

PROVINCIAL COLLECTIVE AGREEMENT

BETWEEN



**THE MILLWRIGHT REGIONAL COUNCIL, UNITED
BROTHERHOOD OF CARPENTERS AND JOINERS OF
AMERICA.**

(hereinafter called the "Council")

ON BEHALF OF

**AFFILIATED LOCAL UNIONS
1151, 1244, 1410, 1425, 1592, 1916 AND 2309**

(hereinafter called the "Local Unions" or the "Local Union" if used in the singular)

- and -



**THE ASSOCIATION OF MILLWRIGHT/NG
CONTRACTORS OF ONTARIO, INC.**

(hereinafter called the "Association")

EFFECTIVE June 27, 2025 TO APRIL 30, 2028

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PREAMBLE

WHEREAS the Association is the designated Employer Bargaining Agency for all Employers whose employees are represented by the Council;

AND WHEREAS the Council is the designated Employee Bargaining Agency for all Journeypersons and Apprentice Millwrights;

AND WHEREAS it is considered in the best interest of the Millwrighting Industry as a whole that both parties arrive at certain definite understandings for the purpose of maintaining harmonious relations between the Association and the Council;

AND WHEREAS only through a signed Collective Agreement negotiated in good faith can such a condition be brought about;

WITNESSETH that all parties hereto, covenant, promise and agree with the other to accept the following:

ARTICLE ONE

SCOPE OF AGREEMENT AND RECOGNITION

- a) The word “Employee(s)” or “Millwright(s)” when used herein shall mean and include Forepersons, Welders, Burners and all other Journeypersons and Apprentices employed in the Millwright Trade.
- b) The word “Employer” when used herein shall mean and include all members of the Association and all other persons who are bound by this Agreement.
- c) This Agreement shall cover and be applicable to all Employers of Employees in the Industrial, Commercial and Institutional sector of the Construction Industry within the Province of Ontario.
- d) The Association recognizes the Council as the sole and exclusive Collective Bargaining Agency for all Employees.

- e) The Council recognizes the Association as the sole and exclusive Collective Bargaining Agency for all Employers.
- f) This Agreement shall apply to all of the Employees of the Employer within the Province of Ontario who are engaged in, but not limited to, the following work, which shall include all field maintenance work undertaken by the Employer:

All work (as more particularly defined in the Trade Jurisdiction attached hereto, and forming an integral part of this Agreement, as Schedule "C", involving or related to the rigging, unloading, hoisting, dismantling, skidding and setting, cleaning, erecting, fabricating, fabrication of bases, commissioning, installing, lining, adjusting and repair of all machinery and equipment of whatever type, including but not limited to the following:

- 1) robots, mechatronics, conveyors, airveyors, tool rails, electrified conveyors, monorails, overhead cranes, and material handling systems of whatever type, including actuators, limit switch devices etc., legs, supports or other necessary ancillary structures; all salvage, locating, levelling, and aligning of machinery using precision mechanical, laser and computerized instruments and devices;
- 2) all machines including modular equipment used in the transmission of power in buildings, factories, or elsewhere, be that power, steam, electric, natural gas, gasoline, water, air, diesel, atomic, hydraulic, or any new power developed with the evolution of time;
- 3) all classes of engines, pumps, fans, furnaces, motors, dynamos, generators, compressors, putting all pulleys, sheaves and flywheels on same, making and setting of all templates for all machinery requiring foundations and bolts;
- 4) all agitators, aprons, blast furnaces, brackets, cableways, caissons, chutes, clips, concentrators, coolers, cranes, crushers, curtains, derricks, docks, dredges, drums,

dumb waiter enclosures, escalators, expanded metal, fans, fencing, frames, fumes, gates, grating, grillage and foundation work, grill work, guards, hangers, hoppers, hot rooms, inclines, iron doors, kilns, lockers, locks, louvres, multiplate operating devices, ovens, pans, pile drivers, plates, porcelain, pulverizers, racks, storage racks which form part of the building structure, railings, smoke conveyors, spillways, stacks, stage equipment and counterweight systems and rigging for asbestos curtain, stokers, stoves, tanks, tracks, travellers, travelling sheaves, vault doors, ventilators, vertical hydraulic elevators and vessels;

- 5) stone crushing and gravel washing plants, crushers, screens, revolving or eccentric, rolls, pan conveyors, and ship hoists, conveyors, belt screw or gravity, whether boxes be steel, iron, wood, the assembling of all travellers and cranes for handling machinery or its products;
- 6) framing and setting of all bridge trees, either wood or steel, where they are not part of the building or structures, all foundations, beams or timbers used for the reception of machinery;
- 7) all grain handling appliances, cleaners, clippers, needle machines, car pullers, grain shovels, spouts and conveyor boxes (whether schedule or other pipe), framing and erection of all marine legs and ship shovels, framing of all scale timbers and hood hoppers and garners, all automatic, all boat tanks or receiving hoppers and devices used for elevator legs, when not of electrical appliances, all dust collectors and necessary spouting of same, lagging all pulleys and bleaching devices of all kinds. All bin valves, turnheads and indicators, all necessary shafting and bearings and supports, all drives (rope, belt, chain or rawhide);
- 8) all escalator stairs, amusement devices of all kinds

inclusive of gaming machines; framing and erection of all derricks and pile drivers; all bridge machinery, all fans and pumps, either steam or centrifugal; all dryers and necessary appliances for same; all barrel and package devices, either elevating or conveying; all presses, hydraulic or other powers, filing all gears done in the field, all concrete mixers, and other temporary appliances used in the construction of buildings;

- 9) all coal handling machinery and drivers, crushers, conveyor drags, whether the frames be steel or wood, with all necessary framing and drilling, making all wood boxes and guides, all patent stokers and automatic feeding devices, ash handling machinery, either elevating or conveying, including all monorails and overhead chain conveyors;
- 10) all work as further set out in the Trade Jurisdiction attached hereto as Schedule "C".

ARTICLE TWO

UNION SECURITY AND RECOGNITION

- a) The Employer agrees to hire and/or employ as Millwrights only members in good standing of the United Brotherhood of Carpenters and Joiners of America, as long as the Local Unions or the Council are able to supply the Millwrights in sufficient number to take care of the needs of the Employer. The Local Union will dispatch qualified journeypersons with a Regional Council Card as proof of status and apprentices at their appropriate level.
- b) **Nothing herein is intended to restrict the movement of Employees who are members of the Local Union having jurisdiction over the project.**

MOBILITY: (transfer of skilled workforce to a project in another Local Union Area)

The Employer shall be permitted to transfer the first four (4) Millwrights required on a project or any four (4) of the

first five (5). Thereafter, it shall be one in two i.e. (50%). If an Employer wishes to replace a transferee they must notify the Business Representative of the Local Union involved. Millwrights, who are transferred, by the Employer as per the above, shall receive commuting travel allowance, travel time, and board allowance as per Article 17, in accordance with the job location relative to the location of the Millwright's home local.

It is understood that apprentices can be transferred from one Local Union area to another under the provisions of this section provided the apprentice to journeyman ratio in the Trades Qualification and Apprenticeship Act Regulations is maintained on the project (i.e. initially one apprentice to one journeyman and then one apprentice for every three journeymen thereafter).

Where an Employer transfers skilled workforce from another affiliated Local Union, the Employer will advise the Local Union having jurisdiction over the project in advance of their arrival by facsimile transmission or equivalent.

HIRING: (Acquisition of additional skilled workforce).

When hiring, all Millwrights shall be hired by the Employer through the affiliated Local Union having jurisdiction over the project as listed in Schedule "B" attached hereto and forming an integral part of this Agreement. The Employer may name hire five (5) of the first five (5), thereafter it shall be one in two (i.e. 50% name hire). The Local Union will cooperate with the Employers in supplying them with names of those who are unemployed for the purposes of name hiring.

When filling a request for skilled workforce from an Employer, the Local Union will send a list of the skilled workforce being referred to the Employer by electronic mail to an electronic mail address provided by the employer, facsimile transmission, telephone, or equivalent confirming

the names, classification status and applicable skills training of the referrals, as requested by the employer. When requested in writing, proof of training shall be provided.

- c) Two (2) working days after a requisition has been made for Millwrights by an Employer to an affiliated Local Union or the Council, and same are unable to supply sufficient Millwrights to meet the needs of the Employer, the Employer then may hire Millwrights from any other source and such employees shall be issued a work permit and a referral slip from the Local Union having jurisdiction over the project. All Millwrights sourced by the Employer, regardless of source, when the Union is unable to provide Millwrights, will be paid applicable travel and board from the Local, as set out by the agreement, for that jobsite.
- d) Whenever affiliated Local Unions or the Council are unable to supply sufficient Millwrights to meet the needs of the Employer and the Employer hires Millwrights from other sources, it is agreed that these Millwrights so hired, must within fifteen (15) days of commencement of their employment, apply for membership to the Local Union having jurisdiction for the job or project where said Millwrights are working and comply with all applicable Union regulations for membership therein.

Should an affiliated Local Union be able to supply union members before the applicant has become a member, the union members shall replace the applicant, after forty-eight (48) hours' notice by the affiliated Local Union and provided that the applicant has been employed for a minimum of one week, unless otherwise mutually agreed. When travel and room and board provisions apply, the Millwright being replaced will not be paid return compensation, nor will the replacing Millwright receive compensation as specified in Article 17, Section (c). The replacing Millwright shall receive compensation for return travel providing the conditions of Article 17, Section (d) are met.

Failure on the part of the applicant to comply with the above stated time limit for application or comply with the union regulations pertaining to membership therein, shall be cause for immediate discharge from further employment.

- e) If a layoff occurs, the Millwright members of the United Brotherhood of Carpenters and Joiners of America, shall at all times be given preference of employment over applicant Employees.
- f) It is agreed that the Employer when hiring shall give preference of employment to members of the affiliated Local Union having jurisdiction over the area where the work is being performed or is to be performed.

Preference will be given on layoff to members of the Council.

The Council agrees that it will give preference to the Association in the employment of its Union members.

- g) It is agreed that any Millwright work that may be sublet to a subcontractor by any Employer, that it will be done with the understanding that the subcontractor shall become a party to this Agreement before commencing work.
- h) The parties agree that the provisions of this collective agreement dealing with mobility and hiring shall apply for the duration of the Agreement, and an employer may not make the election under Section 163.5(1) of the *Labour Relations Act* for the duration of this collective agreement.

ARTICLE THREE **HOURS OF WORK**

a) Day Shift

The regular working week shall consist of not more than forty (40) hours of work to be performed during regular shift periods.

A regular shift period shall consist of eight (8) hours of work

to be performed on Monday to Friday inclusive of each week (exclusive of the vacation period and holidays) between the hours of 8:00 a.m. and 4:30 p.m. with one-half hour for lunch, which is to be taken between the hours of 12:00 noon and 12:30 p.m.

b) Afternoon Shift

The regular working week shall consist of not more than forty (40) hours of work to be performed during the regular shift period.

A regular shift period shall consist of not more than eight (8) hours of work to be performed on Monday to Friday inclusive of each week (exclusive of the vacation period and holidays) between the hours of 4:00 p.m. and 12:30 a.m. with one-half hour for lunch which is to be taken between the hours of 8:00 p.m. and 8:30 p.m.

c) Night Shift

The regular working week shall consist of not more than forty (40) hours of work to be performed during the regular shift period.

