.05	56.11	3%	43.00	0.40	0.20
May 1, 2024	36.63	3.66	3.20	8.08	4.50	1.75	0.85	0.05	58.72	3%	43.00	0.40	0.20

Local 493 - Torchperson (Level 1)

Effective Date	Hourly Rate	Vac Pay	Welfare & Scholarship Fund	Pension	Supp Pension	Training Fund	Organizing Fund	Tri-Fund	Total Package	Working Dues	Monthly Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employer		Hrs. Worked Employee		Hrs Worked Employee	Hrs. Earned Employer
Last Rate	32.72	3.27	2.70	7.13	3.80	1.40	0.85	0.05	51.92	3%	39.00	0.40	0.20
May 1, 2022	33.87	3.39	2.96	7.40	4.00	1.50	0.85	0.05	54.02	3%	43.00	0.40	0.20
May 1, 2023	35.07	3.51	3.08	7.70	4.25	1.60	0.85	0.05	56.11	3%	43.00	0.40	0.20
May 1, 2024	36.63	3.66	3.20	8.08	4.50	1.75	0.85	0.05	58.72	3%	43.00	0.40	0.20

Vacation Pay: Ten percent (10%) of gross wages

Demolition Rates and Classifications Local 493 (cont.)

Local 493 - Torchperson (Level 2)

Effective Date	Hourly Rate	Vac Pay	Welfare & Scholarship Fund	Pension	Supp Pension	Training Fund	Organizing Fund	Tri-Fund	Total Package	Working Dues	Monthly Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employer		Hrs. Worked Employee		Hrs Worked Employee	Hrs. Earned Employer
Last Rate	33.09	3.31	2.70	7.13	3.80	1.40	0.85	0.05	52.33	3%	39.00	0.40	0.20
May 1, 2022	34.26	3.43	2.96	7.40	4.00	1.50	0.85	0.05	54.45	3%	43.00	0.40	0.20
May 1, 2023	35.46	3.55	3.08	7.70	4.25	1.60	0.85	0.05	56.54	3%	43.00	0.40	0.20
May 1, 2024	37.04	3.70	3.20	8.08	4.50	1.75	0.85	0.05	59.17	3%	43.00	0.40	0.20

Local 493 - Torchperson (Level 3 - Workers that perform high-risk /safety sensitive work)

Effective Date	Hourly Rate	Vac Pay	Welfare & Scholarship Fund	Pension	Supp Pension	Training Fund	Organizing Fund	Tri-Fund	Total Package	Working Dues	Monthly Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employer		Hrs. Worked Employee		Hrs Worked Employee	Hrs. Earned Employer
Last Rate	34.55	3.46	2.70	7.13	3.80	1.40	0.85	0.05	53.94	3%	39.00	0.40	0.20
May 1, 2022	35.77	3.58	2.96	7.40	4.00	1.50	0.85	0.05	56.11	3%	43.00	0.40	0.20
May 1, 2023	37.05	3.71	3.08	7.70	4.25	1.60	0.85	0.05	58.29	3%	43.00	0.40	0.20
May 1, 2024	38.70	3.87	3.20	8.08	4.50	1.75	0.85	0.05	61.00	3%	43.00	0.40	0.20

Local 493 - Heavy Equipment Operators

Effective Date	Hourly Rate	Vac Pay	Welfare & Scholarship Fund	Pension	Supp Pension	Training Fund	Organizing Fund	Tri-Fund	Total Package	Working Dues	Monthly Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employer		Hrs. Worked Employee		Hrs Worked Employee	Hrs. Earned Employer
Last Rate	34.55	3.46	2.70	7.13	3.80	1.40	0.85	0.05	53.94	3%	39.00	0.40	0.20
May 1, 2022	35.77	3.58	2.96	7.40	4.00	1.50	0.85	0.05	56.11	3%	43.00	0.40	0.20
May 1, 2023	37.05	3.71	3.08	7.70	4.25	1.60	0.85	0.05	58.29	3%	43.00	0.40	0.20
May 1, 2024	38.70	3.87	3.20	8.08	4.50	1.75	0.85	0.05	61.00	3%	43.00	0.40	0.20

Vacation Pay: Ten percent (10%) of gross wages

Demolition Rates and Classifications Local 493 (cont.)

Local 493 - Demolition Foreperson - 10% Over the Heavy Equipment Operator

Effective Date	Hourly Rate	Vac Pay	Welfare & Scholarship Fund	Pension	Supp Pension	Training Fund	Organizing Fund	Tri-Fund	Total Package	Working Dues	Monthly Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employer		Hrs. Worked Employee		Hrs Worked Employee	Hrs. Earned Employer
Last Rate	37.82	3.78	2.70	7.13	3.80	1.40	0.85	0.05	57.53	3%	39.00	0.40	0.20
May 1, 2022	39.35	3.93	2.96	7.40	4.00	1.50	0.85	0.05	60.04	3%	43.00	0.40	0.20
May 1, 2023	40.76	4.08	3.08	7.70	4.25	1.60	0.85	0.05	62.36	3%	43.00	0.40	0.20
May 1, 2024	42.57	4.26	3.20	8.08	4.50	1.75	0.85	0.05	65.26	3%	43.00	0.40	0.20

Local 493 - HAZMAT Foreperson - 10% Over the Demolition/HAZMAT Worker/Journeyperson

Effective Date	Hourly Rate	Vac Pay	Welfare & Scholarship Fund	Pension	Supp Pension	Training Fund	Organizing Fund	Tri-Fund	Total Package	Working Dues	Monthly Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employer		Hrs. Worked Employee		Hrs Worked Employee	Hrs. Earned Employer
Last Rate	32.95	3.30	2.70	7.13	3.80	1.40	0.85	0.05	52.18	3%	39.00	0.40	0.20
May 1, 2022	34.27	3.43	2.96	7.40	4.00	1.50	0.85	0.05	54.45	3%	43.00	0.40	0.20
May 1, 2023	35.48	3.55	3.08	7.70	4.25	1.60	0.85	0.05	56.55	3%	43.00	0.40	0.20
May 1, 2024	37.05	3.70	3.20	8.08	4.50	1.75	0.85	0.05	59.18	3%	43.00	0.40	0.20

Vacation Pay: Ten percent (10%) of gross wages

LOCAL UNION SCHEDULE FOR 506

ARTICLE 1 - TRAVEL ALLOWANCE AND MILEAGE EXPENSE

ZONE 1 – From Toronto City Hall to a twenty-five (25) km radius

- Zone 1 (free Zone No Mileage or Allowance)
- All employees who are required to report to a project within twenty-five (25) km radius from Toronto City Hall shall be considered to work in ZONE 1.

ZONE II - From edge of twenty-five (25) km free zone up to fifty (50) km from Toronto City Hall.

ZONE III – Outside of 50 km from Toronto City Hall.

CONDITIONS RE: ZONES II AND III

The Employer agrees to arrange for employees to be picked up at convenient locations when traveling to and from projects.

ARTICLE 2 - RATIO OF WORKERS

(Demolition Apprenticeship Program)

- 2.01 Apprentices employed under the jurisdiction of this Agreement shall be required to attend apprenticeship school when directed to do so by the Local Apprenticeship Committee.
- 2.02 Any apprentices refusing to attend or not attending school when directed by the Local Apprenticeship Committee shall be sufficient cause for suspension or discharge from employment within the terms of this Agreement.
- 2.03 The Employer agrees to hire one (1) apprentice for every four (4) Journeypersons (where a Journeyperson is defined as a full-time labourer). The Union shall be entitled to refer apprentices to the Employer sufficient to maintain a minimum ratio of one (1) apprentice for every four (4) Journeypersons. The allowable number of apprentices to be determined should be based on total number of labourers employed by a company, rather than on a job-site basis.
- 2.04 Where an Employer wishes to hire Labourer(s), the Employer shall

contact Local 506 Union Hall to request the referral of such Labourer(s). When requesting, the Employer shall be entitled to name hire up to three quarters of the Labourers requested in the following manner: the first shall be considered a name request, the second referred by the Union, then the third and fourth may be additional name requests. Any additional Labourer(s) would repeat this sequence. Note: the above ratios are Companywide and as prescribed in Article 6.04 and 6.05 of the Master Portion.

ARTICLE 3 - TRAVELLING IN A COMPANY VEHICLE

- 3.01 Employees who are required to drive and/or operate a company vehicle for the purpose of picking up other employees within ZONE II or ZONE III will be paid their regular hourly rate for all time spent traveling.
- 3.02 All other employees working within ZONE II will be paid thirteen dollars and fifty cents (\$13.50) per day for Travel Allowance.
- 3.03 All other employees working within ZONE III will be paid seventeen dollars and fifty cents (\$17.50) per hour for Travel Allowance to and from the project.

Article 4 - SHIFT WORK Local 506 Clarification

- 4.01 (a) Shift work shall be considered any work commencing from 12:00 p.m. noon onward. Employees on shift work shall receive a premium of five dollars (\$5.00) per hour, over and above the regular day shift rate for all hours worked.
- (b) All shift work commencing at 9:00 p.m. Sunday through Thursday shall be paid at a premium of five dollars and fifty cents (\$5.50) per hour, above the regular day shift rate for all hours worked.
- (c) Overtime rates shall only apply when an employee works in excess of the regular work day as prescribed in 11.01 a).
- (d) Work performed on Saturdays will be paid at one and one-half times (1 1/2x) the employees' regular hourly rate for the first eight (8) hours. Any work performed after eight (8) hours, including

any work performed on Sunday shall be paid at double time (2x) the employees' regular hourly rate. Work performed on Statutory Holidays shall be paid at double (2x) the regular day shift rate.

- (e) When an employee(s) is required to change shifts, the Employer agrees to notify the employee(s) of such change thirty-six (36) hours in advance.

ARTICLE 4 - WAGE SCHEDULES

Demolition Rates and Classifications Local 506

Local 506 - Demolition/HAZMAT Worker/Journeyperson											
Effective Date	Hourly Rate	Vac Pay	Welfare Dental De Novo	Pension	Training	Tri-Fund	Legal	Total Package	Industry Fund	OPDC Dues	Scholarship Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Earned Employer	Hrs. Worked Employee	Hrs. Worked Employee
Last Rate	34.29	3.43	3.75	9.60	1.00	0.05	0.07	52.19	0.20	0.40	0.05
May 1, 2022	35.94	3.59	3.90	9.75	1.05	0.05	0.07	54.35	0.20	0.40	0.05
May 1, 2023	37.58	3.76	4.05	9.90	1.10	0.05	0.07	56.51	0.20	0.40	0.05
May 1, 2024	39.93	3.99	4.20	10.05	1.15	0.05	0.07	59.44	0.20	0.40	0.05
										Hrs. Earned Employee	Hrs. Earned Employee
										0.00	0.25
										0.05	0.30
										0.05	0.35
										0.05	0.40

Local 506 - Truck/Rock Truck Driver											
Effective Date	Hourly Rate	Vac Pay	Welfare Dental De Novo	Pension	Training	Tri-Fund	Legal	Total Package	Industry Fund	OPDC Dues	Scholarship Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Earned Employer	Hrs. Worked Employee	Hrs. Worked Employee
Last Rate	36.75	3.68	3.75	9.60	1.00	0.05	0.07	54.90	0.20	0.40	0.05
May 1, 2022	38.45	3.85	3.90	9.75	1.05	0.05	0.07	57.12	0.20	0.40	0.05
May 1, 2023	40.15	4.02	4.05	9.90	1.10	0.05	0.07	59.34	0.20	0.40	0.05
May 1, 2024	42.35	4.24	4.20	10.05	1.15	0.05	0.07	62.11	0.20	0.40	0.05
										Hrs. Earned Employee	Hrs. Earned Employee
										0.00	0.25
										0.05	0.30
										0.05	0.35
										0.05	0.40

Local 506 - Torchperson (Level 1)											
Effective Date	Hourly Rate	Vac Pay	Welfare Dental De Novo	Pension	Training	Tri-Fund	Legal	Total Package	Industry Fund	OPDC Dues	Scholarship Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Earned Employer	Hrs. Worked Employee	Hrs. Worked Employee
Last Rate	36.75	3.68	3.75	9.60	1.00	0.05	0.07	54.90	0.20	0.40	0.05
May 1, 2022	38.45	3.85	3.90	9.75	1.05	0.05	0.07	57.12	0.20	0.40	0.05
May 1, 2023	40.15	4.02	4.05	9.90	1.10	0.05	0.07	59.34	0.20	0.40	0.05
May 1, 2024	42.35	4.24	4.20	10.05	1.15	0.05	0.07	62.11	0.20	0.40	0.05
										Hrs. Earned Employee	Hrs. Earned Employee
										0.00	0.25
										0.05	0.30
										0.05	0.35
										0.05	0.40

Vacation Pay: Ten percent (10%) of gross wages

Note: Welfare includes \$0.02 cent contribution to De Novo Substance Abuse program.

Demolition Rates and Classifications Local 506 (cont.)

Local 506 - Torchperson (Level 2)														
Effective Date	Hourly Rate	Vac Pay	Welfare Dental De Novo	Pension	Training	Tri-Fund	Legal	Total Package	Industry Fund	OPDC Dues	Scholarship Fund	Working Dues	Strike Fund	Retiree Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Earned Employer	Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employee	Hrs. Earned Employee
Last Rate	37.12	3.71	3.75	9.60	1.00	0.05	0.07	55.30	0.20	0.40	0.05	3%	0.00	0.25
May 1, 2022	38.84	3.88	3.90	9.75	1.05	0.05	0.07	57.54	0.20	0.40	0.05	3%	0.05	0.30
May 1, 2023	40.55	4.06	4.05	9.90	1.10	0.05	0.07	59.78	0.20	0.40	0.05	3%	0.05	0.35
May 1, 2024	42.77	4.28	4.20	10.05	1.15	0.05	0.07	62.57	0.20	0.40	0.05	3%	0.05	0.40

Local 506 - Torchperson (Level 3) - (Workers that perform high-risk/safety sensitive work)														
Effective Date	Hourly Rate	Vac Pay	Welfare Dental De Novo	Pension	Training	Tri-Fund	Legal	Total Package	Industry Fund	OPDC Dues	Scholarship Fund	Working Dues	Strike Fund	Retiree Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Earned Employer	Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employee	Hrs. Earned Employee
Last Rate	38.61	3.86	3.75	9.60	1.00	0.05	0.07	56.94	0.20	0.40	0.05	3%	0.00	0.25
May 1, 2022	40.38	4.04	3.90	9.75	1.05	0.05	0.07	59.24	0.20	0.40	0.05	3%	0.05	0.30
May 1, 2023	42.15	4.22	4.05	9.90	1.10	0.05	0.07	61.54	0.20	0.40	0.05	3%	0.05	0.35
May 1, 2024	44.45	4.45	4.20	10.05	1.15	0.05	0.07	64.42	0.20	0.40	0.05	3%	0.05	0.40

Local 506 - Heavy Equipment Operators														
Effective Date	Hourly Rate	Vac Pay	Welfare Dental De Novo	Pension	Training	Tri-Fund	Legal	Total Package	Industry Fund	OPDC Dues	Scholarship Fund	Working Dues	Strike Fund	Retiree Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Earned Employer	Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employee	Hrs. Earned Employee
Last Rate	38.61	3.86	3.75	9.60	1.00	0.05	0.07	56.94	0.20	0.40	0.05	3%	0.00	0.25
May 1, 2022	40.38	4.04	3.90	9.75	1.05	0.05	0.07	59.24	0.20	0.40	0.05	3%	0.05	0.30
May 1, 2023	42.15	4.22	4.05	9.90	1.10	0.05	0.07	61.54	0.20	0.40	0.05	3%	0.05	0.35
May 1, 2024	44.45	4.45	4.20	10.05	1.15	0.05	0.07	64.42	0.20	0.40	0.05	3%	0.05	0.40

Vacation Pay: Ten percent (10%) of gross wages

Note: Welfare includes \$0.02 cent contribution to De Novo Substance Abuse program.