A regular shift period shall consist of not more than eight (8) hours of work to be performed on Monday to Friday inclusive of each week (exclusive of the vacation period and holidays) between the hours of 12:00 a.m. and 8:30 a.m. with one-half hour for lunch which is to be taken between the hours of 4:00 a.m. and 4:30 a.m.

d) For multiple shift operation refer to Schedule 'H'.

e) Special circumstances on certain jobs, including compressed work week, may make it necessary to vary the normal starting or quitting time of a shift. Starting and stopping times may, therefore, be varied by mutual consent, in writing, by the Employer and the Union.

f) Coffee breaks will be recognized on all projects. These coffee breaks will be of fifteen (15) minutes duration and

take place at approximately midway during each half shift. A coffee break will be allowed before commencing overtime and at other appropriate times during overtime.

- g) All Employees shall be allowed a minimum of ten (10) minutes before quitting time to put away personal tools and wash up. The Employer shall provide suitable cleansers and towels.
- h) Should any other Mechanical Trade as listed below, on the project be supplied transportation to and from the gate or parking lot, the Employer shall provide same for Millwrights under equal conditions. Mechanical Trades referred to are: Electrician; Pipefitter; Sheet-Metal Worker; Ironworker and Boilermaker.

Should the Employer on certain occasions hire only Millwrights, the Employer shall supply the same type of transportation to and from the parking lot or the gate as the Employer has supplied in the past or currently supply to other Mechanical Trades as spelled out in this Agreement.

ARTICLE FOUR

WAGES

- a) The minimum basic rate of wages for Forepersons shall be the prevailing hourly shift rate for Journeyperson Millwrights as is established in Section (d), plus an additional sixteen percent (16%) per hour.
- b) The minimum basic rate of wages for Sub-Forepersons shall be the prevailing hourly shift rate for Journeyperson Millwrights as is established in Section (d), plus an additional eight percent (8%) per hour.
- c) The minimum basic rate of wages for Employees employed on the Afternoon and Night shifts shall be hourly rate plus fifteen percent (15%) premium of the base wage only for all straight time hours worked.

Forepersons and Sub-Forepersons shall receive these shift

premiums calculated on their rates as established in Sections (a) and (b).

- d) The minimum basic rate of wages for Millwrights employed in the Province of Ontario shall be as follows;

Base Rates

DATE:	RATE:	VACATION PAY
June 27, 2025	\$50.63	10%
May 3, 2026	\$52.49	10%
May 2, 2027	\$54.17	10%

Wages, contributions, deductions, benefits and other terms and conditions of employment are subject to amendment, by mutual agreement, during the term of this Agreement. All terms and conditions should be verified with the Local Union and the Association.

(SEE SCHEDULE “G” FOR COMPLETE MONETARY PACKAGE).

- e) Payday shall be Thursday of each week, except when a double-holiday falls in the same week (i.e. Christmas and Boxing Day). If Christmas and Boxing Day fall on Thursday and Friday, payday shall be on Wednesday. If Christmas and Boxing Day fall on any other consecutive weekdays, other than Thursday and Friday, payday shall be on Friday. Payment may be made by cheque or electronic banking deposit to the Employee’s designated bank account, at the Employer’s discretion. All cheques or electronic banking deposits shall be payable at par. Cheques complete with pay slip or pay slip only when using electronic banking deposit shall be provided to the employee during normal working hours.

In the event the Employer fails to comply with the provisions of Section (f), the Employee shall be paid waiting time at the current rate of wages, applicable to regular working hours until such time as the Employer is in compliance with this Article. This waiting time will be in addition to wages earned through the waiting period by the Employee.

When an Employee is laid off during regular working hours where the Employer has a pay office within forty (40) kilometres of the job site, the Employee shall be paid off in full on the job at the time of layoff, and at the same time shall receive their Record of Employment.

Where an Employer error has been made in hours paid to the Employee, the Employer will process a separate cheque as soon as possible. The hours or money in question are not to be carried over to the next pay period. Any error in hours paid to the employee will be corrected and processed on a separate cheque within three (3) regular working days.

If an Employee has been overpaid the Employee shall notify the Employer's site supervisor or payroll office immediately. The Employer shall correct the overpayment in the next or subsequent weekly payment of wages to the employee, ensuring that there is no undue hardship on the Employee.

- f) An Employee shall receive a pay slip which shall indicate:
 - 1) the name of the Employer;
 - 2) the total hours worked at straight time rate;
 - 3) the total hours worked at overtime rate;
 - 4) the hourly rate;
 - 5) the amount of Vacation Pay;
 - 6) the accumulated amount of Vacation Pay
 - 7) details of all deductions; and
 - 8) the amount of travelling allowance.
- g) Time books are to be closed weekly in conjunction with the E.I. pay period, i.e. Sunday to Saturday. Wages to be paid within four (4) regular working days after the closing of the time books or as outlined in (e).
- h) The minimum rate of wages for Apprentices shall be as contained in Schedule "A" attached hereto and forming an integral part of this Agreement.
- i) Millwrights will not be required to take directions or instructions in reference to the work being performed, or

work to be performed other than from their Millwright Foreperson.

- j) When the number of Employees on the job or project is two (2) to six (6) Millwrights, one shall be appointed Sub-Foreperson.

When the number of Employees on the job or project reaches seven (7) Millwrights, one shall be appointed Foreperson. This Foreperson can be the Sub-Foreperson.

When more than eleven (11) Employees are employed on the job or project, there shall be a minimum of one (1) Foreperson and one (1) Sub-Foreperson.

Any additional Sub-Foreperson or Foreperson shall be appointed at the Employer's discretion.

Where Employees are working as a composite crew with another trade(s), the ratio of Forepersons and Sub-Forepersons shall be the same as other trade(s) involved with the work. If the other trade has the foreperson, then the next sub-foreperson shall be a Millwright.

- k) When the Local Union refers applicant member(s) to the jobsite, who are not a member of a Mechanical Building Trade Union or who does not have a Certificate of Qualification, they shall be paid up to a maximum of ninety percent (90%) of the Journeyperson basic rate. The Local Union shall advise the Employer the applicant member(s) qualifications and applicable rate, prior to referring the applicant member(s).

ARTICLE FIVE

OVERTIME RATES OF PAY

- a) All time worked before or after an Employee's regular shift, shall be paid for at double the base rate.

All hours worked after a regular day shift shall be paid at double the base rate until the Employee is given a rest period of not less than eight (8) consecutive hours.

All Employees required to work through the lunch break shall be paid at double the base rate. No premium shall be paid if the lunch break is re-scheduled one-half hour before or one-half hour after the regularly scheduled lunch break.

- b) All time worked by an Employee between the hours of 12:01 a.m. Saturday and 12:01 a.m. Monday, shall be paid for at the rate of double the base rate.
- c) All time worked by an Employee on any of the following holidays, namely: New Year's Day; Family Day, Good Friday; Victoria Day; Canada Day; August Civic Holiday; Labour Day; National Day for Truth and Reconciliation, Thanksgiving Day; Christmas Day; Boxing Day and any holiday proclaimed by the Government of Ontario shall be paid for at double the base rate.
- d) When any of the enumerated holidays as outlined in Section (c) falls on a Saturday and/or Sunday, the next regular working day or the preceding working day shall be observed as the holiday in lieu thereof, as agreed by the Executive Secretary-Treasurer of the Council and AMCO. This agreement shall be forwarded to all Employers.
- e) No Employee shall be permitted to work more than one shift in any twenty-four (24) hour period. All hours in excess of the single shift shall be paid for at overtime rates of pay. Overtime shall be limited to seven (7) hours after completion of a shift except that with the approval of the Local Union the overtime period may be extended.

Overtime will apply for shift work under either of the following circumstances:

- (1) If an Employee is required to change from their regular shift to another shift and then is asked to change to another shift which was not the original regular shift, the hours worked starting with that shift and all subsequent hours, for that work week, shall be at double the base rate.

- (2) If an Employee is required to change shifts more than two times in the standard work week, the hours worked on the third change and any subsequent, for that work week, shall be at double the base rate.
- f) All overtime shall be divided as equally as possible amongst all Employees. The job Steward shall be notified whenever overtime is scheduled.
- g) When an Employee is requested to work more than ten (10) hours on a shift, the Employee will be supplied with a hot meal at the Employer's expense unless the Employee has been notified of such overtime during or prior to their previous shift. In any event, twenty (20) minutes will be allowed to consume a hot meal at no loss of pay.

When an Employee is called in to work over and above their regular shift, the Employee shall be supplied a hot meal for every four (4) hours at the Employer's expense.

In the jurisdictional areas covered by Local Union 1151, Thunder Bay and Local Union 1425, Sudbury, in lieu of the hot meal provision, when mutually agreed to between the Employer and the majority of the Employees, the Employee shall be paid a meal allowance of twenty-seven dollars and fifty cents (\$27.50) and a twenty (20) minute break with pay will also be allowed.

The Employee shall be supplied at the Employer's expense an additional hot meal for each four (4) hours of overtime worked thereafter, providing the Employee is required to continue work after the meal break.

ARTICLE SIX

VACATION PERIOD – VACATION PAY AND

STATUTORY HOLIDAYS

- a) All Employees shall be entitled to, and shall take two (2) weeks' vacation each year.
- b) Any employee that is desirous of taking more than two

weeks' vacation shall arrange with the Employer for whatever additional time that the Employee desires.

- c) The vacation and statutory holiday money shall be distributed in the following manner: Six percent (6%) Vacation pay to be paid out in June of each calendar year and Four percent (4%) Statutory Holiday Pay to be paid out November of each calendar year.
- d) All holidays as outlined in Article Five, Section (c) of this Agreement shall be observed and taken by the Employees, and if the Employees are required to work on these holidays, then such Employees shall be paid for such work as is outlined in Article Five, Section (c) of this Agreement.
- e) No work shall be performed on Labour Day except to save life or property or unless approved in writing by the Local Union. Where the aforesaid is not practical due to an emergency outside of normal working hours, and the Employer is unable to notify the Local Union, the Employer shall do so on the next regular workday.

ARTICLE SEVEN

SAFETY, HEALTH, AND SANITATION

- a) The applicable provisions of the Occupational Health and Safety Act for the Province of Ontario, designed to guard the life and safety of the Construction Workers, shall be applied to all phases of the Millwright employment.

An Employee who is injured in the course of performing their duties and requires medical attention by a Doctor and is Certified by the Doctor that they are unable to continue work, shall be paid to the end of their regular scheduled work shift on the day of injury, provided it is a lost time injury under the provisions of the Workplace Safety and Insurance Act.

The Employer will send a copy of the Workplace Safety and Insurance Board Form titled "Employer's Report of Injury/Disease" to the Local Union Office.

- b) The Employer shall provide sanitary facilities on the job or project for the preservation of public health in accordance with the Occupational Health and Safety Act for the Province of Ontario, and all future amendments.

Should any other mechanical trades listed below be supplied, or is allowed to utilize sanitary flushing toilets or mobile washrooms on a project, the Employer shall provide same for Millwright Employees, under equal conditions. The Mechanical Trades referred to are: Electrician; Pipefitter; Sheet-Metal Worker; Ironworker and Boilermaker

- c) The Employer shall provide first-aid facilities on the job or project as prescribed by the Workplace Safety and Insurance Act and/or regulations thereunder.
- d) The Employer shall provide a proper place of shelter in which Millwrights may eat their lunch, and heat for such place shall be provided by the Employer during cold weather. The Employer shall also provide a safe, dry place, heated, for Millwrights to keep their personal tools, and such place shall be kept locked at all times when Millwrights are not working. The aforesaid place for tools may be in the form of a tool box or other separated lock-up for the use of the Millwrights on the job only. Only the Employer Representative and a Millwright shall have the key to the tool box.
- e) Failure on the part of the Employer to provide for a safe lockup will make the Employer liable for the loss of tools and/or the payment thereof.
- f) When a Millwright tool crib is established, a Millwright shall be in charge of such tool crib.
- g) The Employer will maintain insurance, or self-insure, to cover Employee's tools and clothing while on job site, against loss or damage by fire or theft by forcible entry, up to a maximum of one thousand and seventeen hundred and fifty dollars (\$1,750.00) per Employee. All claims for tools

not settled within ten (10) days will be referred to the Labour Management Relations Committee for a decision. If the Employee has tools and clothing on the jobsite with a value greater than \$1,750.00 the Employee must advise the Employer at the start of the job. The Employer shall have the option to accept the risk value or to stipulate that only \$1,750.00 maximum will be insured.

- h) Where raincoats, safety rubber boots, welders' standard mitts and leathers, Welding Shields, gloves or other special wearing apparel are required, they shall be supplied for use of the Employees without cost and charged against the Employee if not returned in good condition, normal wear, and tear excepted.

On jobs of a dirty nature, or on jobs where acid or other chemicals damage clothing, the Employer agrees to supply leather palm gloves and fabric coveralls. Disposable coveralls shall only be used where required by the Owner/Client.

- i) On any job or project where corrosive elements exist such as those which are considered to be part of the manufacturing process, and such corrosive conditions affect the Employee's working tools, the Employer shall replace the affected tools, the replacement of tools will not be considered when Employees are working in normal atmospheric conditions encountered daily in Steel and Paper Mills, Refinery Processes and like Industries. All claims for tools not settled within fifteen days will be referred to the Labour Management Relations Committee for a decision.
- j) The Employer shall be responsible for providing cool, fresh drinking water on all jobs in accordance with the provisions of the Occupational Health and Safety Act. If potable drinking water is not readily accessible at the jobsite, the Employer shall provide potable drinking water.
- k) Unless requested by the Employer for work use, it is expected that Employees will only use their personal cell

phones for emergencies or during coffee and lunch breaks.

- l) The Employee will provide the Employer with a copy of all their Training Certificates.
- m) Client Online Orientation & Onboarding. If a Client requires an Employee to complete online orientation and onboarding, the Employer shall estimate a reasonable amount of time to complete the online orientation and onboarding. The Employer shall pay the Member for completing the course(s) equal to time estimated, multiplied by the straight time total package hourly rate. Compensation will not be provided to Employees who complete the required course(s) but fail to report for duty. This training may only be completed once, unless it has expired.

ARTICLE EIGHT

UNION VISITATION AND JOB STEWARDS

- a) (i) After first contacting the senior representative of the Employer on the job site, the business representative or agent of the Local Union shall have access to visit on the job site, but in no case shall these visits interfere with the progress of the work.
- (ii) Whenever regulations prevent such access to any job site, the Employer representative will assist the business representative or agent in obtaining the necessary pass or permission to gain access to the job site.
- b) Where there are two (2) or more Employees on the job or project, the Local Union Representative covering the area in which the job or project is located, shall appoint a job Steward (or Stewards if the job or project is large enough to warrant same) and any such Steward shall be recognized as the Representative of the affiliated Local Union for the job or project. The Employer and/or job Superintendent shall be provided with written notification as to whom the Steward or Stewards are.

The Steward shall be a qualified Journeyperson, capable of performing the regular work in accordance with the job or project requirements. The Steward shall be given irrespective of the order in which they are hired, top seniority of preference in employment and be retained on the job or project, in all cases of reduction of the work force. Only the first named Steward will have top seniority.

The seniority of the Steward employed on shift work applies only to the shift on which the Steward is working.

The Steward shall be notified of all overtime work and included in such overtime work. However, if it is unreasonable to maintain them on overtime work, a substitute Steward will be appointed.

- c) The duty of the Steward shall be to see that this Agreement is not violated and sufficient time without loss of pay shall be afforded to carry out their duty. The Steward shall have their regular work to perform. The Steward shall in no way be discriminated against for the carrying out of their duties.

The Steward shall report to their Supervisor prior to leaving their station of work to perform necessary union matters.

- d) The Employer shall not transfer a Steward from one job or project to another job or project without the authorization of the affiliated Local Union.

ARTICLE NINE

ABSENCE, DISCHARGE, LAY-OFFS

AND QUITTING OF EMPLOYEES

- a) The Employer shall allow Millwright Union members leave of absence without pay to attend Union Conventions and Conferences.
- b) One (1) hour notice must be given to either party at all times when an Employee is laid-off or when an Employee quits. If the one-hour notice is not given to the Employee, the

Employee is to be paid one hour notice at the straight time wage rate.

- c) Whenever an Employer lays off or dismisses an Employee, the Employer is to pay the Employee their wages in full, and have ready for delivery at the same time the Employee's Record of Employment, then the Employer shall send electronically or by Priority Post or Express Post, both with "delivery confirmation", or by direct deposit if previously setup including pay slip as per Article 4(f), within three (3) regular working days, said wages in full and the Record of Employment to the Employee's last known address. In the event that an Employee's wages in full and Record of Employment are not sent by Priority Post or Express Post within three (3) regular working days, then the Employee shall be paid waiting time (in excess of three (3) regular working days) at the current rate of wages applicable to regular working hours.

In the event of a disruption in the mail service, the Employer shall use a courier rather than Priority Post.

- d) When a Millwright quits, the Millwright will be paid in full on the regular pay day of the work week, at which time the Millwright shall also receive an E.I. Record of Employment. If the Employer fails to comply with the provisions hereof, the Millwright shall be paid waiting time at the current rate of wages applicable to regular working hours.
- e) If after five (5) days of layoff or dismissal an Employee has not received their wages and the stipulated forms, the Employee or the Union will be required to initiate a grievance with the Employer. Failure to initiate a grievance will terminate the waiting period. If the grievance is initiated, the waiting period will continue until the Employee is paid.
- f) One (1) hour before a Millwright is notified of termination, the Steward shall be notified in writing of the name or names of the Millwright(s) affected.
- g) No Employee shall be dismissed or laid off except during

their working hours.

However, an Employee may be dismissed for serious misconduct, provided the Employee is still on the project.

- h) No Employee shall be laid off during the first four (4) hours of their shift, except for serious misconduct.
- i) Upon termination of employment, the Employee shall receive from the Employer a termination slip or Record of Employment (ROE). This slip shall indicate the name of the Employee, the time and date that the employment is to be terminated, and the specific reason as to why the Employee's employment is terminated. The Employer will file the ROE electronically on Service Canada's website.

The above-mentioned slip, or copy thereof, shall be retained by the Employer in accordance with Federal requirements.

- j) When an Employee is terminated in an isolated area and has no means of transportation, the Employer shall be responsible for transportation from the job site to the Employee's residence, provided that the Employee has sufficient money being held in wages and expenses by the Employer to cover the cost of this transportation, as this transportation shall be at no cost to the Employer. Article 17, Sections (c) and (d) will still apply where applicable.

ARTICLE TEN

REPORTING ALLOWANCES

- a) When a Millwright employed on a job or project reports as usual for work, but is unable to commence work because of Climatic Conditions, the Millwright shall be given two (2) hours' pay at prevailing rates, plus travelling allowances for reporting to the job, provided that the Millwright remains on the job site for the two (2) hour period if so requested by the Employer.
- b) When a Millwright employed on a job or project reports as

usual for work, unless previously advised that there is no work available, they shall be given three (3) hours' pay at the prevailing rates, plus travelling allowance for reporting on the job, provided that the Millwright remains on the job site for the three (3) hour period if so requested by the Employer. This does not apply if there is a labour dispute.

- c) If work is started on any shift and is unable to proceed for any reason except a labour dispute, the Millwright shall receive a minimum of four (4) hours' pay at the prevailing rates, plus all applicable travelling allowances as per Article 17, provided that the Millwright remains on the job site for the four (4) hour period if so requested by the Employer.
- d) Where a limited work force can be used, notwithstanding the application of the conditions outlined in Section (a), (b) and (c), the Foreperson shall divide all work as equally as possible amongst all Employees. The job Steward shall be notified of those millwrights scheduled to work.
- e) When possible, all Millwrights required to work outside shall be notified before the end of the previous shift.

ARTICLE ELEVEN

GRIEVANCE PROCEDURE

- a) Where a difference arises between the parties regarding the interpretation, application, administration or alleged violation of this Agreement, including any question as to whether a matter is arbitrable, the matter shall be adjusted under the following provisions.
- b) It is generally understood that an Employee has no grievance until an opportunity has been given to adjust a complaint. The Employee may discuss the matter, with or without the Steward or Union Representative, with supervisory personnel. A period of three (3) working days shall be allowed to adjust a complaint before proceeding to Step One of the grievance procedure.
- c) All grievances, including individual, group or policy

grievances must be in writing and must be filed to commence Step One within twelve (12) working days from the commencement of the circumstances from which the complaint arose. The grievance shall set out the nature of the grievance, the article(s) alleged violated and the nature of the remedy sought.

STEP ONE

- d) The grievance must be filed with the Association and the Employer if it is a Council, Local Union or Employee grievance; or with the Council if it is an Association or Employer grievance, as the case may be. The parties shall endeavour to resolve the grievance within twelve (12) working days from the date the grievance was filed. The grieving party shall be given a written reply to the grievance.

STEP TWO

- e) If a grievance is not settled during Step One or no reply is given within 12 working days from the date the grievance was filed at Step One, the grievance in writing shall be referred by the grieving party to the Association and the Council within twenty (20) working days of the filing at Step One. An Association representative and a Council representative will endeavour to work with the parties to settle the grievance within ten (10) working days of receipt of the grievance.

STEP THREE

- f) If a grievance is not settled during Step Two within the time allowed, the grievance shall be referred, by the grieving party's representative, to the Labour Management Relations Committee within five (5) working days. All parties shall be notified in writing by the Labour Management Relations Committee as to date(s) for the hearing of the grievance. (N.B. The Association and the Council will establish a standing bi-monthly schedule for hearing such grievances.)

Where there is a potential ongoing liability, the Labour Management Relations Committee will meet as soon as

practically possible to deal with the matter. All parties shall be entitled and encouraged to have representatives at the meeting to present their side of the matter.

- g) The Labour Management Relations Committee shall consist of three (3) members from the Association and three (3) members from the Council. No member directly involved in the grievance shall sit on the Labour Management Relations Committee.
- h) A decision of the Labour Management Relations Committee may be enforced by the Council or the Association by filing the grievance and the decision with the Ontario Labour Relations Board pursuant to Section 133 of the Ontario Labour Relations Act (and any successor section).

If the Labour Management Relations Committee fails to resolve the matter to the satisfaction of both parties to the grievance within a period of twelve (12) working days from the time the written grievance was received by the committee or such further period as may be agreed upon between the parties to the grievance, the matter may be referred to arbitration in accordance with Article Twelve.