Demolition Rates and Classifications Local 506 (cont.)

Local 506 - Demolition Foreperson - 10% Over the Heavy Equipment Operator											
Effective Date	Hourly Rate	Vac Pay	Welfare Dental De Novo	Pension	Training	Tri-Fund	Legal	Total Package	Industry Fund	OPDC Dues	Scholarship Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Earned Employer	Hrs. Worked Employee	Hrs. Worked Employee
Last Rate	42.19	4.22	3.75	9.60	1.00	0.05	0.07	60.88	0.20	0.40	0.05
May 1, 2022	44.42	4.44	3.90	9.75	1.05	0.05	0.07	63.68	0.20	0.40	0.05
May 1, 2023	46.37	4.64	4.05	9.90	1.10	0.05	0.07	66.17	0.20	0.40	0.05
May 1, 2024	48.90	4.89	4.20	10.05	1.15	0.05	0.07	69.30	0.20	0.40	0.05

Local 506 - HAZMAT Foreperson - 10% Over the Demolition/HAZMAT Worker/Journeyperson											
Effective Date	Hourly Rate	Vac Pay	Welfare Dental De Novo	Pension	Training	Tri-Fund	Legal	Total Package	Industry Fund	OPDC Dues	Scholarship Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Earned Employer	Hrs. Worked Employee	Hrs. Worked Employee
Last Rate	37.35	3.74	3.75	9.60	1.00	0.05	0.07	55.56	0.20	0.40	0.05
May 1, 2022	39.53	3.95	3.90	9.75	1.05	0.05	0.07	58.31	0.20	0.40	0.05
May 1, 2023	41.34	4.13	4.05	9.90	1.10	0.05	0.07	60.64	0.20	0.40	0.05
May 1, 2024	43.92	4.39	4.20	10.05	1.15	0.05	0.07	63.84	0.20	0.40	0.05

Local 506 - Demolition Apprenticeship Program - 1st Term Apprenticeship - 1200 Hours - 50% of Total Wage Package											
Effective Date	Hourly Rate	Vac Pay	Welfare Dental De Novo	Pension	Training	Tri-Fund	Legal	Total Package	Industry Fund	OPDC Dues	Scholarship Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Earned Employer	Hrs. Worked Employee	Hrs. Worked Employee
Last Rate	26.54	2.65	3.75	5.60	1.00	0.05	0.07	39.66	0.20	0.40	0.05
May 1, 2022	27.61	2.76	3.90	6.20	1.05	0.05	0.07	41.64	0.20	0.40	0.05
May 1, 2023	28.68	2.87	4.05	6.30	1.10	0.05	0.07	43.12	0.20	0.40	0.05
May 1, 2024	30.01	3.00	4.20	6.55	1.15	0.05	0.07	45.03	0.20	0.40	0.05

Vacation Pay: Ten percent (10%) of gross wages

Note: Welfare includes \$0.02 cent contribution to De Novo Substance Abuse program.

Demolition Rates and Classifications Local 506 (cont.)

Local 506 - Demolition Apprenticeship Program - Final Term Apprenticeship - 1201 -2400 Hours 50% of Total Wage Package (Full Benefits)														
Effective Date	Hourly Rate	Vac Pay	Welfare Dental De Novo	Pension	Training	Tri-Fund	Legal	Total Package	Industry Fund	OPDC Dues	Scholarship Fund	Working Dues	Strike Fund	Retiree Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Earned Employer	Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employee	Hrs. Earned Employee
Last Rate	29.46	2.95	3.75	9.60	1.00	0.05	0.07	46.88	0.20	0.40	0.05	3%	0.00	0.25
May 1, 2022	30.64	3.06	3.90	9.75	1.05	0.05	0.07	48.52	0.20	0.40	0.05	3%	0.05	0.30
May 1, 2023	31.82	3.18	4.05	9.90	1.10	0.05	0.07	50.17	0.20	0.40	0.05	3%	0.05	0.35
May 1, 2024	33.30	3.33	4.20	10.05	1.15	0.05	0.07	52.15	0.20	0.40	0.05	3%	0.05	0.40

Local 506 - HAZMAT Apprenticeship Program - 1st Term Apprenticeship - 1500 Hours - 50% of Total Wage Package														
Effective Date	Hourly Rate	Vac Pay	Welfare Dental De Novo	Pension	Training	Tri-Fund	Legal	Total Package	Industry Fund	OPDC Dues	Scholarship Fund	Working Dues	Strike Fund	Retiree Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Earned Employer	Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employee	Hrs. Earned Employee
Last Rate	26.54	2.65	3.75	5.60	1.00	0.05	0.07	39.66	0.20	0.40	0.05	3%	0.00	0.25
May 1, 2022	27.61	2.76	3.90	6.20	1.05	0.05	0.07	41.64	0.20	0.40	0.05	3%	0.05	0.30
May 1, 2023	28.68	2.87	4.05	6.30	1.10	0.05	0.07	43.12	0.20	0.40	0.05	3%	0.05	0.35
May 1, 2024	30.01	3.00	4.20	6.55	1.15	0.05	0.07	45.03	0.20	0.40	0.05	3%	0.05	0.40

Local 506 - HAZMAT Apprenticeship Program - Final Term Apprenticeship 1501 - 3000 Hours - 50% of Total Wage Package (Full Benefits)														
Effective Date	Hourly Rate	Vac Pay	Welfare Dental De Novo	Pension	Training	Tri-Fund	Legal	Total Package	Industry Fund	OPDC Dues	Scholarship Fund	Working Dues	Strike Fund	Retiree Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Earned Employer	Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employee	Hrs. Earned Employee
Last Rate	29.46	2.95	3.75	9.60	1.00	0.05	0.07	46.88	0.20	0.40	0.05	3%	0.00	0.25
May 1, 2022	30.64	3.06	3.90	9.75	1.05	0.05	0.07	48.52	0.20	0.40	0.05	3%	0.05	0.30
May 1, 2023	31.82	3.18	4.05	9.90	1.10	0.05	0.07	50.17	0.20	0.40	0.05	3%	0.05	0.35
May 1, 2024	33.30	3.33	4.20	10.05	1.15	0.05	0.07	52.15	0.20	0.40	0.05	3%	0.05	0.40

Vacation Pay: Ten percent (10%) of gross wages

Note: Welfare includes \$0.02 cent contribution to De Novo Substance Abuse program.

LETTER OF UNDERSTANDING

BETWEEN

**ONTARIO ASSOCIATION
OF DEMOLITION CONTRACTORS INC.**

(herein after referred to as the “Association”)

-and-

**THE LABOURERS’ INTERNATIONAL UNION
OF NORTH AMERICA, AND
THE LABOURERS’ INTERNATIONAL
UNION OF NORTH AMERICA,
ONTARIO PROVINCIAL DISTRICT COUNCIL,
ON BEHALF OF ITS AFFILIATED LOCAL UNIONS,
183, 493, 506, 527, 607, 625, 837, 1036, 1059, AND 1089**

(herein after referred to as the “Council”)

TRAVEL TIME

Whereas the parties wish to express their common understanding of provisions in the collective agreement between them pertaining to travel, and in particular the provisions applicable to Local 506,

Now therefore the parties confirm their agreement and understanding as follows:

1. The geographic descriptions of zones for Local 506 are set out in Article 1 of the Local Union Schedule for 506 (the “Local 506 Schedule”). The zones are fixed, regardless of where a project might be located and regardless of where Employees might be traveling to or from.
2. The travel time to be paid in accordance with article 3.03 of the

Local 506 Schedule is the actual time spent travelling between the convenient locations for pick up described in Article 1 of the Local 506 Schedule and the project.

Dated this 23rd day of January, 2020.

For the Association
Margaret Taylor,
Executive Director



For the Council



LOCAL UNION SCHEDULE FOR 527

ARTICLE 1 - TRAVEL ALLOWANCE AND MILEAGE EXPENSE

ZONE 1 – From City Hall to a forty (40) km radius

- Zone 1 (free Zone No Mileage or Allowance)
- All employees who are required to report to a project within a forty (40) km radius from City Hall shall be considered to work in ZONE 1.

ZONE II - From edge of a forty 40 km free zone up to 80 kilometers from Local Jurisdiction City Hall.

ZONE III – Outside of 80 kilometers from Local Jurisdiction City Hall.

CONDITIONS RE: ZONES II AND III

The Employer agrees to arrange for employees to be picked up at convenient locations when traveling to and from projects.

ARTICLE 2 – BEREAVEMENT LEAVE

2.01 The Employer will grant, upon request, three (3) working days leave of absence with pay at the rate of two hundred and seventy-five dollars (\$275.00) per day effective May 1, 2022, in the event of the death of an employee's father, mother, spouse, child, brother or sister. Such leaves of absence are not automatic and shall only be granted when the circumstances require, for the purpose of attending the funeral and/or making funeral arrangements. This payment will not apply where it is otherwise covered by an employee's existing benefit plan.

Demolition Rates and Classifications Local 527

Local 527 - Demolition/HAZMAT Worker/Journeyperson

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Pension	Tri-Fund	OPDC Dues	Total Package	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Earned Employer
Last Rate	34.70	3.47	4.29	7.87	0.05	0.40	50.78	0.20
May 1, 2022	36.29	3.63	4.39	8.07	0.05	0.40	52.83	0.20
May 1, 2023	37.88	3.79	4.49	8.27	0.05	0.40	54.88	0.20
May 1, 2024	39.95	4.00	4.59	8.47	0.05	0.40	57.46	0.20

Local 527 - Truck/Rock Truck Driver

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Pension	Tri-Fund	OPDC Dues	Total Package	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Earned Employer
Last Rate	35.75	3.58	4.29	7.87	0.05	0.40	51.94	0.20
May 1, 2022	37.39	3.74	4.39	8.07	0.05	0.40	54.04	0.20
May 1, 2023	39.03	3.90	4.49	8.27	0.05	0.40	56.14	0.20
May 1, 2024	41.14	4.11	4.59	8.47	0.05	0.40	58.76	0.20

Local 527 - Torchperson (Level 1)

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Pension	Tri-Fund	OPDC Dues	Total Package	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Earned Employer
Last Rate	35.75	3.58	4.29	7.87	0.05	0.40	51.94	0.20
May 1, 2022	37.39	3.74	4.39	8.07	0.05	0.40	54.04	0.20
May 1, 2023	39.03	3.90	4.49	8.27	0.05	0.40	56.14	0.20
May 1, 2024	41.14	4.11	4.59	8.47	0.05	0.40	58.76	0.20

Vacation Pay: Ten percent (10%) of gross wages.

Local 527 working dues are included with Welfare Benefits: Effective May 1, 2022, PST Payable on H&E benefits of \$2.23 (\$0.178 PST), effective May 1, 2023, \$2.31 (\$0.185 PST) and effective May 1, 2024 \$2.39 (\$0.191 PST). The hourly rates shown above have been reduced by the amount of Local 527 working dues and OP DC working dues.

Demolition Rates and Classifications Local 527 (cont.)**Local 527 - Torchperson (Level 2)**

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Pension	Tri-Fund	OPDC Dues	Total Package	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Earned Employer
Last Rate	36.12	3.61	4.29	7.87	0.05	0.40	52.34	0.20
May 1, 2022	37.77	3.78	4.39	8.07	0.05	0.40	54.46	0.20
May 1, 2023	39.43	3.94	4.49	8.27	0.05	0.40	56.58	0.20
May 1, 2024	41.56	4.16	4.59	8.47	0.05	0.40	59.23	0.20

Local 527 - Torchperson (Level 3 - Workers that perform high-risk/safety sensitive work)

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Pension	Tri-Fund	OPDC Dues	Total Package	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Earned Employer
Last Rate	37.57	3.76	4.29	7.87	0.05	0.40	53.94	0.20
May 1, 2022	39.28	3.93	4.39	8.07	0.05	0.40	56.12	0.20
May 1, 2023	40.99	4.10	4.49	8.27	0.05	0.40	58.30	0.20
May 1, 2024	43.19	4.32	4.59	8.47	0.05	0.40	61.02	0.20

Local 527 - Heavy Equipment Operators

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Pension	Tri-Fund	OPDC Dues	Total Package	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Earned Employer
Last Rate	37.57	3.76	4.29	7.87	0.05	0.40	53.94	0.20
May 1, 2022	39.28	3.93	4.39	8.07	0.05	0.40	56.12	0.20
May 1, 2023	40.99	4.10	4.49	8.27	0.05	0.40	58.30	0.20
May 1, 2024	43.19	4.32	4.59	8.47	0.05	0.40	61.02	0.20

Vacation Pay: Ten percent (10%) of gross wages.

Local 527 working dues are included with Welfare Benefits: Effective May 1, 2022, PST Payable on H&E benefits of \$2.23 (\$0.178 PST), effective May 1, 2023, \$2.31 (\$0.185 PST) and effective May 1, 2024 \$2.39 (\$0.191 PST). The hourly rates shown above have been reduced by the amount of Local 527 working dues and OP DC working dues.

Demolition Rates and Classifications Local 527 (cont.)**Local 527- Demolition Foreperson - 10% Over the Heavy Equipment Operator**

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Pension	Tri-Fund	OPDC Dues	Total Package	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Earned Employer
Last Rate	41.01	4.10	4.29	7.87	0.05	0.40	57.72	0.20
May 1, 2022	43.21	4.32	4.39	8.07	0.05	0.40	60.44	0.20
May 1, 2023	45.09	4.51	4.49	8.27	0.05	0.40	62.81	0.20
May 1, 2024	47.51	4.75	4.59	8.47	0.05	0.40	65.77	0.20

Local 527 - HAZMAT Foreperson - 10% Over the Demolition/HAZMAT Worker/Journeyperson

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Pension	Tri-Fund	OPDC Dues	Total Package	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Earned Employer
Last Rate	37.87	3.79	4.29	7.87	0.05	0.40	54.27	0.20
May 1, 2022	39.92	3.99	4.39	8.07	0.05	0.40	56.82	0.20
May 1, 2023	41.67	4.17	4.49	8.27	0.05	0.40	59.04	0.20
May 1, 2024	43.95	4.39	4.59	8.47	0.05	0.40	61.85	0.20

Local 527 - Demolition Apprenticeship Program - 1st Term Apprenticeship - 800 Hours - 70% of Total Wage Package

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Pension	Tri-Fund	OPDC Dues	Total Package	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Earned Employer
Last Rate	24.87	2.49	4.29	3.45	0.05	0.40	35.55	0.20
May 1, 2022	25.90	2.59	4.39	3.65	0.05	0.40	36.98	0.20
May 1, 2023	26.93	2.69	4.49	3.85	0.05	0.40	38.41	0.20
May 1, 2024	28.30	2.83	4.59	4.05	0.05	0.40	40.22	0.20

Vacation Pay: Ten percent (10%) of gross wages.

Local 527 working dues are included with Welfare Benefits: Effective May 1, 2022, PST Payable on H&E benefits of \$2.23 (\$0.178 PST), effective May 1, 2023, \$2.31 (\$0.185 PST) and effective May 1, 2024 \$2.39 (\$0.191 PST). The hourly rates shown above have been reduced by the amount of Local 527 working dues and OP DC working dues.