- i) The Association shall be provided with a copy of all grievances at Step One and referrals to the Labour Management Relations Committee as soon as possible.
- j) All time limits cited in the grievance and arbitration provisions may be extended by written mutual agreement between the parties. No grievance or arbitration shall be invalidated by reason of a bona fide breach of time-limits or by reason of any defect in form or technical irregularity, however, unwarranted or unnecessary delays will not be accepted. In determining time limits Saturday, Sunday and public holidays shall be excluded.

ARTICLE TWELVE

ARBITRATION

- a) If the grievance is not resolved at Step Three, it may be referred to arbitration within twelve (12) working days of the completion of Step Three. A party proceeding to arbitration shall have the option of selecting either private arbitration or the Ontario Labour Relations Board pursuant to Section 133 of the Ontario Labour Relations Act. Copies of all referrals to arbitration shall be provided to the Association/Council as the case may be.
- b) Where a party proceeds to private arbitration, it shall be to a Board of Arbitration unless the parties agree on a single Arbitrator. Each party shall name its own nominee to the Board of Arbitration and the two nominees shall select the Chairperson of the Board of Arbitration.
- c) If the parties are unable to agree upon a single arbitrator, or the Chairperson of the Board of Arbitration, as the case may be, resort may be had to the provisions for the appointment of an arbitrator in the Ontario Labour Relations Act.
- d) An arbitrator or a Board of Arbitration (as the case may be) shall have no power to add to, subtract from or modify any of the terms of this Agreement nor shall an arbitrator render any decision inconsistent with the terms and provisions of this Agreement.
- e) No Employee may be disciplined or dismissed except for just cause and in determining any grievance arising out of dismissal or discipline, the Arbitrator or the Board of Arbitration may fashion any remedy deemed justified.
- f) All costs pertaining to the arbitrator's fees and the hearing facilities shall be borne equally by the parties. All costs pertaining to each party's appointee to the Board of Arbitration shall be borne by the party making the appointment or on whose behalf the appointment was made. The arbitration shall proceed as soon as practical.

- g) Except as provided in Article Twenty (c), no grievance may be submitted to arbitration until after exhausting the grievance procedure in Article Eleven.

ARTICLE THIRTEEN **STRIKES AND LOCKOUTS**

- a) It is agreed that there will be no strikes, lockouts, or slowdowns or collective action by either party so long as this Agreement continues to operate.
- b) It shall not be a violation of any provision of this Agreement for any Employee of their own volition to refuse to cross or work behind any legal picket line endorsed by the Council or that has been sanctioned by the Local Building Trades Council, provided the Association is given forty-eight (48) hours' notice.

ARTICLE FOURTEEN **JURISDICTIONAL DISPUTES**

- a) The Employer agrees to recognize the jurisdictional claims of the United Brotherhood of Carpenters and Joiners of America as contained in this Agreement in Article One and Schedule "C".
- b) If a jurisdictional dispute arises on any job, it may be referred to the Ontario Labour Relations Board for a decision.
- c) The parties agree to recognize and abide by all agreements covering work jurisdiction, where applicable, as entered into between the international body of the United Brotherhood of Carpenters and Joiners of America and any other international union affiliated with the AFL-CIO.
- d) Any jurisdictional dispute between the Council and any other building trades union that involves work undertaken by the Employer will in no way interfere with the progress of the work.
- e) An Employer shall be kept fully advised of all jurisdictional

disputes the Council may have with the Employer's sub-contractor(s) on the job.

- f) If a jurisdictional panel is established for the Province of Ontario, prior to the expiry of this Agreement, the Association and the Council agree to meet for the purpose of investigating the inclusion of the jurisdictional panel process as part of this Agreement.
- g) Upon a request from the Council to the Association for jurisdictional assignment sheets on a job, the Association shall notify the Employer to forward same to the Council.
- h) When work that is assigned to Millwrights is challenged by another trade union, the Employer will immediately notify the Council to secure the Council's support in defending the Employer's assignment.

ARTICLE FIFTEEN

GENERAL

- a) It is understood and agreed that all agreements entered into by the Council are subject of the General Constitution of the United Brotherhood of Carpenters and Joiners of America.
- b) All Employers must notify the affiliated Local Union in the area in which they intend to work of all job locations prior to commencement of such work. Failure to notify the Local Union will result in the Employers calling a Mark-Up Meeting should the Local Union so request.
- c) On all jobs or projects employing Millwrights, the Employer shall be responsible for calling a Pre-Job Conference.
- d) Should any part of this Agreement or any provisions herein contained in this Agreement be rendered or declared invalid by reason of any existing or subsequently enacted Provincial or Federal Legislation, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions thereof, provided, however, upon such invalidation the parties signatory hereto agree to immediately meet and

re-negotiate such parts or provisions affected.

- e) No Millwright shall be refused employment or otherwise discriminated against on the basis of any prohibited ground under Federal or Provincial law.

ARTICLE SIXTEEN

WELDING TESTS

- a) All Welders with a current CWB All Position Card in SMAW, and also FCAW, GMAW or MCAW (TIG and MIG) and they are about to expire, will be tested under the Agreement between the Council and the Association attached hereto and forming an integral part of this Agreement as Schedule “E”.
- b) Welding hoods broken or damaged on the job shall be replaced by the Employer.

ARTICLE SEVENTEEN

COMMUTING, TRAVEL, TRANSFER

AND BOARD ALLOWANCES

Commuting

- a) When an Employee is employed on a job that is not beyond an eighty (80) kilometre radius from the City Hall, Town Hall, or Municipal Buildings for the Municipality, District or Township where the Local Union’s office is situated, the Employee shall be paid by the Employer commuting allowance as shown on the following schedule of radius zones from the above-noted centers:

	Effective Date		
	Jun 27, 2025	May 3, 2026	May 2, 2027
0 – 24 kilometres	Free	Free	Free
24.1 – 32 kilometres	\$16.16	\$16.64	\$17.06
32.1 – 40 kilometres	\$18.82	\$19.38	\$19.86
40.1 – 80 kilometres	\$33.21	\$34.21	\$35.07

* all values above are per day worked

Refer to Schedule “B” for cities in which Local Union offices are located.

Where Board accommodation is beyond a twenty-four (24) kilometre radius of the job site, commuting allowances as specified shall apply.

Travel

- b) When an Employee is employed on a job that is beyond a radius of eighty (80) kilometres from the City Hall, Town Hall, or Municipal Buildings of the Municipality, District, or Township from where the Local Union office is situated, the Employer shall pay for first class transportation to the job or project site including sleeper for night travel and meals where applicable. Upon completion of employment, the Employee shall be paid similar travel expenses to return them from the job.

When an Employee travels by car at the Employer’s request, the Employer shall pay, effective June 27, 2025, the CRA rate for 2025 per kilometre and the cost of meals where applicable. Effective May 3, 2026, the CRA rate for 2026 and effective May 2, 2027, the CRA rate for 2027. Upon completion of employment, the Employee shall be paid similar expenses to return them from the job.

The Employee will normally take their tools with them, however, when other arrangements are made for transporting the Employee’s tools, it shall be at the Employer’s expense and such Employee shall not suffer loss of wages because their tools are not available to them.

- c) For an Employee to qualify for transportation fare and expenses in travelling to a job outlined in Section (b), such Employee will be required to remain one month on the job, or for the duration of the job, whichever time may be the shorter.
- d) For an Employee to qualify for transportation fare and

expenses to return to their point of hiring as outlined in Section (b), such Employee will be required to remain two (2) months on the job or for the duration of the job, whichever time may be the shorter.

- e) When an Employee is employed on a job that is beyond a radius of eighty (80) kilometres from the City Hall, Town Hall or Municipality Buildings of the Municipality, District or Township where the Local Union office is situated, the Employee shall be paid by the Employer their regular rate of wages for the time spent travelling to the job as follows:

Over eighty (80) kilometres – One (1) Minutes' pay for each kilometre traveled to a maximum of eight (8) hours' pay.

Upon completion of employment, the Employee shall be reimbursed the same as when they traveled to the job, provided the Employee qualifies with Sections (c) and (d).

- f) When an Employee is transferred during working hours and transportation is provided by the Employer, then no transportation costs will be allowed, but the Employer must return the Employee to the place from where the Employee was transferred and pay applicable rates until that time.
- g) When an Employee is transferred at the request of the Employer during working hours and provides their own transportation, the Employee shall be paid by the Employer applicable wages while travelling from job to job, plus transportation costs of the CRA rate for 2025 per kilometre effective June 27, 2025; the CRA rate for 2026 per kilometre effective May 3, 2026; and the CRA rate for 2027 per kilometre effective May 2, 2027.
- h) Effective June 27, 2025, an employee covered by Section (b), shall also receive Board Allowance from the Employer on the following basis: (All kilometres to be computed on a radius basis as per Section (a)):

Local Unions 1244; 1410; 1592; 1916 and 2309:

	Effective Date		
	June 27, 2025	May 3, 2026	May 2, 2027
80.1 to 120 kilometres	\$55.00	\$60.00	\$60.00
120.1 to 160 kilometres	\$70.00	\$75.00	\$80.00
greater than 160.1 kilometres	\$150.00	\$150.00	\$150.00

* All values above are per day worked

Local Union 1425 – Sudbury

	Effective Date		
	June 27, 2025	May 3, 2026	May 2, 2027
80.1 to 120 kilometres	\$60.00	\$65.00	\$70.00
120.1 to 160 kilometres	\$115.00	\$120.00	\$130.00
greater than 160.1 kilometres	\$150.00	\$160.00	\$170.00

* All values above are per day worked

Local Union 1151 – Thunder Bay

	Effective Date		
	June 27, 2025	May 3, 2026	May 2, 2027
80.1 to 120 kilometres	\$120.00	\$120.00	\$120.00
greater than 120.1 kilometres	\$170.00	\$180.00	\$200.00

* All values above are per day worked

When an employee works under the geographical jurisdiction of Local Union 1151, Thunder Bay, and Local Union 1425, Sudbury, and such Employee remains on the job or project for a period of forty-five (45) calendar days from the commencement of employment, then the Employee shall be granted one (1) weeks' Leave of Absence without pay, and be paid mileage in accordance with Section (b) to point of hiring and return to the job site (if applicable).

The same procedure shall be repeated after each complete forty-five (45) calendar day cycle.

- i) The Employer may elect to supply suitable free board and lodging in lieu of paying the subsistence allowance, such free board and lodging must conform to the Camp Rules and Regulations.

When an Employee has chosen not to live in camp, the Employee shall not qualify for daily travel time, transportation or board allowance. If a camp is provided by the client all employees will be required to stay in camp, provided the camp is deemed suitable by Union and the Employer.

- j) There shall be a twenty-four (24) kilometre radius free zone from the City Hall in which Travel and Board Allowance will not apply in the communities of Kitchener and Timmins.

Commuting allowance will apply after twenty-four (24) kilometre radius from the Kitchener City Hall.

Commuting allowance will apply after twenty-four (24) kilometre radius from Ottawa, London, Sault Ste. Marie and Timmins City Halls.

On all projects in the Timmins and Sault Ste. Marie areas, the Employer shall call a meeting with the Local Union Representative(s) to deal with the available Local skilled workforce. If problems staffing a job with the Local Millwrights exist, the Employer and the Local Union shall mutually agree on Board Allowance.

- k) There will be a forty (40) kilometre radius free zone from the City Hall in which Travel and Board Allowance will not apply in the communities of Sault Ste. Marie and Ottawa.
- l) There will be a forty (40) kilometre radius free zone from the City Hall in which Travel and Board Allowance will not apply in the community of London.

From forty (40) to eighty (80) kilometres, commuting allowances as per the Collective Agreement will apply.

Beyond eighty (80) kilometres, Board Allowance will apply from the Sarnia Local Union Office.

- m) There shall be a twenty-four (24) km radius free zone from Thorold City Hall in which travel and board allowance will not apply.

Commuting allowance after the twenty-four (24) kilometre free zone radius will apply thereafter in the areas of Niagara and Haldimand calculated from Thorold City Hall.

- n) Travel and Board Allowance will apply from the point of hiring outside the zones specified in Sections (j), (k) and (l).
- o) Jurisdictional Areas of Jarvis, Caledonia, Hagersville and Cayuga:

	Effective Date		
	June 27, 2025	May 3, 2026	May 2, 2027
In the Township of Caledonia	Free	Free	Free
In the Township of Hagersville	\$17.39	\$17.74	\$18.09
In the Township of Cayuga	\$17.39	\$17.74	\$18.09
In the Township of Jarvis	\$29.49	\$30.08	\$30.68

* All values above are per day worked

- p) Millwrights hired from the Council shall be provided with transportation. Such Millwrights will receive their fare to the job site, providing the Employee remains on the job site for a period of one (1) month or for the duration of the job, whichever is less. When the employee remains on the job site for a period of two (2) months or for the duration of the job, whichever is less, the Employee shall receive return transportation to the point of hiring (Toronto). Any subsistence allowances applicable to the Millwright members of the affiliated Local Union having jurisdiction over the job site shall also be paid to the Millwright.

To qualify for transportation costs, the Millwright must be a member of a Local Union affiliated with the Council.

When Millwrights are hired through the Local Union or Regional Council and such Millwrights are required to work without room and board and are required to travel over eighty (80) kilometres, the Employer shall complete Form A-T2200 and/or TD4 when requested by the Millwright.

- q) The Employer shall pay the Employees' Commuting and Board allowances directly with the wages in the normal fashion.

The Employer shall submit claims for reimbursement of paid Commuting and Board Allowances in accordance with the procedures and amounts set out in the latest version of the Commuting and Board Reimbursement Plan as issued by the Trustees of the AMCO Commuting (Travel) Fund.

All claims will be subject to audit and in addition to the penalties and remedies available to the Fund through Article Twenty; any Employer found guilty of defrauding the Fund may forfeit the right to make future claims against the Fund for reimbursement.

- r) In Local 2309, the Employer shall pay for parking up to a value Thirty dollars (\$30.00) per day on job sites located in the City of Toronto within the area bounded by The Don Valley Parkway in the east, Dufferin Street on the West and York Mills Road on the North, Lake Ontario on the South. Provided there is no free parking available, and the Employer is made aware at the beginning of the project. Amount paid will be based upon paid receipts from the Employee and they shall be submitted weekly and paid with the wages the week following.

ARTICLE EIGHTEEN

CONTRIBUTIONS AND DEDUCTIONS

Note: the term "Millwright Trust Funds" collectively includes the Millwright Regional Council Employee Life and Health Trust Fund (Ontario), Millwright Regional Council Pension Trust Fund (Ontario), Millwright Regional

Council Legal Fee Assistance Trust Fund (Ontario), Millwright Regional Council Supplementary Unemployment Benefit (SUB) Trust Fund (Ontario), Millwright Regional Council Vacation Pay and Statutory Holiday Pay Trust Fund (Ontario), Millwright Regional Council Training and Apprenticeship Trust Fund (Ontario), Millwright Regional Council Union Defense Trust Fund (Ontario) and the AMCO Commuting (Travel) Trust Fund and all related plans.

- a) The Association and the Council are bound by and agree to continue the Trust Agreements that are currently in effect, each as may be amended, supplemented or replaced by the parties; and each Employer and each Employee agrees to be bound by any determinations and/or decisions made by the Board(s) of Trustees of the aforesaid Trust Funds.
- b) Pension Contribution – Effective June 27, 2025, each Employer shall contribute eight dollars and sixty-five cents (\$8.65) per hour for each hour earned by each Employee; seventeen dollars and thirty cents (\$17.30) per hour shall be contributed for all overtime hours.
 - (1) Employees who are not eligible for pension contributions pursuant to the Income Tax Act (R.S.C., 1985, c. 1 (5th Supp.)) will receive the applicable hourly contribution amounts from the employer under this paragraph, and the contributions will be distributed by the Plan Administrator at a time and in a manner determined by the Trustees of the Millwright Trust Funds, in accordance with any Canada Revenue Agency and legislative obligations. This applies to the following employees:
 - 1) After October of the calendar year when an employee reaches the age of seventy-one (71), and
 - 2) For any employee who is receiving a monthly pension or a retirement benefit from the Millwright Pension Plan.

- c) Vacation and Statutory Holiday Contribution – Effective June 27, 2025, each Employer shall contribute to the Millwright Trust Funds for the Millwright Vacation Pay and Statutory Holiday Trust Fund, ten percent (10%) of the gross earnings of each Employee.
- d) Employee Life and Health Trust Contribution – Effective June 27, 2025, each Employer shall contribute to the Millwright Trust Funds for the Employee Life and Health Trust (ELHT), four dollars and twenty cents (\$4.20) per hour for each hour earned by each Employee; eight dollars and forty cents (\$8.40) per hour shall be contributed for all overtime hours.
- e) S.U.B. Contribution – Effective June 27, 2025, each Employer shall contribute to the Millwright Trust Funds for the Millwright Supplementary Unemployment Benefit Plan, forty cents (\$0.40) per hour for each hour earned by each Employee; eighty cents (\$0.80) per hour shall be contributed for all overtime hours.
- f) Commuting (Travel) Contribution – Effective June 27, 2025, each Employer shall contribute to the Millwright Trust Funds for the AMCO Commuting (Travel) Trust Fund thirty cents (\$0.30) per hour for each hour earned by each Employee; sixty cents (\$0.60) per hour shall be contributed for all overtime hours.
- g) Promotion Contribution – Effective June 27, 2025, each Employer shall contribute to the Millwright Trust Funds for the Millwright Regional Council Promotion Fund to be distributed by the Board of Trustees to the Council, fifty-six cents (\$0.56) per hour for each hour earned by each Employee; one-dollar and twelve cents (\$1.12) per hour shall be contributed for all overtime hours. Effective May 3, 2026, each Employer shall contribute sixty-seven cents (\$0.67) per hour for each hour earned by each Employee; one dollar and thirty-four cents (\$1.34) per hour shall be contributed for all overtime hours. Effective May 2, 2027, each Employer shall contribute seventy-six cents (\$0.76) per hour for each hour

earned by each Employee; one dollar and fifty-two cents (\$1.52) per hour shall be contributed for all overtime hours.

- h) Training Contribution – Effective June 27, 2025, each Employer shall contribute to the Millwright Trust Funds for the Millwright Training and Apprenticeship Plan, eighty-one cents (\$0.81) per hour for each hour earned by each Employee; one dollar and sixty-two cents (\$1.62) per hour shall be contributed for all overtime hours. Effective May 3, 2026, each Employer shall contribute to the Millwright Trust Funds for the Millwright Training Plan, eighty-nine cents (\$0.89) per hour for each hour earned by each Employee; one dollar and seventy-eight cents (\$1.78) per hour shall be contributed for all overtime hours.

Effective June 27, 2025, each Employer shall contribute to the Millwright Trust Funds for the Millwright Training Plan, ten cents (\$0.10) per hour worked by each Employee, for mandatory, legislative training for Working at Heights, WHMIS and Construction Health and Safety Awareness Training (CHSAT). Dates of completion to be implemented in line with the mandatory requirements legislated by the Ministry of Labour. AMCO will not be responsible for wages for this training, however will absorb the administrative costs from Manion Wilkins for these particular legislated training courses.

- i) WSIB Contribution – Effective June 27, 2025, each Employer shall contribute to the Millwright Trust Funds to cover the obligation under the Workplace Safety and Insurance Act to make contributions for employment benefits where the worker is absent from work because of injury, zero cents (\$0.00) per hour for each hour earned by each Employee. (Temporarily funded)
- j) Union Defense Contribution – Effective June 27, 2025, each Employer shall contribute to the Millwright Trust Funds for the Union Defense Fund, eight cents (\$0.08) per hour for each hour earned by each Employee; sixteen cents (\$0.16) per hour shall be contributed for all overtime hours.

- k) Industry Contribution – Effective June 27, 2025, each Employer shall contribute to the Millwright Trust Funds for the Association Industry Fund, to be distributed by the Board of Trustees to the Association, twenty-five cents (\$0.25) per hour for each hour earned by each Employee; fifty cents (\$0.50) per hour shall be contributed for all overtime hours. Costs of DeNovo/Secretariat are included.
- l) Supplementary Union Dues Deduction – Effective June 27, 2025, each Employer shall deduct and remit to the Millwright Trust Funds for Supplementary Union Dues, to be distributed by the Board of Trustees to the Council, one dollar and seventy-two cents (\$1.72) per hour for each hour earned by each Employee (3% of base rate); three dollars and forty-four cents (\$3.44) per hour shall be deducted and remitted for all overtime hours. Effective May 3, 2026, one dollar and eighty-seven cents (\$1.87) per hour shall be deducted and remitted; three dollars and seventy-four cents (\$3.74) per hour shall be deducted and remitted for all overtime hours. Effective May 2, 2027, one dollar and ninety-seven cents (\$1.97) per hour shall be deducted and remitted; three dollars and ninety-four cents (\$3.94) per hour shall be deducted and remitted for all overtime hours. Costs of DeNovo DeNovo/Secretariat/ International dues/Ontario Building trades/National Building Trades are included.
- m) Apprentices Deduction – Effective June 27, 2025, each Employer shall deduct and remit to the Millwright Trust Funds for the Millwright Apprentice Assistance Plan fifty cents (\$0.50) per hour for each hour earned by each Apprentice Employee, and one dollar (\$1.00) per hour for each hour for all overtime hours.
- n) International Training Contribution – Effective June 27, 2025, each Employer shall contribute to the Millwright Trust Funds for the UBC National Training Fund, fifteen cents (\$0.15) per hour for each hour earned by each Employee; thirty cents (\$0.30) per hour shall be contributed for all overtime hours

- o) International Millwright Promotion Fund Contribution – Effective June 27, 2025, each Employer shall contribute to the Millwright Trust Funds for the International Millwright Promotion Trust Fund, five cents (\$0.05) per hour for each hour earned by each Employee; ten cents (\$0.10) per hour shall be contributed for all overtime hours. The International Millwright Promotion Trust Fund is jointly trusted in accordance with the applicable Trust Agreement providing equal representation from UBC and signatory contractors in North America.
- p) Legal Fee Assistance Plan Contribution – Effective June 27, 2025, each Employer shall contribute to the Millwright Trust Funds for the Millwright Legal Fee Assistance Plan, five cents (\$0.05) per hour for each hour earned by each Employee; ten cents (\$0.10) per hour shall be contributed for all overtime hours.
- q) The Trust Funds established as a result of the Contributions and Deductions referred to in Sections (b), (c), (d), (e), (h), (i), (j), (n) and (q) shall be administered by a Board of Trustees, acting collectively, appointed under the applicable Trust Agreements providing equal Trustee representation from both the Association and the Council.
- r) The Millwright Regional Council Promotion Fund and the Supplementary Union Dues Deduction shall be administered exclusively by the Council. The Union Defense Fund shall be administered exclusively by the Trustees appointed by the Council.
- s) The Industry Contribution shall be administered exclusively by the Association. The AMCO Commuting (Travel) Trust Fund and Plan shall be administered exclusively by the Trustees appointed by the Association in accordance with the AMCO Commuting (Travel) Trust Agreement.
- t) Each Employer shall complete and submit to the administrator designated by the Board of Trustees (the “Administrator”) such reports with respect to the

Contributions and/or Deductions as may be required by the applicable “Board of Trustees”.