Demolition Rates and Classifications Local 527 (cont.)**Local 527 - Demolition Apprenticeship Program - 2nd Term Apprenticeship - 801-1600 Hours - 80% of Total Wage Package (Full Benefits)**

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Pension	Tri-Fund	OPDC Dues	Total Package	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Earned Employer
Last Rate	25.46	2.55	4.29	7.87	0.05	0.40	40.62	0.20
May 1, 2022	26.68	2.67	4.39	8.07	0.05	0.40	42.26	0.20
May 1, 2023	27.90	2.79	4.49	8.27	0.05	0.40	43.90	0.20
May 1, 2024	29.51	2.95	4.59	8.47	0.05	0.40	45.97	0.20

Local 527 - Demolition Apprenticeship Program - 3rd Term Apprenticeship - 1601-2400 Hours 90% of Total Wage Package (Full Benefits)

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Pension	Tri-Fund	OPDC Dues	Total Package	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Earned Employer
Last Rate	30.08	3.01	4.29	7.87	0.05	0.40	45.70	0.20
May 1, 2022	31.49	3.15	4.39	8.07	0.05	0.40	47.55	0.20
May 1, 2023	32.89	3.29	4.49	8.27	0.05	0.40	49.39	0.20
May 1, 2024	34.73	3.47	4.59	8.47	0.05	0.40	51.71	0.20

Local 527 - HAZMAT Apprenticeship Program - 1st Term Apprenticeship 1000 Hours - 70% of Total Wage Package

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Pension	Tri-Fund	OPDC Dues	Total Package	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Earned Employer
Last Rate	24.87	2.49	4.29	3.45	0.05	0.40	35.55	0.20
May 1, 2022	25.90	2.59	4.39	3.65	0.05	0.40	36.98	0.20
May 1, 2023	26.93	2.69	4.49	3.85	0.05	0.40	38.41	0.20
May 1, 2024	28.30	2.83	4.59	4.05	0.05	0.40	40.22	0.20

Vacation Pay: Ten percent (10%) of gross wages.

Local 527 working dues are included with Welfare Benefits: Effective May 1, 2022, PST Payable on H&E benefits of \$2.23 (\$0.178 PST), effective May 1, 2023, \$2.31 (\$0.185 PST) and effective May 1, 2024 \$2.39 (\$0.191 PST). The hourly rates shown above have been reduced by the amount of Local 527 working dues and OP DC working dues.

Demolition Rates and Classifications Local 527 (cont.)

Local 527 - HAZMAT Apprenticeship Program - 2nd Term Apprenticeship 1000-2000 Hours - 80% of Total Wage Package (Full Benefits)

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Pension	Tri-Fund	OPDC Dues	Total Package	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Earned Employer
Last Rate	25.46	2.55	4.29	7.87	0.05	0.40	40.62	0.20
May 1, 2022	26.68	2.67	4.39	8.07	0.05	0.40	42.26	0.20
May 1, 2023	27.90	2.79	4.49	8.27	0.05	0.40	43.90	0.20
May 1, 2024	29.51	2.95	4.59	8.47	0.05	0.40	45.97	0.20

Local 527 - HAZMAT Apprenticeship Program - 3rd Term Apprenticeship 2001-3000 Hours - 90% of Total Wage Package (Full Benefits)

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Pension	Tri-Fund	OPDC Dues	Total Package	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Earned Employer
Last Rate	30.08	3.01	4.29	7.87	0.05	0.40	45.70	0.20
May 1, 2022	31.49	3.15	4.39	8.07	0.05	0.40	47.55	0.20
May 1, 2023	32.89	3.29	4.49	8.27	0.05	0.40	49.39	0.20
May 1, 2024	34.73	3.47	4.59	8.47	0.05	0.40	51.71	0.20

Vacation Pay: Ten percent (10%) of gross wages.

Local 527 working dues are included with Welfare Benefits: Effective May 1, 2022, PST Payable on H&E benefits of \$2.23 (\$0.178 PST), effective May 1, 2023, \$2.31 (\$0.185 PST) and effective May 1, 2024 \$2.39 (\$0.191 PST). The hourly rates shown above have been reduced by the amount of Local 527 working dues and OP DC working dues.

LOCAL UNION SCHEDULE FOR 607

ARTICLE 1 - TRAVEL ALLOWANCE AND MILEAGE EXPENSE

ZONE 1 – From the employee's Permanent Residence to a forty (40) km radius

- ZONE 1 (free Zone No Mileage or Allowance)
- All employees who are required to report to a project within a forty (40) km radius from the employee's permanent residence shall be considered to work in ZONE 1.

ZONE II - From edge of a forty 40 km free zone up to 80 kilometers from the employee's permanent residence

The Employer agrees to arrange for employees to be picked up at convenient locations when travelling to and from projects located in Zone II.

ZONE III – Outside of 80 kilometers from the employee's permanent residence

CONDITIONS RE: ZONES II AND III

The Employer agrees to arrange for employees to be picked up at convenient locations when traveling to and from projects.

ARTICLE 2 - RATIO OF WORKERS

(Demolition Apprenticeship Program)

- 2.01 Apprentices employed under the jurisdiction of this Agreement shall be required to attend apprenticeship school when directed to do so by the Local Apprenticeship Committee.
- 2.02 Any apprentices refusing to attend or not attending school when directed by the Local Apprenticeship Committee shall be sufficient cause for suspension or discharge from employment within the terms of this Agreement.
- 2.03 The Employer agrees to hire one (1) apprentice for every four (4) Journeypersons (where a Journeyperson is defined as a full-time labourer). The Union shall be entitled to refer apprentices to the Employer sufficient to maintain a minimum ratio of one (1)

apprentice for every four (4) Journeypersons. The allowable number of apprentices to be determined should be based on the total number of labourers employed by a company rather than on a job site basis. All other provisions of this Collective Agreement apply.

ARTICLE 3 - APPRENTICESHIP RATES

Apprentice Level 1

- 1-600 hours
- sixty-five percent (65%) of Journeyperson's rate

Apprentice Level 2

- 601-1200 hours
- seventy-five percent (75%) of Journeyperson's rate

Apprentice Level 3

- 1201-1800 hours
- eighty percent (80%) of Journeyperson's rate

Apprentice Level 4

- 1801-2400 hours
- ninety percent (90%) of Journeyperson's rate

ARTICLE 4 - WAGE SCHEDULES**Demolition Rates and Classifications Local 607****Local 607 - Demolition/HAZMAT Worker/Journeyperson**

Effective Date	Hourly Rate	Vac Pay	Welfare	De Novo	Pension	Training Fund	Tri-Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	35.98	3.60	3.20	0.04	7.10	0.55	0.10	0.20	50.77	3%	0.40	0.20
May 1, 2022	37.39	3.74	3.40	0.04	7.40	0.55	0.10	0.20	52.82	3%	0.40	0.20
May 1, 2023	39.25	3.93	3.40	0.04	7.40	0.55	0.10	0.20	54.87	3%	0.40	0.20
May 1, 2024	41.58	4.16	3.40	0.04	7.40	0.55	0.10	0.20	57.43	3%	0.40	0.20

Local 607 - Truck/Rock Truck Driver

Effective Date	Hourly Rate	Vac Pay	Welfare	De Novo	Pension	Training Fund	Tri-Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	36.97	3.70	3.20	0.04	7.10	0.55	0.10	0.20	51.86	3%	0.40	0.20
May 1, 2022	38.42	3.84	3.40	0.04	7.40	0.55	0.10	0.20	53.95	3%	0.40	0.20
May 1, 2023	40.32	4.03	3.40	0.04	7.40	0.55	0.10	0.20	56.04	3%	0.40	0.20
May 1, 2024	42.70	4.27	3.40	0.04	7.40	0.55	0.10	0.20	58.66	3%	0.40	0.20

Local 607 - Torchperson (Level 1)

Effective Date	Hourly Rate	Vac Pay	Welfare	De Novo	Pension	Training Fund	Tri-Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	36.97	3.70	3.20	0.04	7.10	0.55	0.10	0.20	51.86	3%	0.40	0.20
May 1, 2022	38.42	3.84	3.40	0.04	7.40	0.55	0.10	0.20	53.95	3%	0.40	0.20
May 1, 2023	40.32	4.03	3.40	0.04	7.40	0.55	0.10	0.20	56.04	3%	0.40	0.20
May 1, 2024	42.70	4.27	3.40	0.04	7.40	0.55	0.10	0.20	58.66	3%	0.40	0.20

Vacation Pay: Ten percent (10%) of gross wages.

Five Cents (\$0.05) of the ten cents (\$0.10) Tri-Fund are to be directed to the Local 607 Tri-Fund.

Demolition Rates and Classifications Local 607 (cont.)

Local 607 - Torchperson (Level 2)

Effective Date	Hourly Rate	Vac Pay	Welfare	De Novo	Pension	Training Fund	Tri-Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	37.35	3.74	3.20	0.04	7.10	0.55	0.10	0.20	52.28	3%	0.40	0.20
May 1, 2022	38.81	3.88	3.40	0.04	7.40	0.55	0.10	0.20	54.38	3%	0.40	0.20
May 1, 2023	40.73	4.07	3.40	0.04	7.40	0.55	0.10	0.20	56.49	3%	0.40	0.20
May 1, 2024	43.13	4.31	3.40	0.04	7.40	0.55	0.10	0.20	59.13	3%	0.40	0.20

Local 607 - Torchperson (Level 3) - (Workers that perform high-risk/safety sensitive work)

Effective Date	Hourly Rate	Vac Pay	Welfare	De Novo	Pension	Training Fund	Tri-Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	38.86	3.89	3.20	0.04	7.10	0.55	0.10	0.20	53.94	3%	0.40	0.20
May 1, 2022	40.39	4.04	3.40	0.04	7.40	0.55	0.10	0.20	56.12	3%	0.40	0.20
May 1, 2023	42.37	4.24	3.40	0.04	7.40	0.55	0.10	0.20	58.30	3%	0.40	0.20
May 1, 2024	44.83	4.48	3.40	0.04	7.40	0.55	0.10	0.20	61.00	3%	0.40	0.20

Local 607 - Heavy Equipment Operators

Effective Date	Hourly Rate	Vac Pay	Welfare	De Novo	Pension	Training Fund	Tri-Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	38.86	3.89	3.20	0.04	7.10	0.55	0.10	0.20	53.94	3%	0.40	0.20
May 1, 2022	40.39	4.04	3.40	0.04	7.40	0.55	0.10	0.20	56.12	3%	0.40	0.20
May 1, 2023	42.37	4.24	3.40	0.04	7.40	0.55	0.10	0.20	58.30	3%	0.40	0.20
May 1, 2024	44.83	4.48	3.40	0.04	7.40	0.55	0.10	0.20	61.00	3%	0.40	0.20

Vacation Pay: Ten percent (10%) of gross wages.

Five Cents (\$0.05) of the ten cents (\$0.10) Tri-Fund are to be directed to the Local 607 Tri-Fund.

Demolition Rates and Classifications Local 607 (cont.)

Local 607 - Demolition Foreperson - 10% Over the Heavy Equipment Operator

Effective Date	Hourly Rate	Vac Pay	Welfare	De Novo	Pension	Training Fund	Tri-Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer
Last Rate	42.35	4.24	3.20	0.04	7.10	0.55	0.10	0.20	57.78	3%	0.40	0.20
May 1, 2022	44.43	4.44	3.40	0.04	7.40	0.55	0.10	0.20	60.56	3%	0.40	0.20
May 1, 2023	46.61	4.66	3.40	0.04	7.40	0.55	0.10	0.20	62.96	3%	0.40	0.20
May 1, 2024	49.31	4.93	3.40	0.04	7.40	0.55	0.10	0.20	65.93	3%	0.40	0.20

Local 607 - HAZMAT Foreperson - 10% Over the Demolition/HAZMAT Worker/Journeyperson

Effective Date	Hourly Rate	Vac Pay	Welfare	De Novo	Pension	Training Fund	Tri-Fund	Promo Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer		Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer
Last Rate	39.20	3.92	3.20	0.04	7.10	0.55	0.10	0.20	54.31	3%	0.40	0.20
May 1, 2022	41.13	4.11	3.40	0.04	7.40	0.55	0.10	0.20	56.93	3%	0.40	0.20
May 1, 2023	43.18	4.32	3.40	0.04	7.40	0.55	0.10	0.20	59.18	3%	0.40	0.20
May 1, 2024	45.74	4.57	3.40	0.04	7.40	0.55	0.10	0.20	62.00	3%	0.40	0.20

Vacation Pay: Ten percent (10%) of gross wages.

Five Cents (\$0.05) of the ten cents (\$0.10) Tri-Fund are to be directed to the Local 607 Tri-Fund.

LOCAL UNION SCHEDULE FOR 625

ARTICLE 1- TRAVEL ALLOWANCE AND MILEAGE EXPENSE

ZONE 1 – From City Hall to a forty (40) km radius

- Zone 1 (free Zone No Mileage or Allowance)
- All employees who are required to report to a project within a forty (40) km radius from City Hall shall be considered to work in ZONE 1.

ZONE II - From edge of a forty 40 km free zone up to 80 kilometers from Local Jurisdiction City Hall.

ZONE III – Outside of 80 kilometers from Local Jurisdiction City Hall.

CONDITIONS RE: ZONES II AND III

The Employer agrees to arrange for employees to be picked up at convenient locations when traveling to and from projects.

ARTICLE 2 - WAGE SCHEDULES**Demolition Rates and Classifications Local 625****Local 625 - Demolition/HAZMAT Worker/Journeyperson**

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Legal Fund	Pension	Funds	Tri-Fund	Total Package	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs Worked Employee	Hrs. Earned Employer
Last Rate	35.46	3.55	2.85	0.05	7.29	2.69	0.05	51.94	0.40	0.20
May 1, 2022	36.84	3.68	3.15	0.05	7.37	2.88	0.05	54.02	0.40	0.20
May 1, 2023	38.20	3.82	3.45	0.05	7.45	3.09	0.05	56.11	0.40	0.20
May 1, 2024	39.63	3.96	3.75	0.05	8.00	3.29	0.05	58.73	0.40	0.20

Local 625 - Truck/Rock Truck Driver

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Legal Fund	Pension	Funds	Tri-Fund	Total Package	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs Worked Employee	Hrs. Earned Employer
Last Rate	37.88	3.79	2.85	0.05	7.29	2.69	0.05	54.60	0.40	0.20
May 1, 2022	39.36	3.94	3.15	0.05	7.37	2.88	0.05	56.80	0.40	0.20
May 1, 2023	40.82	4.08	3.45	0.05	7.45	3.09	0.05	58.99	0.40	0.20
May 1, 2024	42.37	4.24	3.75	0.05	8.00	3.29	0.05	61.75	0.40	0.20

Local 625 - Torchperson (Level 1)

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Legal Fund	Pension	Funds	Tri-Fund	Total Package	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs Worked Employee	Hrs. Earned Employer
Last Rate	37.88	3.79	2.85	0.05	7.29	2.69	0.05	54.60	0.40	0.20
May 1, 2022	39.36	3.94	3.15	0.05	7.37	2.88	0.05	56.80	0.40	0.20
May 1, 2023	40.82	4.08	3.45	0.05	7.45	3.09	0.05	58.99	0.40	0.20
May 1, 2024	42.37	4.24	3.75	0.05	8.00	3.29	0.05	61.75	0.40	0.20

Vacation Pay: Ten percent (10%) of gross wages.