- u) The parts of the contributions referred to in clauses (l) and (m) that relate to the De Novo fund, are to be used for the benefit of members of the Local Unions and their immediate families and the Association members and their employees and respective families.

ARTICLE NINETEEN

REPORTING AND PAYMENT OF

CONTRIBUTIONS AND DEDUCTIONS

- a) All Contributions and Deductions required to be paid by an Employer under Article 18 shall be accompanied by the required report(s) and be paid to the designated Trust Fund by no later than the fifteenth 15th day of the month following the month in which the hours were earned by the Employee. Payment shall be made to the Administrator designated by the Board of Trustees, and at no time will any Contributions or Deductions be paid directly to the Employee.
- b) An Employer who does not employ any Millwrights in a month must file a ‘nil’ report no later than the fifteenth (15th) day of the following month.

ARTICLE TWENTY

DEFAULT IN REPORTING AND PAYMENT OF

CONTRIBUTIONS AND DEDUCTIONS

- a) The Board of Trustees, through the Administrator, shall notify an Employer promptly of any failure to report and pay Contributions and/or Deductions that are required under Article 18 and 19.
- b) Any Employer in default in paying the Contributions and/or Deductions required to be paid under Article 18 for a period of more than fifteen (15) days shall pay to the designated Trust Fund, as liquidated damages and not as a penalty, an amount equal to two percent (2%) of the arrears for each

month or part thereof where the Employer is in default.

- c) The Board of Trustees, through the Administrator of the designated Trust Funds, is authorized to give notice to an Employer of any default in payment of Contributions and/ or Deductions, including liquidated damages, and such notice shall also be deemed to be a grievance filed under this Agreement. This grievance need not be referred to the Labour Management Relations Committee but shall proceed directly to arbitration within twenty (20) working days of the filing of the grievance.
- d) Where the Council proceeds to arbitration with respect to any default in paying the Contributions and/or the Deductions, including any claim for liquidated damages and is successful, the Employer shall pay to the Council all legal fees, expenses and disbursements related to the collection of the delinquency and the arbitrator shall make an order to this effect if requested to do so by the Council.
- e) Where the Board of Trustees deem an Employer to be repeatedly delinquent in paying Contributions and/or Deductions in a timely fashion, the Employer shall post a bond or certified cheque or cash deposit for each Trust fund in an amount determined by the Board of Trustees to be held in trust by the Board of Trustees and to be used by the Board of Trustees to cover any future delinquencies. In addition, the Employer may be required to deposit the Contributions and/or Deductions by means of electronic deposit to the designated account of the Trust Funds.

ARTICLE TWENTY-ONE **EMPLOYER RECORDS**

- a) Where a Board of Trustees under a Trust Agreement described in this Collective Agreement so demand, an Employer shall be required to produce within fifteen (15) days their payroll records and books of account for the Trustees in order that they might ascertain whether or not

such Employer is meeting its obligations under this agreement to make Contributions and/or Deductions.

ARTICLE TWENTY-TWO **TRUST FUNDS AND PLANS**

- a) The benefits to be provided under any Trust Fund shall be those as may be determined from time to time by the Trustees who administer the particular Trust Fund.
- b) The Board of Trustees may accept Contributions and/or Deductions to the Trust Funds from any source whatsoever, upon such terms and conditions as they deem appropriate, provided a majority of the Board of Trustees vote to do so. The interest accrued from the money in the Vacation Pay and Statutory Holiday Pay Trust Fund shall be used as follows, and in the following order of priority:
 - 1. To defray the cost of administering the Vacation Pay and Statutory Holiday Trust Fund;
 - 2. To make good Vacation and Statutory Holiday Pay Trust Fund money defaulted by any Employer in accordance with the provisions of the Vacation Pay and Statutory Holiday Pay Fund Trust Agreement;
 - 3. To accrue to the benefit of the Council on an annual basis, provided that at all times a proper reserve be maintained in the Vacation Pay and Statutory Holiday Pay Trust Fund, as agreed to by the Board of Trustees.

ARTICLE TWENTY-THREE **PARTICIPATION** **AGREEMENT**

- a) Each Employer shall sign a form of Participation Agreement herein set out in Schedule “D” and “D1”.

ARTICLE TWENTY-FOUR

MANAGEMENT RIGHTS

- a) The Council agrees and acknowledges that the Employer has exclusive rights to manage the business and to exercise such rights without restriction, save and except such prerogatives of management as may be modified by the terms and conditions of this Agreement without restricting the generality of the foregoing, it is the exclusive function of the Employer:
 - i) to hire, transfer, promote, demote, direct, lay-off, discipline and discharge for just cause Employees and to increase or decrease or transfer working forces in accordance with the terms of this Agreement, provided, that a claim for discriminatory promotion, demotion or transfer, or claim that an Employee had been discharged or disciplined without just cause may be the subject of a Grievance and dealt with as herein provided;
 - ii) to determine the materials and method to be used, design of the products to be handled, facilities and equipment required, the scheduling of the work and the location of the equipment; and
 - iii) to determine reasonable rules and regulations to be observed by Employees.
- b) It is agreed that these functions shall not be exercised in a manner inconsistent with the express provisions of this Agreement.

ARTICLE TWENTY-FIVE

DURATION, CHANGES AND RENEWALS

- a) This Agreement shall become effective on June 27, 2025, to and including April 30, 2028.
- b) It is agreed that this Agreement shall continue in force from year to year, if neither party notifies the other party of its intention to amend, modify or change this Agreement.

- c) If, however, either party desires to amend, modify or change this Agreement, it shall notify the other party in writing of its desire within ninety (90) days prior to the termination date of this Agreement.
- d) Notwithstanding anything contained in Section (c) above, changes during the life of this Agreement are not excluded but must be mutually agreed upon in writing between the Association and the Council.

**Signed on Behalf of
the Union**



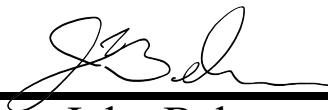
Brad Sutton



Tim Sadler



Steve Laur



John Baker

**Signed on Behalf of
the Association**



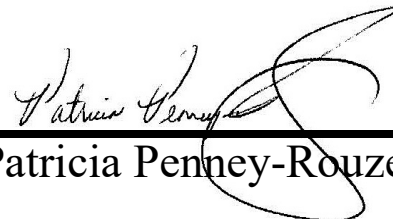
Jeff Snyder



Andrew Sinclair



Arthur Matthews



Patricia Penney-Rouzes

**SIGNED ON BEHALF OF AFFILIATED LOCAL
UNIONS**

Local Union 1151



Christian Pepin

Local Union 1244



Chris McCormick

Local Union 1410



Scott Thompson

Local Union 1425



Adam Buttazzoni

Local Union 1592



Steve Laur

Local Union 1916



Brad Sutton

Local Union 2309



John Baker

SCHEDULE “A”
APPRENTICE WAGE RATES

The minimum basic rate of wages for Apprentices shall be a percentage of the prevailing minimum basic rate of wages for Journeyperson Millwrights as established within this Agreement.

The percentage shall be as follows:

From	0 – 1999 hours	60%
	June 27, 2025	\$30.38
	May 3, 2026	\$31.49
	May 2, 2027	\$32.50
From	2000 – 3999 hours	70%
	June 27, 2025	\$35.44
	May 3, 2026	\$36.74
	May 2, 2027	\$37.92
From	4000 – 5999 hours	80%
	June 27, 2025	\$40.50
	May 3, 2026	\$41.99
	May 2, 2027	\$43.34
From	6000 – 8000 hours	90%
	June 27, 2025	\$45.57
	May 3, 2026	\$47.24
	May 2, 2027	\$48.75

The ninety (90%) percent rate of pay will continue until such time as the Apprentice successfully completes their Certificate of Qualification.

Apprentices shall be employed on a ratio basis of one (1) Apprentice for every three (3) Journeyperson Millwrights on the job or project. The Employer agrees to employ a full complement of Apprentices if readily available who are duly registered with the Ministry of Labour, Immigration, Training and Skills Development.

All Apprentices will be under the jurisdiction of the Provincial Apprenticeship Committee for Trade Training and any disciplinary action that is considered of a serious nature.

All Apprentices must have been successful in the Apprenticeship Test approved by the Local Provincial Apprenticeship Committee before a Contract of Apprenticeship can be issued.

All Apprentices will be required to take all the training courses that the Committee establishes.

No Apprentice will be exempt from any courses that are outlined in the curriculum at George Brown College or other designated Colleges during their three periods of training at the College for the Millwright Training program.

The only hours to be credited to an Apprentice will be through on the job training and full-time day school courses as stipulated by the Ministry of Labour, Immigration, Training, and Skills Development. It will be the responsibility of the Council to notify the Employer, in writing, as to the change of status of an Apprentice. There will be no retroactive adjustment in wages paid to an Apprentice by the Employer following one week from date of change.

SCHEDULE “B”
AFFILIATED LOCAL UNIONS

The following is a list of the affiliated Local Unions, Business Representatives, their addresses, and the approximate areas they service in connection with the supplying of Millwrights to Millwright Employers.

1. In the area of the jurisdictional districts of Rainy River, Kenora (including the Patricia Portion), Thunder Bay and that part of the Districts of Algoma and Cochrane, north of the 49th Parallel and west of the North Driftwood, Abitibi and Moose Rivers to James Bay including the rivers herein named.

All Millwrights shall be hired through:

LOCAL UNION 1151 – located at

180 Clarke Street

Thunder Bay, ON P7A 2L9

Tel: 807-344-4441

Fax: 807-344-4545

Business Representative – CHRISTIAN PEPIN;

2. In the Counties of Essex and Kent.

All Millwrights shall be hired through:

LOCAL UNION 1244 – located at

3161 Lloyd George Blvd.

Windsor, ON N8T 2V5

Tel: 519-944-5588

Fax: 519-944-6683

Business Representative – CHRIS McCORMICK;

3. In the area consisting of the following counties and regional municipalities known generally as the Eastern portion of Ontario, Russell, Frontenac, the City of Kingston, Grenville, Dundas, Prescott, Lanark, Carleton, Stormont, Renfrew, Lennox and Addington, Leeds and Glengarry.