Demolition Rates and Classifications Local 625 (cont.)**Local 625 - Torchperson (Level 2)**

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Legal Fund	Pension	Funds	Tri-Fund	Total Package	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs Worked Employee	Hrs. Earned Employer
Last Rate	38.26	3.83	2.85	0.05	7.29	2.69	0.05	55.02	0.40	0.20
May 1, 2022	39.76	3.98	3.15	0.05	7.37	2.88	0.05	57.24	0.40	0.20
May 1, 2023	41.24	4.12	3.45	0.05	7.45	3.09	0.05	59.45	0.40	0.20
May 1, 2024	42.80	4.28	3.75	0.05	8.00	3.29	0.05	62.22	0.40	0.20

Local 625 - Torchperson (Level 3) - (Workers that perform high-risk/safety sensitive work)

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Legal Fund	Pension	Funds	Tri-Fund	Total Package	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs Worked Employee	Hrs. Earned Employer
Last Rate	39.74	3.97	2.85	0.05	7.29	2.69	0.05	56.64	0.40	0.20
May 1, 2022	41.29	4.13	3.15	0.05	7.37	2.88	0.05	58.92	0.40	0.20
May 1, 2023	42.83	4.28	3.45	0.05	7.45	3.09	0.05	61.20	0.40	0.20
May 1, 2024	44.47	4.45	3.75	0.05	8.00	3.29	0.05	64.06	0.40	0.20

Local 625 - Heavy Equipment Operators

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Legal Fund	Pension	Funds	Tri-Fund	Total Package	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs Worked Employee	Hrs. Earned Employer
Last Rate	39.74	3.97	2.85	0.05	7.29	2.69	0.05	56.64	0.40	0.20
May 1, 2022	41.29	4.13	3.15	0.05	7.37	2.88	0.05	58.92	0.40	0.20
May 1, 2023	42.83	4.28	3.45	0.05	7.45	3.09	0.05	61.20	0.40	0.20
May 1, 2024	44.47	4.45	3.75	0.05	8.00	3.29	0.05	64.06	0.40	0.20

Vacation Pay: Ten percent (10%) of gross wages.

Demolition Rates and Classifications Local 625 (cont.)

Local 625 - Demolition Foreperson - 10% Over the Heavy Equipment Operator

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Legal Fund	Pension	Funds	Tri-Fund	Total Package	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs Worked Employee	Hrs. Earned Employer
Last Rate	43.23	4.32	2.85	0.05	7.29	2.69	0.05	60.48	0.40	0.20
May 1, 2022	45.42	4.54	3.15	0.05	7.37	2.88	0.05	63.46	0.40	0.20
May 1, 2023	47.11	4.71	3.45	0.05	7.45	3.09	0.05	65.91	0.40	0.20
May 1, 2024	48.92	4.89	3.75	0.05	8.00	3.29	0.05	68.95	0.40	0.20

Local 625 - HAZMAT Foreperson - 10% Over the Demolition/HAZMAT Worker/Journey person

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Legal Fund	Pension	Funds	Tri-Fund	Total Package	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs Worked Employee	Hrs. Earned Employer
Last Rate	38.74	3.87	2.85	0.05	7.29	2.69	0.05	55.54	0.40	0.20
May 1, 2022	40.52	4.05	3.15	0.05	7.37	2.88	0.05	58.08	0.40	0.20
May 1, 2023	42.02	4.20	3.45	0.05	7.45	3.09	0.05	60.31	0.40	0.20
May 1, 2024	43.59	4.36	3.75	0.05	8.00	3.29	0.05	63.09	0.40	0.20

Vacation Pay: Ten percent (10%) of gross wages.

LOCAL UNION SCHEDULE FOR 837

ARTICLE 1— TRAVEL ALLOWANCE AND MILEAGE EXPENSE

Effective January 1, 2020, Article 1 of the Local Union Schedule for 837 of the Demolition Agreement shall be amended to the following:

ZONE I —

- For Hamilton, forty (40) km from Hamilton City Hall.
- For Niagara, forty (40) km from Allanburg Community Centre.
- For Cambridge, forty (40) km from Cambridge City Hall.

ZONE II — From edge of forty (40) km free zone up to eighty (80) km from Local Jurisdiction City Hall

ZONE III — Outside of eighty (80) km from Local Jurisdiction City Hall

CONDITIONS RE ZONES II AND III

The Employer agrees to arrange for employees to be picked up at convenient locations when travelling to and from projects.

ARTICLE 2 - RATIO OF WORKERS

(Demolition Apprenticeship Program)

- 2.01 Apprentices employed under the jurisdiction of this Agreement shall be required to attend apprenticeship school when directed to do so by the Local Apprenticeship Committee.
- 2.02 Any apprentices refusing to attend or not attending school when directed by the Local Apprenticeship Committee shall be sufficient cause for suspension or discharge from employment within the terms of this Agreement.
- 2.03 The Employer agrees to hire one (1) apprentice for every three (3) Journeypersons (where a Journeyperson is defined as a full-time labourer). The Union shall be entitled to refer apprentices to the Employer sufficient to maintain a minimum ratio of one (1) apprentice for every three (3) Journeypersons. The allowable number of apprentices to be determined should be based on total number of labourers employed by a company, rather than on a job-site basis.

ARTICLE 3 - WAGE SCHEDULES

Demolition Rates and Classifications Local 837

Local 837- Demolition/HAZMAT Worker/Journeyperson

Effective Date	Hourly Rate	Vac Pay	Welfare Fund	Legal	Scholarship Fund	Training	Pension	Occ Health	Tri-Fund	Total Package	Admin Fund	Industry Fund	OPDC Dues
			Hrs. Earned Employer	Hrs. Earned Employee	Hrs. Worked Employer	Hrs. Worked Employee	Hrs. Earned Employer	Hrs. Worked Employee	Hrs. Worked Employee		Hrs. Worked Employee	Hrs. Earned Employer	Hrs. Worked Employee
Last Rate	34.79	3.48	2.85	0.20	0.15	0.40	10.05	0.07	0.05	52.04	3%	0.20	0.40
May 1, 2022	36.34	3.63	2.95	0.20	0.15	0.50	10.25	0.07	0.05	54.14	3%	0.20	0.40
May 1, 2023	37.88	3.79	3.05	0.20	0.15	0.60	10.45	0.07	0.05	56.24	3%	0.20	0.40
May 1, 2024	39.90	3.99	3.15	0.20	0.15	0.70	10.65	0.07	0.05	58.86	3%	0.20	0.40

Local 837 - Truck/Rock Truck Driver

Effective Date	Hourly Rate	Vac Pay	Welfare Fund	Legal	Scholarship Fund	Training	Pension	Occ Health	Tri-Fund	Total Package	Admin Fund	Industry Fund	OPDC Dues
			Hrs. Earned Employer	Hrs. Earned Employee	Hrs. Worked Employer	Hrs. Worked Employee	Hrs. Earned Employer	Hrs. Worked Employee	Hrs. Worked Employee		Hrs. Worked Employee	Hrs. Earned Employer	Hrs. Worked Employee
Last Rate	37.34	3.73	2.85	0.20	0.15	0.40	10.05	0.07	0.05	54.84	3%	0.20	0.40
May 1, 2022	38.99	3.90	2.95	0.20	0.15	0.50	10.25	0.07	0.05	57.06	3%	0.20	0.40
May 1, 2023	40.64	4.06	3.05	0.20	0.15	0.60	10.45	0.07	0.05	59.27	3%	0.20	0.40
May 1, 2024	42.78	4.28	3.15	0.20	0.15	0.70	10.65	0.07	0.05	62.03	3%	0.20	0.40

Local 837 - Torchperson (Level 1)

Effective Date	Hourly Rate	Vac Pay	Welfare Fund	Legal	Scholarship Fund	Training	Pension	Occ Health	Tri-Fund	Total Package	Admin Fund	Industry Fund	OPDC Dues
			Hrs. Earned Employer	Hrs. Earned Employee	Hrs. Worked Employer	Hrs. Worked Employee	Hrs. Earned Employer	Hrs. Worked Employee	Hrs. Worked Employee		Hrs. Worked Employee	Hrs. Earned Employer	Hrs. Worked Employee
Last Rate	37.34	3.73	2.85	0.20	0.15	0.40	10.05	0.07	0.05	54.84	3%	0.20	0.40
May 1, 2022	38.99	3.90	2.95	0.20	0.15	0.50	10.25	0.07	0.05	57.06	3%	0.20	0.40
May 1, 2023	40.64	4.06	3.05	0.20	0.15	0.60	10.45	0.07	0.05	59.27	3%	0.20	0.40
May 1, 2024	42.78	4.28	3.15	0.20	0.15	0.70	10.65	0.07	0.05	62.03	3%	0.20	0.40

Vacation Pay: Ten percent (10%) of gross wages shall be remitted to the Local 837 Vacation Pay Trust Fund.

Industrial Fund: The Employer shall contribute twenty cents 20¢ per hour for each hour earned per employee to the Industry Fund.

Demolition Rates and Classifications Local 837 (cont.)

Local 837 - Torchperson (Level 2)

Effective Date	Hourly Rate	Vac Pay	Welfare Fund	Legal	Scholarship Fund	Training	Pension	Occ Health	Tri-Fund	Total Package	Admin Fund	Industry Fund	OPDC Dues
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Worked Employee	Hrs. Earned Employer	Hrs. Worked Employee
Last Rate	37.72	3.77	2.85	0.20	0.15	0.40	10.05	0.07	0.05	55.26	3%	0.20	0.40
May 1, 2022	39.38	3.94	2.95	0.20	0.15	0.50	10.25	0.07	0.05	57.49	3%	0.20	0.40
May 1, 2023	41.05	4.11	3.05	0.20	0.15	0.60	10.45	0.07	0.05	59.73	3%	0.20	0.40
May 1, 2024	43.21	4.32	3.15	0.20	0.15	0.70	10.65	0.07	0.05	62.50	3%	0.20	0.40

Local 837 - Torchperson (Level 3) - (Workers that perform high-risk/safety sensitive work)

Effective Date	Hourly Rate	Vac Pay	Welfare Fund	Legal	Scholarship Fund	Training	Pension	Occ Health	Tri-Fund	Total Package	Admin Fund	Industry Fund	OPDC Dues
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Worked Employee	Hrs. Earned Employer	Hrs. Worked Employee
Last Rate	39.21	3.92	2.85	0.20	0.15	0.40	10.05	0.07	0.05	56.90	3%	0.20	0.40
May 1, 2022	40.93	4.09	2.95	0.20	0.15	0.50	10.25	0.07	0.05	59.19	3%	0.20	0.40
May 1, 2023	42.65	4.27	3.05	0.20	0.15	0.60	10.45	0.07	0.05	61.49	3%	0.20	0.40
May 1, 2024	44.89	4.49	3.15	0.20	0.15	0.70	10.65	0.07	0.05	64.35	3%	0.20	0.40

Local 837 - Heavy Equipment Operators

Effective Date	Hourly Rate	Vac Pay	Welfare Fund	Legal	Scholarship Fund	Training	Pension	Occ Health	Tri-Fund	Total Package	Admin Fund	Industry Fund	OPDC Dues
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Worked Employee	Hrs. Earned Employer	Hrs. Worked Employee
Last Rate	39.21	3.92	2.85	0.20	0.15	0.40	10.05	0.07	0.05	56.90	3%	0.20	0.40
May 1, 2022	40.93	4.09	2.95	0.20	0.15	0.50	10.25	0.07	0.05	59.19	3%	0.20	0.40
May 1, 2023	42.65	4.27	3.05	0.20	0.15	0.60	10.45	0.07	0.05	61.49	3%	0.20	0.40
May 1, 2024	44.89	4.49	3.15	0.20	0.15	0.70	10.65	0.07	0.05	64.35	3%	0.20	0.40

Vacation Pay: Ten percent (10%) of gross wages shall be remitted to the Local 837 Vacation Pay Trust Fund.

Industrial Fund: The Employer shall contribute twenty cents 20¢ per hour for each hour earned per employee to the Industry Fund.

Demolition Rates and Classifications Local 837 (cont.)

Local 837 - Demolition Foreperson - 10% Over the Heavy Equipment Operator

Effective Date	Hourly Rate	Vac Pay	Welfare Fund	Legal	Scholarship Fund	Training	Pension	Occ Health	Tri-Fund	Total Package	Admin Fund	Industry Fund	OPDC Dues
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employee
Last Rate	42.75	4.28	2.85	0.20	0.15	0.40	10.05	0.07	0.05	60.80	3%	0.20	0.40
May 1, 2022	45.02	4.50	2.95	0.20	0.15	0.50	10.25	0.07	0.05	63.70	3%	0.20	0.40
May 1, 2023	46.92	4.69	3.05	0.20	0.15	0.60	10.45	0.07	0.05	66.18	3%	0.20	0.40
May 1, 2024	49.38	4.94	3.15	0.20	0.15	0.70	10.65	0.07	0.05	69.29	3%	0.20	0.40

Local 837 - HAZMAT Foreperson - 10% Over the Demolition/HAZMAT Worker/Journeyperson

Effective Date	Hourly Rate	Vac Pay	Welfare Fund	Legal	Scholarship Fund	Training	Pension	Occ Health	Tri-Fund	Total Package	Admin Fund	Industry Fund	OPDC Dues
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employee
Last Rate	37.96	3.80	2.85	0.20	0.15	0.40	10.05	0.07	0.05	55.53	3%	0.20	0.40
May 1, 2022	39.97	4.00	2.95	0.20	0.15	0.50	10.25	0.07	0.05	58.14	3%	0.20	0.40
May 1, 2023	41.67	4.17	3.05	0.20	0.15	0.60	10.45	0.07	0.05	60.40	3%	0.20	0.40
May 1, 2024	43.89	4.39	3.15	0.20	0.15	0.70	10.65	0.07	0.05	63.25	3%	0.20	0.40

Local 837 - Demolition Apprenticeship Program - 1st Term Apprenticeship - 800 Hours - 70% of Total Wage Package

Effective Date	Hourly Rate	Vac Pay	Welfare Fund	Legal	Scholarship Fund	Training	Pension	Occ Health	Tri-Fund	Total Package	Admin Fund	Industry Fund	OPDC Dues
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employee
Last Rate	23.37	2.34	2.85	0.20	0.15	0.40	7.00	0.07	0.05	36.43	3%	0.20	0.40
May 1, 2022	24.35	2.44	2.95	0.20	0.15	0.50	7.20	0.07	0.05	37.91	3%	0.20	0.40
May 1, 2023	25.32	2.53	3.05	0.20	0.15	0.60	7.40	0.07	0.05	39.37	3%	0.20	0.40
May 1, 2024	26.62	2.66	3.15	0.20	0.15	0.70	7.60	0.07	0.05	41.20	3%	0.20	0.40

Vacation Pay: Ten percent (10%) of gross wages shall be remitted to the Local 837 Vacation Pay Trust Fund.

Industrial Fund: The Employer shall contribute twenty cents 20¢ per hour for each hour earned per employee to the Industry Fund.

Demolition Rates and Classifications Local 837 (cont.)