All Millwrights shall be hired through:

LOCAL UNION 1410 – located at

695 Innovation Drive, Unit #7

Kingston, ON K7K 7E6

Tel: 613-384-4883

Fax: 613-384-9146

Business Representative – SCOTT THOMPSON;

4. In the area consisting of the following districts, including Manitoulin Island, and the Islands adjacent thereto, and the area covered by these districts is generally referred to as the Eastern section of Northern Ontario.

District of Sudbury;

District of Timiskaming;

District of Nipissing;

District of Algoma except that portion lying north of the 49th Parallel;

And that portion of the District of Cochrane lying south of the 49th Parallel and east of the Abitibi and Driftwood Rivers and the District of Parry Sound.

**All Millwrights shall be hired through:
LOCAL UNION 1425 – located at
1191 Lansing Avenue, Unit #6
Sudbury, ON P3A 4C4
Tel: 705-524-7434
Fax: 705-524-7467
Business Representative – ADAM BUTTAZZONI;**

5. In the Counties of Elgin, Middlesex and Oxford, Lambton, Huron, Perth and Bruce.

**All Millwrights shall be hired through:
LOCAL UNION 1592 – located at
780 Philip Street East
Sarnia, ON N7T 1Z6
Tel: 519-337-7021
Fax: 519-337-7993
Business Manager – STEVE LAUR
Business Representative – PATRICK GRIX;**

6. In the Counties and regional municipalities of Norfolk (former County of), Brant, The City of Hamilton, Wentworth, Waterloo, Wellington, Grey, Dufferin and that portion of Halton West of Highway Number 25 and the Bronte Town Line.

**All Millwrights shall be hired through:
LOCAL UNION 1916 – located at
63 Ditton Drive
Hamilton, ON L8W 2E5
Tel: 905-385-2462
Fax: 905-385-8864
Business Manager – BRAD SUTTON,
Business Representatives -NOLE COUTROUZAS**

DAN STEEL

7. In the Counties and regional municipalities of Hastings, Haliburton, Peterborough, Northumberland, Prince Edward, Muskoka, City of Kawartha Lakes, Durham, Simcoe, York, Peel, the City of Toronto, and that portion of Halton East of Highway Number 25 and the Bronte Town Line.

All Millwrights shall be hired through:

LOCAL UNION 2309 – located at

79 Sunrise Avenue

Toronto, ON M4A 1A9

Tel: 416-757-8754

Fax: 416-757-2225

Business Manager – JOHN BAKER

Business Representatives – JOSEPH KOWALIW

KEVIN MACNAMARA;

MILLWRIGHT REGIONAL COUNCIL – located at

79 Sunrise Avenue

Toronto, ON M4A 1A9

Tel: 416-757-5161

Fax: 416-757-0183

Executive Secretary-Treasurer - MARK BEARDSWORTH

Chief of Staff – DREW CHITTENDEN

Director of Operations – DUNCAN McIntosh

SCHEDULE “C”

TRADE JURISDICTION

The United Brotherhood of Carpenters and Joiners of America claims for its Millwright members the following Trade Jurisdiction.

The rigging, unloading, hoisting, dismantling, skidding and cleaning, erecting, fabricating, installing, assembling, lining and adjusting of all Machines including Modular equipment used in the transmission of power in buildings, factories, or elsewhere, be that power, steam, electric, natural gas, gasoline, water, air diesel, atomic, hydraulic, or any new power developed with the evolution of time, or this craft. The Millwright also keeps the machines and equipment in efficient operating condition; performs duties such as, dismantling, moving, installing, commissioning, adjusting or repairing machines, power shafting, pulleys, conveyors, hoists, and other equipment; uses hoist dollies, rollers, tracks, and cranes (overhead and mobile), to aid in moving machinery, uses wrenches, hammers, and other hand tools in erecting or dismantling machines, and installing new or repair parts, uses measuring devices, such as squares, micrometers, calipers, and plumb bobs in erecting machine foundations, in installing the machine and equipment in correct positions, and in aligning power shafting and pulleys.

Setting of all classes of engines, pumps, fans, furnaces, motors, dynamos, generators, air compressors, putting all pulleys, sheaves and flywheels on same; making and setting of all templates for all machinery requiring foundations and bolts, including actuators, limit switch devices etc. legs, supports or other necessary ancillary structures.

Installation of agitators, airveyors, aprons, blast furnaces, brackets, cableways, caissons, chutes, clips, concentrators, conveyors, coolers, cranes (the erection, installation, handling, operating and maintenance of all forms of construction work), crushers, curtains, derricks, docks, dredges, drums, dumb waiter enclosures, Electrified Conveyors, escalators, expanded metal,

fans, fencing, frames, gates, grating, grillage and foundation work, grill work, guards, hangers, hoppers, hot rooms, inclines, iron doors, kilns, lockers, locks, louvres, machinery (moving, hoisting, lowering, and placing on foundations), marquees, materials handling systems of whatever type, material altered in field such as: framing, cutting, bending, drilling, burning, and welding by acetylene gas and electric machines, metal curtain wall, monorails, multi-plate operating devices, ovens, pans, pile drivers, plates, porcelain, pulverizers, racks, robots, storage racks which form part of the building structure, railings, smoke conveyors, spillways, stacks, stage equipment and counterweight systems and rigging for asbestos curtain, stokers, stoves, tanks, tool rails, tracks, travellers, travelling sheaves, vault doors, ventilators, vertical hydraulic elevators and vessels.

Stone crushing and gravel washing plants, crushers, screens, revolving or eccentric; rolls, pan conveyors, and ship hoists, conveyors, belt screw or gravity, whether boxes be steel, iron, wood, the assembling of all travellers and cranes for handling machinery or its products.

Framing and setting of all bridge trees, either wood or steel, where they are not part of the building or structures; all foundations, beams or timbers used for the reception of machinery; legs and all supports for machinery, carriers and chutes; and all hopper bottoms, drilling all necessary holes for same, whether foundations be wood or steel, stone, concrete or other materials, and all holes for beaming and machinery to be drilled by Millwrights in wood, steel, or other materials, whether ratchet or power drills be used.

All grain handling appliances, cleaners, clippers, needle machines, car pullers, grain shovels, the manufacture and erection of all wood legs, spouts and conveyor boxes (whether schedule or other pipe), and the erection of all steel or cast iron legs, heads, or boots, and conveyor boxes, framing and erection of all marine legs and ship shovels, framing of all scale timbers and hood hoppers and garners. Setting of all automatic, all boat tanks or receiving hoppers and devices used for elevator legs, when not of electrical appliances; all dust collectors and

necessary sprouting of same; lagging all pulleys and bleaching devices of all kinds. All bin valves, turnheads and indicators, all necessary shafting and bearings and supports all drives, rope, belt, chain, or rawhide; all splicing and gluing of same; all pulleys, cable, sprockets and gearing, cutting all key seats in new or old work done in the field. All escalator stairs, amusement devices of all kinds inclusive of gaming machines; framing and erection of all derricks and pile drivers; all bridge machinery, all fans and pumps, either steam or centrifugal; all dryers and necessary appliances for same; all barrel and package devices, either elevating or conveying; all presses, hydraulic or other powers; filing all gears done in the field, all concrete mixers, and other temporary appliances used in the construction of buildings.

All direct and connected machines or any power, hog hoists, and meat handling appliances of all kinds, installing machinery in all classes of plants or mills; flour, cereal, spice, cotton, wool, twine, paper, steel, meat processing and packing, killing and slaughter houses, saw, cement, planing, power and paint mills, machine and woodworking shops or factories, jewelry, and power houses, sugar and oil refineries, starch houses, shoe factories, printing establishments, pulp and paper mills, plywood plants, automobile plants, ore crushers and smelters, mining and smelting industry, melting pots for all types of ore and mineral, fish processing and packing plants, and dairies.

All ice plants and equipment, glue and ice cream factories where shafting and machinery are used manufacturing or transmitting power.

All coal handling machinery and drivers, crushers, conveyor drags, whether the frames be steel or wood, with all necessary framing and drilling, making all wood boxes and guides, all patent stokers and automatic feeding devices, ash handling machinery, either elevating or conveying, including all monorails and overhead chain conveyors.

The handling and operating of all acetylene and electrical devices for heating, welding, and cutting, when used in connection with Millwright work, cutting and threading of all

bolts, also all burning and welding.

All Contractors, and sub-Contractors on all jobs must see that Millwrights will do the work as is outlined herein, which shall include the unloading, hoisting, dismantling, skidding, processing, cleaning, erecting, assembling, lining, and adjusting in connection with any work that is being performed.

This shall include work on all cranes, atomic reactors, automated machinery, rocket and guided missile sites and projects, automatic bowling pin setters, radar stations, power and gravity conveyors of all types, and turbines, this shall also apply to all other work that is not included herein, but still requires the skill of the Millwright.

The fabrication and installation of all bases for the above machinery and equipment. Finally, all work pertaining to machinery used for manufacturing purposes or amusement devices, which with the evolution of time, or this craft, will come under this jurisdictional claim.

This shall also cover all work as may be outlined in any Agreement that is entered into between the United Brotherhood of Carpenters and Joiners of America, and any other Union that is affiliated with the Building and Construction Trades Department of the AFL-CIO. The above-mentioned jurisdictional claims are subject to Trade Agreement to decisions of the former National Joint Board for the Settlement of Jurisdictional Disputes and the Canadian Plan for the Settlement of Jurisdictional Disputes in the Construction Industry.

SCHEDULE “D”
MEMBER PARTICIPATION AGREEMENT

BETWEEN:

THE TRUSTEES OF THE MILLWRIGHT TRUST FUNDS

HEREINAFTER CALLED THE “TRUSTEES”
OF THE FIRST PART

AND

HEREINAFTER CALLED THE “EMPLOYER”
OF THE SECOND PART.

Pursuant to a Collective Agreement (hereinafter called the “Collective Agreement”) between the Association of Millwrighting Contractors of Ontario, Inc. (hereinafter called the “Association”) of which the Employer is a member and the Millwright Regional Council, United Brotherhood of Carpenters and Joiners of America on behalf of its affiliated Local Unions (hereinafter called the “Council”), providing for contributions for Employee Life and Health, Pension, Supplementary Unemployment, Vacation and Statutory Holiday Pay, Millwright Training, Workers’ Insurance Plan, Millwright Regional Council Promotion, Union Defense, Commuting (Travel), International Training, International Millwright Promotion, Legal Fee Assistance and Association Industry plans (hereinafter called the “Millwright Funds”) for Employees in the construction industry in the Province of Ontario and in consideration of the extension of such Millwright Funds to cover employees of the Employer, the Employer covenants and agrees to pay contributions in respect of such Millwright Funds to the Trustees or as the Trustees may direct, in accordance with the provisions of the Collective Agreement in effect from time to time between the Association and the Council and the provisions of each of the Agreements and Declarations of Trust establishing each of the Millwright Trust Funds as same may from time to time be amended, supplemented or replaced and to provide to the Trustees or as they may direct such information respecting

names of covered Employees employed, hours paid, salary earned and other relevant data as the Trustees may from time to time require.

SIGNED THIS _____ DAY OF _____ 20_____

**SIGNED ON BEHALF OF
THE EMPLOYER**

**SIGNED ON BEHALF OF
THE TRUSTEES:**

SCHEDULE “D-1”
NON-MEMBER PARTICIPATION AGREEMENT

BETWEEN:

THE TRUSTEES OF THE MILLWRIGHT TRUST FUNDS

HEREINAFTER CALLED THE “TRUSTEES”
OF THE FIRST PART

AND

HEREINAFTER CALLED THE “EMPLOYER”
OF THE SECOND PART.