Local 837 - Demolition Apprenticeship Program - 2nd Term Apprenticeship - 801-1600 Hours - 80% of Total Wage Package (Full Benefits)													
Effective Date	Hourly Rate	Vac Pay	Welfare Fund	Legal	Scholarship Fund	Training	Pension	Occ Health	Tri-Fund	Total Package	Admin Fund	Industry Fund	OPDC Dues
			Hrs. Earned	Hrs. Earned	Hrs. Worked	Hrs. Worked	Hrs. Earned	Hrs. Worked	Hrs. Worked		Hrs. Worked	Hrs. Earned	Hrs. Worked
			Employer	Employer	Employer	Employer	Employer	Employer	Employer		Employee	Employer	Employee
Last Rate	25.33	2.53	2.85	0.20	0.15	0.40	10.05	0.07	0.05	41.63	3%	0.20	0.40
May 1, 2022	26.49	2.65	2.95	0.20	0.15	0.50	10.25	0.07	0.05	43.31	3%	0.20	0.40
May 1, 2023	27.65	2.77	3.05	0.20	0.15	0.60	10.45	0.07	0.05	44.99	3%	0.20	0.40
May 1, 2024	29.20	2.92	3.15	0.20	0.15	0.70	10.65	0.07	0.05	47.09	3%	0.20	0.40

Local 837 - Demolition Apprenticeship Program - 3rd Term Apprenticeship - 1601-2400 Hours 90% of Total Wage Package (Full Benefits)																	
Effective Date	Hourly Rate	Vac Pay	Welfare Fund		Legal	Scholarship Fund		Training		Pension		Occ Health	Tri-Fund	Total Package	Admin Fund	Industry Fund	OPDC Dues
			Hrs. Earned	Employer		Hrs. Earned	Employer	Hrs. Worked	Employer	Hrs. Earned	Employer						
Last Rate	30.06	3.01	2.85	0.20	0.15	0.40	10.05	0.07	0.05	46.84	3%	0.20	0.40				
May 1, 2022	31.42	3.14	2.95	0.20	0.15	0.50	10.25	0.07	0.05	48.73	3%	0.20	0.40				
May 1, 2023	32.77	3.28	3.05	0.20	0.15	0.60	10.45	0.07	0.05	50.62	3%	0.20	0.40				
May 1, 2024	34.55	3.46	3.15	0.20	0.15	0.70	10.65	0.07	0.05	52.98	3%	0.20	0.40				

Local 837 - HAZMAT Apprenticeship Program - 1st Term Apprenticeship 1000 Hours - 70% of Total Wage Package																	
Effective Date	Hourly Rate	Vac Pay	Welfare Fund		Legal	Scholarship Fund		Training		Pension		Occ Health	Tri-Fund	Total Package	Admin Fund	Industry Fund	OPDC Dues
			Hrs. Earned	Employer		Hrs. Earned	Employer	Hrs. Worked	Employer	Hrs. Earned	Employer						
Last Rate	23.37	2.34	2.85	Employer	0.20	0.15	0.40	Employer	7.00	Employer	0.07	0.05	36.43	3%	0.20	0.40	
May 1, 2022	24.35	2.44	2.95	Employer	0.20	0.15	0.50	Employer	7.20	Employer	0.07	0.05	37.91	3%	0.20	0.40	
May 1, 2023	25.32	2.53	3.05	Employer	0.20	0.15	0.60	Employer	7.40	Employer	0.07	0.05	39.37	3%	0.20	0.40	
May 1, 2024	26.62	2.66	3.15	Employer	0.20	0.15	0.70	Employer	7.60	Employer	0.07	0.05	41.20	3%	0.20	0.40	

Vacation Pay: Ten percent (10%) of gross wages shall be remitted to the Local 837 Vacation Pay Trust Fund.

Industrial Fund: The Employer shall contribute twenty cents 20¢ per hour for each hour earned per employee to the Industry Fund.

Demolition Rates and Classifications Local 837 (cont.)

Local 837 - HAZMAT Apprenticeship Program - 2nd Term Apprenticeship 1000-2000 Hours - 80% of Total Wage Package (Full Benefits)

Effective Date	Hourly Rate	Vac Pay	Welfare Fund	Legal	Scholarship Fund	Training	Pension	Occ Health	Tri-Fund	Total Package	Admin Fund	Industry Fund	OPDC Dues
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Worked Employee	Hrs. Earned Employer	Hrs. Worked Employee
Last Rate	25.33	2.53	2.85	0.20	0.15	0.40	10.05	0.07	0.05	41.63	3%	0.20	0.40
May 1, 2022	26.49	2.65	2.95	0.20	0.15	0.50	10.25	0.07	0.05	43.31	3%	0.20	0.40
May 1, 2023	27.65	2.77	3.05	0.20	0.15	0.60	10.45	0.07	0.05	44.99	3%	0.20	0.40
May 1, 2024	29.20	2.92	3.15	0.20	0.15	0.70	10.65	0.07	0.05	47.09	3%	0.20	0.40

Local 837 - HAZMAT Apprenticeship Program - 3rd Term Apprenticeship 2001-3000 Hours - 90% of Total Wage Package (Full Benefits)

Effective Date	Hourly Rate	Vac Pay	Welfare Fund	Legal	Scholarship Fund	Training	Pension	Occ Health	Tri-Fund	Total Package	Admin Fund	Industry Fund	OPDC Dues
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Worked Employee	Hrs. Earned Employer	Hrs. Worked Employee
Last Rate	30.06	3.01	2.85	0.20	0.15	0.40	10.05	0.07	0.05	46.84	3%	0.20	0.40
May 1, 2022	31.42	3.14	2.95	0.20	0.15	0.50	10.25	0.07	0.05	48.73	3%	0.20	0.40
May 1, 2023	32.77	3.28	3.05	0.20	0.15	0.60	10.45	0.07	0.05	50.62	3%	0.20	0.40
May 1, 2024	34.55	3.46	3.15	0.20	0.15	0.70	10.65	0.07	0.05	52.98	3%	0.20	0.40

Vacation Pay: Ten percent (10%) of gross wages shall be remitted to the Local 837 Vacation Pay Trust Fund.

Industrial Fund: The Employer shall contribute twenty cents 20¢ per hour for each hour earned per employee to the Industry Fund.

LOCAL UNION SCHEDULE FOR 1036

ARTICLE 1 - TRAVEL ALLOWANCE AND MILEAGE EXPENSE

ZONE 1 – From City Hall to a forty (40) km radius

- ZONE 1 (free Zone No Mileage or Allowance)
- All employees who are required to report to a project within forty (40) radius from City Hall shall be considered to work in ZONE 1.

ZONE II - From edge of a forty 40 km free zone up to 80 kilometers from Local Jurisdiction City Hall.

ZONE III – Outside of 80 kilometers from Local Jurisdiction City Hall.

CONDITIONS RE: ZONES II AND III

The Employer agrees to arrange for employees to be picked up at convenient locations when traveling to and from projects.

ARTICLE 2 - EXEMPTIONS OR AMENDMENTS

2.01 Work within the scope of this Agreement performed in mining, smelting, refining, steel or other metal manufacturing, pulp and paper mills, and electrical power systems installations and projects in the geographic region for Local 1036; in which case, for such work, the terms and conditions of the Provincial Agreement between the Employer Bargaining Agency - Labourers' and the Labourers' International Union of North America and the Labourers' International Union of North America, Ontario Provincial District Council applicable in the industrial, commercial and institutional sector of the construction industry, in force from time to time, shall apply, save and except that the labourer's rate of wages as outlined in the following schedule:

ARTICLE 3 - WAGE SCHEDULES

Demolition Rates and Classifications Local 1036

Local 1036- Demolition/HAZMAT Worker/Journeyman

Effective Date	Hourly Rate	Vac Pay	Health & Welfare	Pension	Training	Tri-Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	32.93	3.29	3.30	10.60	0.60	0.05	50.77	3%	0.40	0.20
May 1, 2022	33.98	3.40	3.40	11.00	1.00	0.05	52.83	3%	0.40	0.20
May 1, 2023	35.21	3.52	3.50	11.40	1.20	0.05	54.88	3%	0.40	0.20
May 1, 2024	36.90	3.69	3.60	11.80	1.40	0.05	57.44	3%	0.40	0.20

Local 1036 - Truck/Rock Truck Driver

Effective Date	Hourly Rate	Vac Pay	Health & Welfare	Pension	Training	Tri-Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	33.99	3.40	3.30	10.60	0.60	0.05	51.94	3%	0.40	0.20
May 1, 2022	35.08	3.51	3.40	11.00	1.00	0.05	54.04	3%	0.40	0.20
May 1, 2023	36.35	3.64	3.50	11.40	1.20	0.05	56.14	3%	0.40	0.20
May 1, 2024	38.10	3.81	3.60	11.80	1.40	0.05	58.76	3%	0.40	0.20

Local 1036 - Torchperson (Level 1)

Effective Date	Hourly Rate	Vac Pay	Health & Welfare	Pension	Training	Tri-Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	33.99	3.40	3.30	10.60	0.60	0.05	51.94	3%	0.40	0.20
May 1, 2022	35.08	3.51	3.40	11.00	1.00	0.05	54.04	3%	0.40	0.20
May 1, 2023	36.35	3.64	3.50	11.40	1.20	0.05	56.14	3%	0.40	0.20
May 1, 2024	38.10	3.81	3.60	11.80	1.40	0.05	58.76	3%	0.40	0.20

Vacation Pay: Ten percent (10%) of gross wages.

Demolition Rates and Classifications Local 1036 (cont.)**Local 1036 - Torchperson (Level 2)**

Effective Date	Hourly Rate	Vac Pay	Health & Welfare	Pension	Training	Tri-Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned	Hrs. Earned	Hrs. Worked	Hrs. Worked		Hrs. Worked	Hrs. Worked	Hrs. Earned
			Employer	Employer	Employer	Employer		Employee	Employee	Employer
Last Rate	34.37	3.44	3.30	10.60	0.60	0.05	52.36	3%	0.40	0.20
May 1, 2022	35.47	3.55	3.40	11.00	1.00	0.05	54.47	3%	0.40	0.20
May 1, 2023	36.75	3.68	3.50	11.40	1.20	0.05	56.58	3%	0.40	0.20
May 1, 2024	38.52	3.85	3.60	11.80	1.40	0.05	59.22	3%	0.40	0.20

Local 1036 - Torchperson (Level 3 - Workers that perform high-risk/safety sensitive work)

Effective Date	Hourly Rate	Vac Pay	Health & Welfare	Pension	Training	Tri-Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned	Hrs. Earned	Hrs. Worked	Hrs. Worked		Hrs. Worked	Hrs. Worked	Hrs. Earned
			Employer	Employer	Employer	Employer		Employee	Employee	Employer
Last Rate	35.85	3.59	3.30	10.60	0.60	0.05	53.99	3%	0.40	0.20
May 1, 2022	37.01	3.70	3.40	11.00	1.00	0.05	56.16	3%	0.40	0.20
May 1, 2023	38.36	3.84	3.50	11.40	1.20	0.05	58.35	3%	0.40	0.20
May 1, 2024	40.20	4.02	3.60	11.80	1.40	0.05	61.07	3%	0.40	0.20

Local 1036 - Heavy Equipment Operators

Effective Date	Hourly Rate	Vac Pay	Health & Welfare	Pension		Training		Tri-Fund	Total Package	Working Dues		OPDC Dues	Industry Fund
				Hrs. Earned	Employer	Hrs. Worked	Employer			Hrs. Worked	Employee		
Last Rate	35.85	3.59	3.30		Employer	Hrs. Worked	Employer				3%	0.40	0.20
May 1, 2022	37.01	3.70	3.40		11.00	1.00	0.05		56.16		3%	0.40	0.20
May 1, 2023	38.36	3.84	3.50		11.40	1.20	0.05		58.35		3%	0.40	0.20
May 1, 2024	40.20	4.02	3.60		11.80	1.40	0.05		61.07		3%	0.40	0.20

Vacation Pay: Ten percent (10%) of gross wages.

Demolition Rates and Classifications Local 1036 (cont.)

Local 1036 - Demolition Foreperson - 10% Over the Heavy Equipment Operator

Effective Date	Hourly Rate	Vac Pay	Health & Welfare	Pension	Training	Tri-Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	39.19	3.92	3.30	10.60	0.60	0.05	57.66	3%	0.40	0.20
May 1, 2022	40.71	4.07	3.40	11.00	1.00	0.05	60.23	3%	0.40	0.20
May 1, 2023	42.20	4.22	3.50	11.40	1.20	0.05	62.57	3%	0.40	0.20
May 1, 2024	44.22	4.42	3.60	11.80	1.40	0.05	65.49	3%	0.40	0.20

Local 1036 - HAZMAT Foreperson - 10% Over the Demolition/HAZMAT Worker/Journeyperson

Effective Date	Hourly Rate	Vac Pay	Health & Welfare	Pension	Training	Tri-Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	36.06	3.61	3.30	10.60	0.60	0.05	54.22	3%	0.40	0.20
May 1, 2022	37.38	3.74	3.40	11.00	1.00	0.05	56.57	3%	0.40	0.20
May 1, 2023	38.73	3.87	3.50	11.40	1.20	0.05	58.75	3%	0.40	0.20
May 1, 2024	40.59	4.06	3.60	11.80	1.40	0.05	61.50	3%	0.40	0.20

Vacation Pay: Ten percent (10%) of gross wages.

LOCAL UNION SCHEDULE FOR 1059

ARTICLE 1 - TRAVEL ALLOWANCE AND MILEAGE EXPENSE

ZONE 1 – From City Hall to a forty (40) km radius

- ZONE 1 (free Zone No Mileage or Allowance)
- All employees who are required to report to a project within forty (40) km radius from London City Hall shall be considered to work in ZONE 1.

ZONE II - From edge of a forty 40 km free zone up to 80 km from Local Jurisdiction London City Hall.

ZONE III – Outside of 80 km from London City Hall.

Mileage Calculation: When calculating mileage between the zones listed above, the most direct and practical route shall be used calculated from Google Maps or other such similar service.

Project Free Travel Zone: Projects located beyond Zone III shall have a thirty (30) kilometer project free travel zone. Employees who reside within this zone shall provide for themselves at no cost to the Employer, all necessary transportation to the project.

Employees residing outside of the project free travel zone shall receive sixty cents (\$0.60) per kilometer effective May 1, 2022, to the project free travel zone described above from their residence and return.

CONDITIONS RE: ZONES II AND III

The Employer agrees to arrange for employees to be picked up at convenient locations when traveling to and from projects.

ARTICLE 2 - WAGE SCHEDULES**Demolition Rates and Classifications Local 1059****Local 1059 - Demolition/HAZMAT Worker/Journeyperson**

Effective Date	Hourly Rate	Vac Pay	Welfare	Pension	Training Fund	Tri-Fund	Total Package	Union Admin	OPDC Dues	RRSP	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	37.26	3.73	3.50	5.65	0.60	0.05	50.79	3%	0.40	2.00	0.20
May 1, 2022	39.13	3.91	3.50	5.65	0.60	0.05	52.84	3%	0.40	2.00	0.20
May 1, 2023	40.37	4.04	3.50	6.33	0.60	0.05	54.89	3%	0.40	2.00	0.20
May 1, 2024	42.08	4.21	3.50	7.01	0.60	0.05	57.45	3%	0.40	2.00	0.20

Local 1059 - Truck/Rock Truck Driver

Effective Date	Hourly Rate	Vac Pay	Welfare	Pension	Training Fund	Tri-Fund	Total Package	Union Admin	OPDC Dues	RRSP	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	38.26	3.83	3.50	5.65	0.60	0.05	51.89	3%	0.40	2.00	0.20
May 1, 2022	40.16	4.02	3.50	5.65	0.60	0.05	53.98	3%	0.40	2.00	0.20
May 1, 2023	41.45	4.15	3.50	6.33	0.60	0.05	56.08	3%	0.40	2.00	0.20
May 1, 2024	43.21	4.32	3.50	7.01	0.60	0.05	58.69	3%	0.40	2.00	0.20

Local 1059 - Torchperson (Level 1)

Effective Date	Hourly Rate	Vac Pay	Welfare	Pension	Training Fund	Tri-Fund	Total Package	Union Admin	OPDC Dues	RRSP	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	38.26	3.83	3.50	5.65	0.60	0.05	51.89	3%	0.40	2.00	0.20
May 1, 2022	40.16	4.02	3.50	5.65	0.60	0.05	53.98	3%	0.40	2.00	0.20
May 1, 2023	41.45	4.15	3.50	6.33	0.60	0.05	56.08	3%	0.40	2.00	0.20
May 1, 2024	43.21	4.32	3.50	7.01	0.60	0.05	58.69	3%	0.40	2.00	0.20

Vacation Pay: Ten percent (10%) of gross wages shall be paid weekly to the employee.

Demolition Rates and Classifications Local 1059

Local 1059 - Torchperson (Level 2)

Effective Date	Hourly Rate	Vac Pay	Welfare	Pension	Training Fund	Tri-Fund	Total Package	Union Admin	OPDC Dues	RRSP	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	38.63	3.86	3.50	5.65	0.60	0.05	52.29	3%	0.40	2.00	0.20
May 1, 2022	40.55	4.06	3.50	5.65	0.60	0.05	54.41	3%	0.40	2.00	0.20
May 1, 2023	41.85	4.19	3.50	6.33	0.60	0.05	56.52	3%	0.40	2.00	0.20
May 1, 2024	43.63	4.36	3.50	7.01	0.60	0.05	59.15	3%	0.40	2.00	0.20

Local 1059 - Torchperson (Level 3 Workers that perform high-risk/safety sensitive work)

Effective Date	Hourly Rate	Vac Pay	Welfare	Pension	Training Fund	Tri-Fund	Total Package	Union Admin	OPDC Dues	RRSP	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	40.10	4.01	3.50	5.65	0.60	0.05	53.91	3%	0.40	2.00	0.20
May 1, 2022	42.08	4.21	3.50	5.65	0.60	0.05	56.09	3%	0.40	2.00	0.20
May 1, 2023	43.45	4.35	3.50	6.33	0.60	0.05	58.28	3%	0.40	2.00	0.20
May 1, 2024	45.30	4.53	3.50	7.01	0.60	0.05	60.99	3%	0.40	2.00	0.20

Local 1059 - Heavy Equipment Operators

Effective Date	Hourly Rate	Vac Pay	Welfare	Pension	Training Fund	Tri-Fund	Total Package	Union Admin	OPDC Dues	RRSP	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	40.10	4.01	3.50	5.65	0.60	0.05	53.91	3%	0.40	2.00	0.20
May 1, 2022	42.08	4.21	3.50	5.65	0.60	0.05	56.09	3%	0.40	2.00	0.20
May 1, 2023	43.45	4.35	3.50	6.33	0.60	0.05	58.28	3%	0.40	2.00	0.20
May 1, 2024	45.30	4.53	3.50	7.01	0.60	0.05	60.99	3%	0.40	2.00	0.20

Vacation Pay: Ten percent (10%) of gross wages shall be paid weekly to the employee.

Demolition Rates and Classifications Local 1059

Local 1059 - Demolition Foreperson - 10% Over the Heavy Equipment Operator

Effective Date	Hourly Rate	Vac Pay	Welfare	Pension	Training Fund	Tri-Fund	Total Package	Union Admin	OPDC Dues	RRSP	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	43.80	4.38	3.50	5.65	0.60	0.05	57.98	3%	0.40	2.00	0.20
May 1, 2022	46.29	4.63	3.50	5.65	0.60	0.05	60.72	3%	0.40	2.00	0.20
May 1, 2023	47.80	4.78	3.50	6.33	0.60	0.05	63.05	3%	0.40	2.00	0.20
May 1, 2024	49.83	4.98	3.50	7.01	0.60	0.05	65.97	3%	0.40	2.00	0.20

Local 1059 - HAZMAT Foreperson - 10% Over the Demolition/HAZMAT Worker/Journeyperson

Effective Date	Hourly Rate	Vac Pay	Welfare	Pension	Training Fund	Tri-Fund	Total Package	Union Admin	OPDC Dues	RRSP	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Worked Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	40.69	4.07	3.50	5.65	0.60	0.05	54.56	3%	0.40	2.00	0.20
May 1, 2022	43.04	4.30	3.50	5.65	0.60	0.05	57.15	3%	0.40	2.00	0.20
May 1, 2023	44.41	4.44	3.50	6.33	0.60	0.05	59.33	3%	0.40	2.00	0.20
May 1, 2024	46.29	4.63	3.50	7.01	0.60	0.05	62.08	3%	0.40	2.00	0.20

Vacation Pay: Ten percent (10%) of gross wages shall be paid weekly to the employee.

LOCAL UNION SCHEDULE FOR 1089

ARTICLE 1 - TRAVEL ALLOWANCE AND MILEAGE EXPENSE

ZONE 1 – From City Hall to a forty (40) km radius

- ZONE 1 (free Zone No Mileage or Allowance)
- All employees who are required to report to a project within forty (40) km radius from City Hall shall be considered to work in ZONE 1.

ZONE II - From edge of a forty 40 km free zone up to 80 km from Local Jurisdiction City Hall.

ZONE III – Outside of 80 km from Local Jurisdiction City Hall.

CONDITIONS RE: ZONES II AND III

The Employer agrees to arrange for employees to be picked up at convenient locations when traveling to and from projects.

ARTICLE 2 - WAGE SCHEDULES

Demolition Rates and Classifications Local 1089

Local 1089 - Demolition/HAZMAT Worker/Journeyperson

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Pension	Training Fund	Schlr. Fund	Retiree Fund	GRSP	Tri-Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employee	Hrs. Earned Employee	Hrs. Earned Employer	Hrs. Worked Employee		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	35.21	3.52	2.85	7.00	0.70	0.00	0.00	1.75	0.05	51.08	3%	0.40	0.20
May 1, 2022	36.78	3.68	2.95	7.20	0.70	0.02	0.01	1.75	0.05	53.14	3%	0.40	0.20
May 1, 2023	38.34	3.83	3.05	7.40	0.75	0.02	0.01	1.75	0.05	55.20	3%	0.40	0.20
May 1, 2024	40.36	4.04	3.15	7.60	0.80	0.02	0.01	1.75	0.05	57.78	3%	0.40	0.20

Local 1089 - Truck/Rock Driver

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Pension	Training Fund	Schlr. Fund	Retiree Fund	GRSP	Tri-Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employee	Hrs. Earned Employee	Hrs. Earned Employer	Hrs. Worked Employee		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	35.69	3.57	2.85	7.00	0.70	0.00	0.00	1.75	0.05	51.61	3%	0.40	0.20
May 1, 2022	37.28	3.73	2.95	7.20	0.70	0.02	0.01	1.75	0.05	53.69	3%	0.40	0.20
May 1, 2023	38.85	3.89	3.05	7.40	0.75	0.02	0.01	1.75	0.05	55.77	3%	0.40	0.20
May 1, 2024	40.90	4.09	3.15	7.60	0.80	0.02	0.01	1.75	0.05	58.37	3%	0.40	0.20

Local 1089 - Torchperson (Level 1)

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Pension	Training Fund	Schlr. Fund	Retiree Fund	GRSP	Tri-Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employee	Hrs. Earned Employee	Hrs. Earned Employer	Hrs. Worked Employee		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	35.69	3.57	2.85	7.00	0.70	0.00	0.00	1.75	0.05	51.61	3%	0.40	0.20
May 1, 2022	37.28	3.73	2.95	7.20	0.70	0.02	0.01	1.75	0.05	53.69	3%	0.40	0.20
May 1, 2023	38.85	3.89	3.05	7.40	0.75	0.02	0.01	1.75	0.05	55.77	3%	0.40	0.20
May 1, 2024	40.90	4.09	3.15	7.60	0.80	0.02	0.01	1.75	0.05	58.37	3%	0.40	0.20

Local 1089 - Torchperson (Level 2)

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Pension	Training Fund	Schlr. Fund	Retiree Fund	GRSP	Tri-Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employee	Hrs. Earned Employee	Hrs. Earned Employer	Hrs. Worked Employee		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	36.23	3.62	2.85	7.00	0.70	0.00	0.00	1.75	0.05	52.20	3%	0.40	0.20
May 1, 2022	37.84	3.78	2.95	7.20	0.70	0.02	0.01	1.75	0.05	54.30	3%	0.40	0.20
May 1, 2023	39.43	3.94	3.05	7.40	0.75	0.02	0.01	1.75	0.05	56.40	3%	0.40	0.20
May 1, 2024	41.51	4.15	3.15	7.60	0.80	0.02	0.01	1.75	0.05	59.04	3%	0.40	0.20

Vacation Pay: Ten percent (10%) of gross wages shall be paid weekly/bi-weekly to the employee.

Demolition Rates and Classifications Local 1089 (cont.)

Local 1089 - Torchperson (Level 3) - (Workers that perform high-risk/safety sensitive work)

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit		Pension		Training Fund		Schlr. Fund		Retiree Fund		GRSP		Tri-Fund	Total Package	Working Dues		OPDC Dues	Industry Fund
			Hrs. Earned	Employer	Hrs. Earned	Employer	Hrs. Worked	Employer	Hrs. Earned	Employer	Hrs. Earned	Employer	Hrs. Earned	Employer			Hrs. Worked	Employee		
Last Rate	38.35	3.84	2.85		7.00		0.70		0.00		0.00		1.75		0.05	54.54	3%	Employee	0.40	0.20
May 1, 2022	40.05	4.01	2.95		7.20		0.70		0.02		0.01		1.75		0.05	56.74	3%	Employee	0.40	0.20
May 1, 2023	41.74	4.17	3.05		7.40		0.75		0.02		0.01		1.75		0.05	58.94	3%	Employee	0.40	0.20
May 1, 2024	43.92	4.39	3.15		7.60		0.80		0.02		0.01		1.75		0.05	61.69	3%	Employee	0.40	0.20

Local 1089 - Heavy Equipment Operators

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit		Pension		Training Fund		Schlr. Fund		Retiree Fund		GRSP		Tri-Fund	Total Package	Working Dues		OPDC Dues	Industry Fund
			Hrs. Earned	Employer	Hrs. Earned	Employer	Hrs. Worked	Employer	Hrs. Earned	Employer	Hrs. Earned	Employer	Hrs. Earned	Employer			Hrs. Worked	Employee		
Last Rate	38.35	3.84	2.85		7.00		0.70		0.00		0.00		1.75		0.05	54.54	3%	Employee	0.40	0.20
May 1, 2022	40.05	4.01	2.95		7.20		0.70		0.02		0.01		1.75		0.05	56.74	3%	Employee	0.40	0.20
May 1, 2023	41.74	4.17	3.05		7.40		0.75		0.02		0.01		1.75		0.05	58.94	3%	Employee	0.40	0.20
May 1, 2024	43.92	4.39	3.15		7.60		0.80		0.02		0.01		1.75		0.05	61.69	3%	Employee	0.40	0.20

Local 1089 - Demolition Foreperson - 10% Over the Heavy Equipment Operator

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit		Pension		Training Fund		Schlr. Fund		Retiree Fund		GRSP		Tri-Fund	Total Package	Working Dues		OPDC Dues	Industry Fund
			Hrs. Earned	Employer	Hrs. Earned	Employer	Hrs. Worked	Employer	Hrs. Earned	Employer	Hrs. Earned	Employer	Hrs. Earned	Employer			Hrs. Worked	Employee		
Last Rate	41.88	4.19	2.85		7.00		0.70		0.00		0.00		1.75		0.05	58.42	3%	Employee	0.40	0.20
May 1, 2022	44.06	4.41	2.95		7.20		0.70		0.02		0.01		1.75		0.05	61.14	3%	Employee	0.40	0.20
May 1, 2023	45.91	4.59	3.05		7.40		0.75		0.02		0.01		1.75		0.05	63.54	3%	Employee	0.40	0.20
May 1, 2024	48.31	4.83	3.15		7.60		0.80		0.02		0.01		1.75		0.05	66.52	3%	Employee	0.40	0.20

Local 1089 - HAZMAT Foreperson - 10% Over the Demolition/HAZMAT Worker/Journeyperson

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit		Pension		Training Fund		Schlr. Fund		Retiree Fund		GRSP		Tri-Fund	Total Package	Working Dues		OPDC Dues	Industry Fund
			Hrs. Earned	Employer	Hrs. Earned	Employer	Hrs. Worked	Employer	Hrs. Earned	Employer	Hrs. Earned	Employer	Hrs. Earned	Employer			Hrs. Worked	Employee		
Last Rate	38.48	3.85	2.85		7.00		0.70		0.00		0.00		1.75		0.05	54.68	3%	Employee	0.40	0.20
May 1, 2022	40.46	4.05	2.95		7.20		0.70		0.02		0.01		1.75		0.05	57.18	3%	Employee	0.40	0.20
May 1, 2023	42.17	4.22	3.05		7.40		0.75		0.02		0.01		1.75		0.05	59.42	3%	Employee	0.40	0.20
May 1, 2024	44.40	4.44	3.15		7.60		0.80		0.02		0.01		1.75		0.05	62.22	3%	Employee	0.40	0.20

Vacation Pay: Ten percent (10%) of gross wages shall be paid weekly/bi-weekly to the employee.

Demolition Rates and Classifications Local 1089 (cont.)

Local 1089 - Demolition Apprenticeship Program - 1st Term Apprenticeship - 800 Hours - 70% of Total Wage Package

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Pension	Training Fund	Schlr. Fund	Retiree Fund	GRSP	Tri-Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employee	Hrs. Earned Employee	Hrs. Earned Employee	Hrs. Worked Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employee
Last Rate	24.99	2.50	2.85	4.17	0.70	0.00	0.00	0.50	0.05	35.76	3%	0.40	0.20
May 1, 2022	26.00	2.60	2.95	4.37	0.70	0.02	0.01	0.50	0.05	37.20	3%	0.40	0.20
May 1, 2023	26.99	2.70	3.05	4.57	0.75	0.02	0.01	0.50	0.05	38.64	3%	0.40	0.20
May 1, 2024	28.32	2.83	3.15	4.77	0.80	0.02	0.01	0.50	0.05	40.45	3%	0.40	0.20

Local 1089 - Demolition Apprenticeship Program - 2nd Term Apprenticeship - 801-1600 Hours - 80% of Total Wage Package (Full Benefits)

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Pension	Training Fund	Schlr. Fund	Retiree Fund	GRSP	Tri-Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employee	Hrs. Earned Employee	Hrs. Earned Employee	Hrs. Worked Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employee
Last Rate	29.29	2.93	2.85	4.30	0.70	0.00	0.00	0.75	0.05	40.87	3%	0.40	0.20
May 1, 2022	30.48	3.05	2.95	4.50	0.70	0.02	0.01	0.75	0.05	42.51	3%	0.40	0.20
May 1, 2023	31.66	3.17	3.05	4.70	0.75	0.02	0.01	0.75	0.05	44.16	3%	0.40	0.20
May 1, 2024	33.22	3.32	3.15	4.90	0.80	0.02	0.01	0.75	0.05	46.22	3%	0.40	0.20

Local 1089 - Demolition Apprenticeship Program - 3rd Term Apprenticeship - 1601-2400 Hours 90% of Total Wage Package (Full Benefits)

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Pension	Training Fund	Schlr. Fund	Retiree Fund	GRSP	Tri-Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employee	Hrs. Earned Employee	Hrs. Earned Employee	Hrs. Worked Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employee
Last Rate	33.58	3.36	2.85	4.44	0.70	0.00	0.00	1.00	0.05	45.98	3%	0.40	0.20
May 1, 2022	34.96	3.50	2.95	4.64	0.70	0.02	0.01	1.00	0.05	47.83	3%	0.40	0.20
May 1, 2023	36.33	3.63	3.05	4.84	0.75	0.02	0.01	1.00	0.05	49.68	3%	0.40	0.20
May 1, 2024	38.12	3.81	3.15	5.04	0.80	0.02	0.01	1.00	0.05	52.00	3%	0.40	0.20

Local 1089 - HAZMAT Apprenticeship Program - 1st Term Apprenticeship 1000 Hours - 70% of Total Wage Package

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Pension	Training Fund	Schlr. Fund	Retiree Fund	GRSP	Tri-Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employee	Hrs. Earned Employee	Hrs. Earned Employee	Hrs. Worked Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employee
Last Rate	24.99	2.50	2.85	4.17	0.70	0.00	0.00	0.50	0.05	35.76	3%	0.40	0.20
May 1, 2022	26.00	2.60	2.95	4.37	0.70	0.02	0.01	0.50	0.05	37.20	3%	0.40	0.20
May 1, 2023	26.99	2.70	3.05	4.57	0.75	0.02	0.01	0.50	0.05	38.64	3%	0.40	0.20
May 1, 2024	28.32	2.83	3.15	4.77	0.80	0.02	0.01	0.50	0.05	40.45	3%	0.40	0.20

Vacation Pay: Ten percent (10%) of gross wages shall be paid weekly/bi-weekly to the employee.

Demolition Rates and Classifications Local 1089 (cont.)

Local 1089 - HAZMAT Apprenticeship Program - 2nd Term Apprenticeship 1000-2000 Hours - 80% of Total Wage Package (Full Benefits)

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Pension	Training Fund	Schlr. Fund	Retiree Fund	GRSP	Tri-Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employee	Hrs. Earned Employee	Hrs. Earned Employer	Hrs. Worked Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	29.29	2.93	2.85	4.30	0.70	0.00	0.00	0.75	0.05	40.87	3%	0.40	0.20
May 1, 2022	30.48	3.05	2.95	4.50	0.70	0.02	0.01	0.75	0.05	42.51	3%	0.40	0.20
May 1, 2023	31.66	3.17	3.05	4.70	0.75	0.02	0.01	0.75	0.05	44.16	3%	0.40	0.20
May 1, 2024	33.22	3.32	3.15	4.90	0.80	0.02	0.01	0.75	0.05	46.22	3%	0.40	0.20

Local 1089 - HAZMAT Apprenticeship Program - 3rd Term Apprenticeship 2001-3000 Hours - 90% of Total Wage Package (Full Benefits)

Effective Date	Hourly Rate	Vac Pay	Welfare Benefit	Pension	Training Fund	Schlr. Fund	Retiree Fund	GRSP	Tri-Fund	Total Package	Working Dues	OPDC Dues	Industry Fund
			Hrs. Earned Employer	Hrs. Earned Employer	Hrs. Worked Employer	Hrs. Earned Employee	Hrs. Earned Employee	Hrs. Earned Employer	Hrs. Worked Employer		Hrs. Worked Employee	Hrs. Worked Employee	Hrs. Earned Employer
Last Rate	33.58	3.36	2.85	4.44	0.70	0.00	0.00	1.00	0.05	45.98	3%	0.40	0.20
May 1, 2022	34.96	3.50	2.95	4.64	0.70	0.02	0.01	1.00	0.05	47.83	3%	0.40	0.20
May 1, 2023	36.33	3.63	3.05	4.84	0.75	0.02	0.01	1.00	0.05	49.68	3%	0.40	0.20
May 1, 2024	38.12	3.81	3.15	5.04	0.80	0.02	0.01	1.00	0.05	52.00	3%	0.40	0.20

Vacation Pay: Ten percent (10%) of gross wages shall be paid weekly/bi-weekly to the employee.

ARTICLE 3 - INDUSTRIAL IN-PLANT PROJECTS

3.01 Work within the scope of this Agreement performed for any classification on “Industrial In-Plant” projects or installations, including but without limiting the generality of the foregoing, chemical, petrochemical and refinery projects and installations in the geographic region for Local 1089; in which case for such work, the terms and conditions of the Provincial Agreement between the Employer Bargaining Agency - Labourers and the Labourers’ International Union of North America and the Labourers’ International Union of North America, Ontario Provincial District Council, applicable in the industrial, commercial and institutional sector of the construction industry, in force from time to time, shall apply, save and except that the labourer’s rate of wages as outlined in the following schedule:

Effective Date	Hourly Rate	Vacation Pay	Welfare Benefit	Pension	Training Fund	Scholarship Fund	Retiree Fund	GRSP	Tri-Fund	Total Pkg.	WD Ded.	OPDC Dues	Ind. Fund
Last Rate	38.60	3.86	2.85	7.00	0.70	0.00	0.00	1.75	0.05	54.81	3%	0.40	0.20
May1,2022	40.31	4.03	2.95	7.20	0.70	0.02	0.01	1.75	0.05	57.02	3%	0.40	0.20
May1,2023	42.00	4.20	3.05	7.40	0.75	0.02	0.01	1.75	0.05	59.23	3%	0.40	0.20
May1,2024	44.19	4.42	3.15	7.60	0.80	0.02	0.01	1.75	0.05	61.99	3%	0.40	0.20

Vacation Pay: Eight percent (8%) of gross wages shall be paid weekly/bi-weekly to the employee.

ARTICLE 4 – FOREPERSON’S DUTIES

4.01 Forepersons will be directed by management at site and will relay instructions to the labourers.

LABOURERS' EQUITY AND DIVERSITY (LEAD)[®]

CHARTER OF INCLUSION AND DIVERSITY

All human beings are born free and equal in rights and dignity. No person should be discriminated against because of their race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital or family status, or disability.

We condemn racism.

We condemn discrimination against Women.

We condemn discrimination based upon sexual orientation or gender identity.

We condemn islamophobia, anti-Semitism, and other forms of religious discrimination.

Racism, hate, intolerance, and bigotry have no place in our industry.

Black lives matter.

Indigenous lives matter.

Racism and discrimination are real, and they exist throughout society. We will take steps to eradicate racism and discrimination from our industry. We will take steps to promote racial and gender diversity and inclusion in our industry. We will take steps to have workforces and leadership teams that are as wonderful and diverse as the communities in which we live. Working together we will build more truly inclusive workplaces.

It will take time and effort to implement these commitments. It will not be easy, but it must be done. We owe it to ourselves, and to each other, to do better.

We Condemn all forms of Racism and Discrimination

[illegible]

TAB 4

10-25-1994 09:57

ONTARIO DISTRICT COUNCIL

P.03

**COLLECTIVE AGREEMENT
(Wrecking Tie-In)**

B E T W E E N: PRIESTLY DEMOLITION INC.

(the "Employer")

- and -

**LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA,
ONTARIO PROVINCIAL DISTRICT COUNCIL, on
behalf of its affiliated Local Unions 247,
491, 493, 506, 527, 597, 607, 837, 1036,
1059, 1081 and 1089**

(the "Union")

**WHEREAS the Union is a designated employee bargaining agency
with respect to employees engaged in wrecking, demolition and
asbestos removal.**

**AND WHEREAS the attached terms and conditions are those
currently in force between the Labourers' Employer and Employee
Bargaining Agencies in the wrecking industry.**

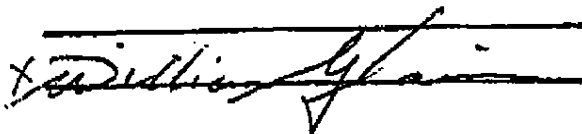
The Parties acknowledge and agree that:

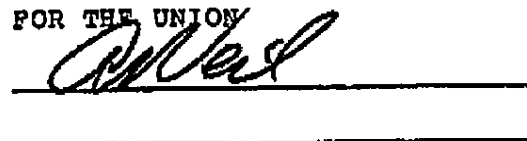
- 1. The Employer hereby recognizes the Union as the sole and
exclusive bargaining agent for all construction labourers,
including all persons engaged in wrecking, demolition and
asbestos removal work in its employ in the Province of
Ontario.**
- 2. The Employer and the Union agree to be bound by and party to
the attached collective agreement between the Union and the
Metropolitan Toronto Demolition Contractors' Inc., including
any renewals thereof, as if they were original signatories
thereto.**

DATED at Aurora this 8th day of February, 1994.

FOR THE EMPLOYER

FOR THE UNION





TAB 5

COLLECTIVE AGREEMENT
(WRECKING/DEMOLITION/ASBESTOS REMOVAL
TIE-IN AGREEMENT)

THIS MEMORANDUM OF AGREEMENT MADE AS OF
THE 12TH DAY OF MAY, 2010.

BETWEEN: DELSAN AIM SERVICES ENVIRONNEMENTAUX INC.
(hereinafter referred to the ("Employer"))

- and -

**THE LABOURERS' INTERNATIONAL UNION OF
NORTH AMERICA, LOCAL 506**
(hereinafter referred to the ("Union"))

- and -

**THE LABOURERS' INTERNATIONAL UNION OF
NORTH AMERICA, ONTARIO PROVINCIAL
DISTRICT COUNCIL**, on behalf of its
affiliated Local Unions.
(hereinafter collectively referred to the ("The Unions"))

WHEREAS the Union is a designated Employee Bargaining Agency
with respect to employees engaged in wrecking, demolition and asbestos removal;

AND WHEREAS a current Collective Agreement is in force between
the Labourers' Employer and Employee Bargaining Agencies in the industry;

NOW THEREFORE THE PARTIES AGREE AS FOLLOWS:

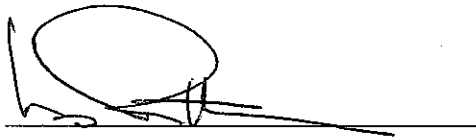
1. The Employer recognizes the Union as the sole and exclusive
bargaining agent for all construction labourers and all other persons performing work
within the classifications of the Collective Agreement hereinafter referred to in its employ
in the Province of Ontario.

RECEIVED
JUN - 4 2010

2. The Employer and the Union agree to be bound by and parties to the current Collective Agreement in force between the Union and the Ontario Association of Demolition Contractors' Inc., including all renewals thereof. The Employer acknowledges that it is familiar with all of the terms, conditions and provisions of said Agreement.

IN WITNESS WHEREOF, each of the parties hereto has caused this Memorandum of Agreement to be signed by its duly authorized Representatives as of the date and year first written above.

**SIGNED ON BEHALF OF THE
EMPLOYER:**



(please sign)

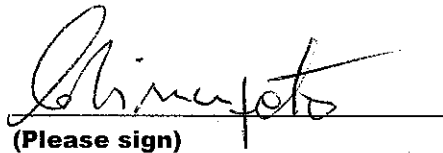
I have authority to bind
the Corporation

LORENZO RAPATTONI, Vice President

(please print)

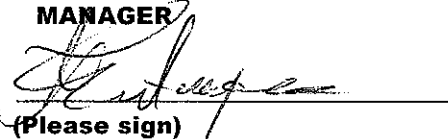
I have authority to bind
the Corporation

**SIGNED ON BEHALF OF THE
UNION:**



(Please sign)

**CARMEN PRINCIPATO, BUSINESS
MANAGER**



(Please sign)

**BUSINESS REPRESENTATIVE
JACK EUSTAQUIO**

**ADDRESS, TELEPHONE AND FAX
NUMBERS OF THE EMPLOYER:**

10760 A, HENRI-BOURASSA EST

MONTREAL, QUEBEC, H1C 1S9

TEL: 514-494-9898

FAX: 514-494-7014

RECEIVED
JUN - 4 2010

TAB 6



Ontario Association of Demolition Contractors
70 Leek Crescent, Richmond Hill, ON L4B 1H1
P. 289.485.1017
F. 416.613.0227
www.oadc.ca

MEMBERSHIP AFFIRMATION

TO: **ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS**
(the "Corporation")

AND TO: **THE DIRECTORS THEREOF**

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:

c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of January 23, 2025

360 Demolition & Environmental Services
(Print Company Name)

By: [Signature]

Name: John Hurst

Title: Director

I have authority to sign on behalf of the Corporation

OADC members adhere to the highest industry standards and are preferred and valued on all demolition and abatement projects.

OADC advocates for clear, fair and functional legislation which develops, maintains and sustains a positive and proactive relationship with the Labourers' International Union of North America and the Ontario Provincial District Council.



MEMBERSHIP AFFIRMATION

TO: **ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS**
(the "Corporation")

AND TO: **THE DIRECTORS THEREOF**

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:

c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of January 23, 20 25

Alliance Impex Inc.
(Print Company Name)

By: [Signature]

Name: Sveta Feshchenko

Title: Office Manager

I have authority to sign on behalf of the Corporation

OADC members adhere to the highest industry standards and are preferred and valued on all demolition and abatement projects.

OADC advocates for clear, fair and functional legislation which develops, maintains and sustains a positive and proactive relationship with the Labourers' International Union of North America and the Ontario Provincial District Council.



MEMBERSHIP AFFIRMATION

TO: **ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS**
(the "Corporation")

AND TO: **THE DIRECTORS THEREOF**

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:

c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of December 17th, 2024

176026 Canada Inc - Amor construction
(Print Company Name)

By: 
Name: ROCH GAUVREAU - VP
Title:

I have authority to sign on behalf of the Corporation

OADC members adhere to the highest industry standards and are preferred and valued on all demolition and abatement projects.

OADC advocates for clear, fair and functional legislation which develops, maintains and sustains a positive and proactive relationship with the Labourers' International Union of North America and the Ontario Provincial District Council.

MEMBERSHIP AFFIRMATION

TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:

c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of December 16, 2024

Biggs & Narciso Construction Services Inc.
(Print Company Name)

By: Mike Rodrigues

Name: Mike Rodrigues

Title: VP of Operations

I have authority to sign on behalf of the Corporation

MEMBERSHIP AFFIRMATION

**TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")**

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

- a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;
- b) declares that the undersigned's address is:
- c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

- d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of December 19, 2024

Birgani Demolition Inc
(Print Company Name)

By: [Signature]
Name: Darya Moghtadar
Title: corporate VP

I have authority to sign on behalf of the Corporation

OADC members adhere to the highest industry standards and are preferred and valued on all demolition and abatement projects.

OADC advocates for clear, fair and functional legislation which develops, maintains and sustains a positive and proactive relationship with the Labourers' International Union of North America and the Ontario Provincial District Council.



Ontario Association of Demolition Contractors

70 Leek Crescent, Richmond Hill, ON L4B 1H1

P. 289.485.1017

F. 416.613.0227

www.oadc.ca

MEMBERSHIP AFFIRMATION

**TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")**

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:

c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of Dec 16, 2024

Canadian Industrial Specialties
(Print Company Name)

By: 

Name: Jonathan Smit

Title: President.

I have authority to sign on behalf of the Corporation

OADC members adhere to the highest industry standards and are preferred and valued on all demolition and abatement projects.

OADC advocates for clear, fair and functional legislation which develops, maintains and sustains a positive and proactive relationship with the Labourers' International Union of North America and the Ontario Provincial District Council.



MEMBERSHIP AFFIRMATION

TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:


c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of February 10, 2025

CLC Infrastructure Inc.
(Print Company Name)

By: 
Name: Lucio DiToro
Title: Vice President

I have authority to sign on behalf of the Corporation

OADC members adhere to the highest industry standards and are preferred and valued on all demolition and abatement projects.

OADC advocates for clear, fair and functional legislation which develops, maintains and sustains a positive and proactive relationship with the Labourers' International Union of North America and the Ontario Provincial District Council.

MEMBERSHIP AFFIRMATION

TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:

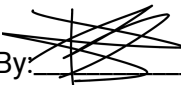
c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of Feb 04, 2025, 20

Controlled Demolition Group Inc.
(Print Company Name)

By: 
Name: Bart Fudala
Title: Principal
I have authority to sign on behalf of the Corporation

MEMBERSHIP AFFIRMATION

TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is: 160 Vinyl Court, Woodbridge Ontario, L4L 4A3

c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of December 16th, 2024

Delsan-AIM Environmental Services Inc.
(Print Company Name)

By: Carmelo Pastore

Name: Carmelo Pastore

Title: District Manager

I have authority to sign on behalf of the Corporation

MEMBERSHIP AFFIRMATION

TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:

c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:


Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of December 16, _____, 2024

Dewar Industrial Services Inc.

(Print Company Name)

By: 

Name: Cameron Dewar

Title: President

I have authority to sign on behalf of the Corporation

MEMBERSHIP AFFIRMATION

TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:

c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:


Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of January 23, 20 25

DNN CONTRACTING INC.

(Print Company Name)

By: 

Name: Yolanta Radetz

Title: Director of Operations

I have authority to sign on behalf of the Corporation



Ontario Association of Demolition Contractors
70 Leek Crescent, Richmond Hill, ON L4B 1H1
P. 289.485.1017
F. 416.613.0227
www.oadc.ca

MEMBERSHIP AFFIRMATION

TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:

c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of Dec 16, 2024



5 Binnington Crt.

Kingston, ON K7M 8N3

(Print Company Name)

By: 

Name:

Title:

I have authority to sign on behalf of the Corporation

OADC members adhere to the highest industry standards and are preferred and valued on all demolition and abatement projects.

OADC advocates for clear, fair and functional legislation which develops, maintains and sustains a positive and proactive relationship with the Labourers' International Union of North America and the Ontario Provincial District Councils.

MEMBERSHIP AFFIRMATION

**TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")**

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:

c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of DEC 17, 2024

GRN CONSTRUCTION
(Print Company Name)

By: [Signature]
Name:
Title: PRESIDENT

I have authority to sign on behalf of the Corporation

OADC members adhere to the highest industry standards and are preferred and valued on all demolition and abatement projects.

OADC advocates for clear, fair and functional legislation which develops, maintains and sustains a positive and proactive relationship with the Labourers' International Union of North America and the Ontario Provincial District Council.

MEMBERSHIP AFFIRMATION

**TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")**


AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

- a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;
- b) declares that the undersigned's address is: 100 Commerce Valley Dr. W., Markham ON L3T 0A1
- c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:
infrastructure@gipi.com
Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information
- d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of January 14, 20²⁵

Green Infrastructure Partners Inc.
(Print Company Name)

By: 
Name: Travis Willison
Title: Senior Vice President, Environmental
I have authority to sign on behalf of the Corporation



Ontario Association of Demolition Contractors
70 Leek Crescent, Richmond Hill, ON L4B 1H1
P. 289.485.1017
F. 416.613.0227
www.oadc.ca

MEMBERSHIP AFFIRMATION

**TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")**

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:

c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of DEC 18, 2024

IVI CONSTRUCTION SERVICE LIMITED
(Print Company Name)

By: [Signature]
Name: EDWARD BARROW
Title: PRESIDENT

I have authority to sign on behalf of the Corporation

OADC members adhere to the highest industry standards and are preferred and valued on all demolition and abatement projects.

OADC advocates for clear, fair and functional legislation which develops, maintains and sustains a positive and proactive relationship with the Labourers' International Union of North America and the Ontario Provincial District Council.

MEMBERSHIP AFFIRMATION

TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:

c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of 2024-12-17, 20

Inflector Environmental Services
(Print Company Name)

By: Mike Simmons

Name: Mike Simmons

Title: Area Manager Eastern Ontario, Vp of Operations
I have authority to sign on behalf of the Corporation

MEMBERSHIP AFFIRMATION

TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:

c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of December 16, 2024

JMX Contracting Inc.
(Print Company Name)

By: 
Name: Charlie Dahl
Title: CEO
I have authority to sign on behalf of the Corporation

MEMBERSHIP AFFIRMATION

TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:

c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of December 28, 2024

JMX Environmental Inc
(Print Company Name)

By: 

Name: Peter Bensley

Title: President

I have authority to sign on behalf of the Corporation

MEMBERSHIP AFFIRMATION

**TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")**

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:

c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of January 27th, 2025

Jobi Construction Ltd.
(Print Company Name)

By: [Signature]
Name: SEAN R. C. 30

Title: OWNER/CEO

I have authority to sign on behalf of the Corporation

OADC members adhere to the highest industry standards and are preferred and valued on all demolition and abatement projects.

OADC advocates for clear, fair and functional legislation which develops, maintains and sustains a positive and proactive relationship with the Labourers' International Union of North America and the Ontario Provincial District Council.

MEMBERSHIP AFFIRMATION

**TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")**

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:

c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of FEBRUARY 5, 2025

Jones Group Ltd. & Jones Crushing Corporation
(Print Company Name)

By: [Signature]
Name: JEFF HOUNES
Title: PRESIDENT

I have authority to sign on behalf of the Corporation

MEMBERSHIP AFFIRMATION

**TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")**

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:

c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of DECEMBER 27, 20 24

LIONS GROUP INC.
(Print Company Name)

By: JAY HEMING

Name:

Title:

I have authority to sign on behalf of the Corporation



Ontario Association of Demolition Contractors
70 Leek Crescent, Richmond Hill, ON L4B 1H1
P. 289.485.1017
F. 416.613.0227
www.oadc.ca

MEMBERSHIP AFFIRMATION

**TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")**

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

- a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;
- b) declares that the undersigned's address is:
- c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

- d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of Feb 4, 2025

Marcon Demo
(Print Company Name)

By: Randy Pacheco

Name: owner

Title: Owner

I have authority to sign on behalf of the Corporation

OADC members adhere to the highest industry standards and are preferred and valued on all demolition and abatement projects.

OADC advocates for clear, fair and functional legislation which develops, maintains and sustains a positive and proactive relationship with the Labourers' International Union of North America and the Ontario Provincial District Council.



Ontario Association of Demolition Contractors
70 Leek Crescent, Richmond Hill, ON L4B 1H1
P. 289.485.1017
F. 416.613.0227
www.oadc.ca

MEMBERSHIP AFFIRMATION

TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:

c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of Dec 16, 2024

MAJ Construction Corp
(Print Company Name)

By: [Signature]
Name: Sergio Di Nicola
Title:

I have authority to sign on behalf of the Corporation

OADC members adhere to the highest industry standards and are preferred and valued on all demolition and abatement projects.

OADC advocates for clear, fair and functional legislation which develops, maintains and sustains a positive and proactive relationship with the Labourers' International Union of North America and the Ontario Provincial District Council.



Ontario Association of Demolition Contractors
70 Leek Crescent, Richmond Hill, ON L4B 1H1
P. 289.485.1017
F. 416.613.0227
www.oadc.ca

MEMBERSHIP AFFIRMATION

TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:

c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of Feb 25, 2025

Orin Demolition Inc.
(Print Company Name)

By: [Signature]

Name: Anthony Niro.

Title: Principal.

I have authority to sign on behalf of the Corporation

OADC members adhere to the highest industry standards and are preferred and valued on all demolition and abatement projects.

OADC advocates for clear, fair and functional legislation which develops, maintains and sustains a positive and proactive relationship with the Labourers' International Union of North America and the Ontario Provincial District Council.

MEMBERSHIP AFFIRMATION

TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:

c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of 16 Decembre, 20 24

Ottawa construction demolition Inc.
(Print Company Name)

By: Sebastien Lemay

Name: Sebastien Lemay

Title: President

I have authority to sign on behalf of the Corporation



Ontario Association of Demolition Contractors
70 Leek Crescent, Richmond Hill, ON L4B 1H1
P. 289.485.1017
F. 416.613.0227
www.oadc.ca

MEMBERSHIP AFFIRMATION

TO: **ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS**
(the "Corporation")

AND TO: **THE DIRECTORS THEREOF**

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:

c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of FEBRUARY 5, 2025

RIEDEL DEMOLITION INC.
(Print Company Name)

By: Jeff Holmes
Name: JEFF HOLMES
Title: PRESIDENT

I have authority to sign on behalf of the Corporation

OADC members adhere to the highest industry standards and are preferred and valued on all demolition and abatement projects.

OADC advocates for clear, fair and functional legislation which develops, maintains and sustains a positive and proactive relationship with the Labourers' International Union of North America and the Ontario Provincial District Council.



MEMBERSHIP AFFIRMATION

TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

- a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;
- b) declares that the undersigned's address is: 3837 Wyandott St E
Windsor, ON N9Y 1G4
- c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

- d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of Jan 28, 2025

Rcwhite Ltd.
(Print Company Name)

By: [Signature]
Name: Ted Byrne
Title: President
I have authority to sign on behalf of the Corporation

OADC members adhere to the highest industry standards and are preferred and valued on all demolition and abatement projects.

OADC advocates for clear, fair and functional legislation which develops, maintains and sustains a positive and proactive relationship with the Labourers' International Union of North America and the Ontario Provincial District Council.



MEMBERSHIP AFFIRMATION

TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:

c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of Dec. 19, 20 24

TISI Canada Inc.

(Print Company Name)

By: [Signature]

Name: Rob Moulton

Title: District Manager

I have authority to sign on behalf of the Corporation

OADC members adhere to the highest industry standards and are preferred and valued on all demolition and abatement projects.

OADC advocates for clear, fair and functional legislation which develops, maintains and sustains a positive and proactive relationship with the Labourers' International Union of North America and the Ontario Provincial District Council.

MEMBERSHIP AFFIRMATION

TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:

c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of _____, 20

**Rob
Morris**
(Print Company Name)

By: _____

Name:

Title:

I have authority to sign on behalf of the Corporation

Digitally signed by Rob
Morris
DN: cn=Rob Morris, o=Titan
Demolition Inc.,
email=rob@titandemo.ca,
c=CA
Date: 2024.12.16 10:07:40
-05'00'



Ontario Association of Demolition Contractors
70 Leek Crescent, Richmond Hill, ON L4B 1H1
P. 289.485.1017
F. 416.613.0227
www.oadc.ca

MEMBERSHIP AFFIRMATION

TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:

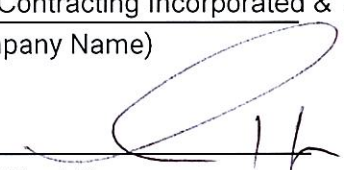
c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of December 16, 20 24.

TCI Titan Contracting Incorporated & Titan Environmental
(Print Company Name)

By: 
Name: Art Ussoletti
Title: President

I have authority to sign on behalf of the Corporation

OADC members adhere to the highest industry standards and are preferred and valued on all demolition and abatement projects.

OADC advocates for clear, fair and functional legislation which develops, maintains and sustains a positive and proactive relationship with the Labourers' International Union of North America and the Ontario Provincial District Council.

MEMBERSHIP AFFIRMATION

TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

- a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;
- b) declares that the undersigned's address is: 9620 Guelph Line, Campbellville, Ont. L0B 1B0
- c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information
- d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of January 22, 2025

Triple M Demolition Inc.
(Print Company Name)

By: Tim Maguire
Name: Tim Maguire
Title: General Manager
I have authority to sign on behalf of the Corporation



MEMBERSHIP AFFIRMATION

TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:

c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of Dec. 16, 2024

United Wrecking Inc.
(Print Company Name)

By:

Name:

Title:

I have authority to sign on behalf of the Corporation

OADC members adhere to the highest industry standards and are preferred and valued on all demolition and abatement projects.

OADC advocates for clear, fair and functional legislation which develops, maintains and sustains a positive and proactive relationship with the Labourers' International Union of North America and the Ontario Provincial District Council.

MEMBERSHIP AFFIRMATION

TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:

c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information


d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

2024-12-17

DATED as of _____, 20

VAS Inc.

(Print Company Name)

By: 

Name: John Adams

Title: President

I have authority to sign on behalf of the Corporation



Ontario Association of Demolition Contractors
70 Leek Crescent, Richmond Hill, ON L4B 1H1
P. 289.485.1017
F. 416.613.0227
www.oadc.ca

MEMBERSHIP AFFIRMATION

TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:

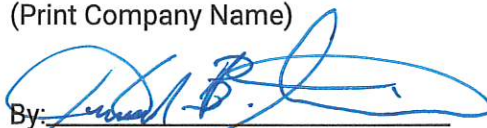
c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of December 16, 20 24

Wayne & Harold
SMITH CONSTRUCTION LIMITED
(Print Company Name)

By: 

Name: Harold B. Smith

Title: President

I have authority to sign on behalf of the Corporation

OADC members adhere to the highest industry standards and are preferred and valued on all demolition and abatement projects.

OADC advocates for clear, fair and functional legislation which develops, maintains and sustains a positive and proactive relationship with the Labourers' International Union of North America and the Ontario Provincial District Council

MEMBERSHIP AFFIRMATION

**TO: ONTARIO ASSOCIATION OF DEMOLITION CONTRACTORS
(the "Corporation")**

AND TO: THE DIRECTORS THEREOF

The undersigned hereby:

a) Acknowledges it is a member of the Corporation, that it is bound to the Demolition Agreement between the Corporation and the Labourers' International Union of North America effective May 1, 2022 to April 30, 2025 and that it has vested authority in the Corporation to bargain and enter into the Demolition Agreement on its behalf;

b) declares that the undersigned's address is:

c) consents to receive notices and documents in electronic format at the information system reached by delivering such notices or documents to the following e-mail address:

Note: Your Company's contact person will receive email communications for the Association regarding collective bargaining, labour relations and other membership issues, updates and information

d) undertakes to advise the Corporation in writing forthwith of any change in the undersigned's address or email address.

DATED as of January 20, 2025, ~~20~~

YORK1 Demolition Ltd.

(Print Company Name)

By: Joe Batista
Name: Joe Batista
Title: Vice-President, Demolition, Abatement, and Scrap Metal
Digitally signed by Joe Batista
DN: C=CA,
E=JBatista@YORK1.com,
O=YORK1 Demolition Ltd.,
CN=Joe Batista
Date: 2025.01.20 10:32:14-05'00'

I have authority to sign on behalf of the Corporation

**Vice-President, Demolition, Abatement, and
Scrap Metal**

**OADC members adhere to the highest industry
standards and are preferred and valued on all
demolition and abatement projects.**

OADC advocates for clear, fair and functional legislation which develops, maintains and sustains a positive and proactive relationship with the Labourers' International Union of North America and the Ontario Provincial District Council.

TAB 7



OADC and LiUNA OPDC et al.
Application for Accreditation

Contractor Hours & Revenue Report

Sales by Customer Detail
January - December 2024

CUSTOMER	DATE	PRODUCT/SERVICE	QTY	NET AMOUNT
360 Demolition and Environmental Services/2605660 OC				
AG Management Consulting Ltd.				
AGI Enviroclean Ltd.				
Alliance Impex Inc.				
Amor Construction/176026 Canada Inc.				
Astro Environmental Corp.				
Bel-Co Recycling				
Biggs & Narciso Construction Services Inc.				
Birgani Demolition Inc.				
Canadian Industrial Specialties Limited				
CLC Infrastructure Inc.				
Colin's Haulage Inc.				
Controlled Demolition/2279205 Ontario Inc.				
Curmann Contracting Ltd.				
Delsan-Aim Environmental Services Inc.				
Demolition Plus/2145675				
Dewar Industrial Services Inc.				
DNN Contracting Inc.				
EAN/POL Construction				
Environmental Response Team Inc.				
Environmentall Contracting Services Inc.				
Flint Demolition Inc.				
Forest City Demolition Inc.				
Furoy's Insulation				
G&N Contracting/924234 Ontario Inc.				
Galaxy Group of Companies Incorporated				
Green Infrastructure Partners Inc. (GFL Infrastructure Group Inc.)				
I&I Construction Services Limited				
Inflector Environmental Services				
Interprovincial Insulation Inc.				
JMX Contracting Inc.				
JMX Environmental Inc.				
JoBi Construction Ltd.				
John Westendorp Enterprises Inc.				
Jones Group Ltd.				
Lacroix Construction Co Ltd				
Madcon Construction Alderville				
Marcon Demolition & Environmental Services Inc.				
MGI Construction Corp.				
Monaghan's Demolition & Restoration Services Ltd				
Orin Enterprises Inc.				
Ottawa Construction Demolition Inc.				
Priestly Demolition Inc.				
QM Environmental				
R.C. White Ltd.				
Safety Robotic Demolition Inc.				
Schouten Demolition Inc.				
Square 88 Contracting Inc.				
Team Industrial Services Inc.				
Titan Demolition Inc.				



OADC and LiUNA OPDC et al.
Application for Accreditation

Contractor Hours & Revenue Report

Sales by Customer Detail
January - December 2024

CUSTOMER	DATE	PRODUCT/SERVICE	QTY	NET AMOUNT
Titan Environmental/1000058247 Ontario Inc.				
Tower Interior Contracting Inc./Lions Group Inc./Jasan				
Triple M Demolition Inc.				
Troya Services/Ontario 1632422 Inc.				
United Wrecking Inc.				
VAS Inc.				
Wayne & Harold Smith Construction Ltd.				
Wood Canada Limited (Amec Foster Wheeler)				
York1 Demolition LP				
TOTAL			2,682,302.34	\$533,943.10