In consideration of the extension to Employees of the Employer of the Employee Life and Health, Pension, Supplementary Unemployment, Vacation and Statutory Holiday Pay, Millwright Training, Workers’ Insurance Plan, Millwright Regional Council Promotion, Union Defense, Commuting (Travel), International Training, International Millwright Promotion, Legal Fee Assistance and Association Industry plans (hereinafter called the “Millwright Funds”) established pursuant to a collective agreement (hereinafter called the “Collective Agreement”) between the Association of Millwrighting Contractors of Ontario, Inc. (hereinafter called the “Association”) and the Millwright Regional Council, United Brotherhood of Carpenters and Joiners of America, on behalf of its affiliated Local Unions (hereinafter called the “Council”) and by Agreements and Declarations of Trust between the Association and the Council, the Employer covenants and agrees to pay contributions to Trust Funds maintained in respect of such Millwright Funds to the Trustees or as the Trustees may direct, in accordance with the provisions of each of the Agreements and Declarations of Trust establishing the Trust Funds and the provisions of the Vacation Pay Application as approved by the Director of Employment Standards, Ministry of Labour for Ontario, as the same may from time to time be amended, supplemented or replaced and the Employer further covenants and agrees to otherwise observe and be bound by the provisions

of such Collective Agreement with respect to the Millwright Funds and each of the provisions of the Agreements and Declarations of Trust establishing the Trust Funds as the same may be amended, supplemented or replaced and to provide to the Trustees or as they may direct such information respecting names of covered Employees employed, hours paid, salary earned and other relevant data as the Trustees may from time to time require.

SIGNED THIS ____ DAY OF _____ 20____

**SIGNED ON BEHALF OF
THE EMPLOYER**

**SIGNED ON BEHALF OF
THE TRUSTEES:**

SCHEDULE “E”
MILLWRIGHT WELDER QUALIFICATIONS
TESTING PLAN FOR RE-TESTING OF
CERTIFIED MILLWRIGHT WELDERS:

PURPOSE AND SCOPE:

The Plan is established for the purpose of financing the cost of re-testing Millwright Welders in the Province of Ontario. The items specified in 2.1 shall be financed by the Association of Millwrighting Contractors of Ontario, Inc. (hereinafter called the “Association”) and the re-testing shall be supervised by the Canadian Welding Bureau (hereinafter called the “Bureau”). The Millwright Welders shall be members of the Local Unions affiliated with the Millwright Regional Council, United Brotherhood of Carpenters and Joiners of America (hereinafter called the “Council”).

DUTIES

The duties of the parties to this Plan shall be, but not limited to:

- 1.1 Investigate, assess, develop, institute and administrate the Re-Testing program so as to be of wide benefit to the development of welder qualifications.
- 1.2 To review and revise the Re-Test Program regulations from time to time as required by changing conditions.
- 1.3 To communicate with and assist various Millwright Local Apprenticeship Committees as they may be constituted throughout the Province of Ontario, in accordance with the Rules and Regulations for Apprenticeship Training, established by the Ministry of Labour, Immigration, Training, and Skills Development.
- 1.4 Employ such administrative and teacher personnel as may be required for the appropriate conduct of the Re-Testing program and determine all questions of eligibility for testing and all related matters.

RE-TESTING PROGRAM GENERAL REQUIREMENTS:

- 2.1 The appropriate Local Union will arrange for the Check test, including cost of the test equipment, the place of test, the electrodes, the welding shields, and all other welding accessories such as chipping hammers and wire brushes. The Association shall pay for costs of weld test plates, Non-Destructive Testing and Canadian Welding Bureau inspection costs in accordance with the plan mutually agreed to.
- 2.2 The Bureau will supply test plates for class 'O' prepared, assembled and all ready for SMAW, FCAW, MCAW and GMAW welding. The test plates will be 3/8" thick which will qualify a welder to weld all material thickness.
- 2.3 The Bureau will have a representative witness the welding and will arrange for x-ray or bend test of the welded plates.
- 2.4 The Bureau will issue Welder Identification Transfer Cards to those Welders who fulfill the test requirements. The cards are valid for two (2) years from the date of test subject to the conditions on back of the card. The cards will be delivered to the Local Union Office for distribution to the Welders.
- 2.5 The Welders presenting themselves for Check testing must show proof of membership in good standing with the Local Union.
- 2.6 A Welder requiring a test without previous valid CWB qualifications, or a Welder with Union Welder Test Record card which has been expired ninety (90) days or more, will be required to successfully complete the test plate assemblies for the applicable class.

Since welders are not by law qualified to weld immediately upon expiration of their Welders card, they

will be encouraged by the parties to take the renewal tests prior to the expiry of their card.

CLASS	ASSEMBLIES			
F (Flat)	1GF			
H (Horizontal)	1GF	2GF		
V (Vertical)	1GF	2GF	3GF	
O (Overhead)	1GF	2GF	3GF	4GF
C (Check-test)				3GF/4GF

- 2.7 Welders failing the Bureau supervised Check test as outlined above will have the privilege of an immediate test or retest of these test plate assemblies on which a Welder failed.
- 2.8 A Welder who during the test has ‘spoiled’ a test plate because of conditions, judged by the Bureau Representative as beyond their control will be entitled to a ‘replacement’ test plate assembly.
- 2.9 **Check Tests** – A Welder, whose Identification Transfer Card is about to expire or which has expired for ninety (90) days or less will be required to weld the assembly for check testing for the position held.

GENERAL RECOMMENDATIONS:

In order to avoid unnecessary testing which will not be of benefit to the Council, the Bureau and the Welder, who may waste time and money, the following is suggested:

- 3.1 All Welders who successfully pass their Check test for a SMAW all position ticket (O) and those Welders who successfully pass their Check test for all position (O) for FCAW, MCAW and GMAW (MIG and TIG) who also possess an up to date (O) class ticket for SMAW will receive a monetary grant of one hundred and sixty dollars (\$160.00) in lieu of wages and fringe benefits regardless of time or day the Welder is re-tested.
- 3.2 A Welder who, in the opinion of the Bureau Representative has not the ability to deposit sound weld metal should be advised not to complete the test and

thereby save the cost of x-ray and replacement plates. This could be decided by visual examination of deposited weld metal by the Bureau Representative during welding.

- 3.3 A Welder attempting the Check test shall hold a valid class “O” Canadian Welding Bureau Ticket All Position.
- 3.4 The Local Union should discourage its members from attempting a test if there is a great possibility of failure through lack of skill or other causes such as poor working or personal habits.
- 3.5 The Local Union should encourage its members to improve their knowledge by recommending that they pursue courses in welding.

BUREAU SCHEDULE OF FEES

- 4.1 The Bureau Schedule of Fees shall be as listed in the Agreement between the Bureau and the Council, which from time to time may be amended and a copy sent to the Association.

REIMBURSEMENT:

- 5.1 The Council will forward an invoice covering their costs for conducting the test to the Association for payment. The statement and invoice must be approved by the Executive Secretary Treasurer of the Millwright Regional Council.
- 5.2 The Millwright Regional Council will advise the Association of the names of the applicants who took the test and report the results of the test on an approved reporting card designed by the Association and the Council.
- 5.3 If a Welder fails the Check test on one (1) coupon, the Association will bear the cost of the additional test on one coupon. The welder will not be given an allowance for taking a failed test.

SCHEDULE “F”
ENABLING CLAUSE:

ARTICLE 01.

Where a particular Article or Articles of this Collective Agreement requires adjustment in a specific Local Union Jurisdictional Territory, the terms and conditions of this Agreement for that Local Union area only may be modified for a particular project by mutual consent of the Local Union and the Employers concerned.

All application for modification to this Agreement shall be in writing and shall include all Employers bidding on the same project.

ARTICLE 02.

Such proposed amendments shall be submitted to the Council and the Association for discussion purposes. These proposed amendments shall only take effect upon the signed approval of both Designated Bargaining Agencies. Such approval shall not be unreasonably withheld by either party.

ARTICLE 03.

It being understood and agreed that where mutual agreement for change cannot be achieved, the request shall not be subject to either Grievance or Arbitration.

ARTICLE 04.

Such exemption or amendment when endorsed by the parties shall amend the applicable provisions of this Agreement.

ARTICLE 05.

It is the responsibility of all signatory contractors to this agreement, to make themselves aware of the existence of any approved and applicable enablement(s) for project(s) and the details and circumstances concerning those enablement(s).

SCHEDULE “G”
COMPLETE MONETARY PACKAGE

		June 27, 2025	May 03, 2026	May 02, 2027
1	Wages	\$50.63	\$52.49	\$54.17
2	Vacation & Stat. Holiday Contribution	\$5.06	\$5.25	\$5.42
3	Pension Contribution	\$8.65	\$8.65	\$8.65
4	Employee Life and Health Contribution	\$4.20	\$4.20	\$4.20
5	Legal Fee Assistance Plan Contribution	\$0.05	\$0.05	\$0.05
6	S.U.B. Contribution	\$0.40	\$0.40	\$0.40
7	Promotion Contribution	\$0.56	\$0.67	\$0.76
8	Training Contribution	\$0.81	\$0.89	\$0.89
9	Mandatory Legislative Training (on hours worked)	\$0.10	\$0.10	\$0.10
10	WSIB Contribution	\$0.00	\$0.00	\$0.00
11	Union Defense Contribution	\$0.08	\$0.08	\$0.08
12	International Training Contribution	\$0.15	\$0.15	\$0.15
13	International Millwright Promotion Fund Contribution	\$0.05	\$0.05	\$0.05
14	Employer Commuting (Travel) Contribution	\$0.30	\$0.30	\$0.30
15	Employer Industry Fund Contribution (Incl. \$0.01 for OCS & \$0.05 for De Novo)	\$0.25	\$0.25	\$0.25
	Total Package	\$71.29	\$73.53	\$75.47
	Forepersons Wages	\$58.73	\$60.89	\$62.84
	Vacation Pay	\$5.87	\$6.09	\$6.28
	Sub-Forepersons Wages	\$54.68	\$56.69	\$58.50
	Vacation Pay	\$5.47	\$5.67	\$5.85
	Union Dues Deduction (incl. \$0.05 De Novo, \$0.01 OCS, plus \$0.05 Int’l Dues, \$0.02 Ont. Building Trades and \$0.01 Nat. Building Trades)	\$1.72	\$1.87	\$1.97

** Employees referred to in Article 18 (b)(1) will receive contributions as set out therein*

SCHEDULE “H”
SCHEDULE OF HOURS OF WORK

1, 2, or 3 Shift Operation – 40 Hour Work Week				
Work Period for 1, 2 or 3 Shift Operation			RT	DT
Day	8:00 am to 4:30 pm	Lunch: 12:00 pm – 12:30 pm	8	0
Afternoon	4:00 pm to 12:30 am	Lunch: 8:00 pm – 8:30 pm	8	0
Night	12:00 am to 8:30 am	Lunch: 4:00 am – 4:30 am	8	0
Total Hours / Week			40	0
Notes: 1 – When 2 or 3 shifts are consecutive the starting and quitting times can be varied, by the Employer, to suit if no overlap on shift change is required. 2 – The starting time and quitting times may be varied for the duration of the job by agreement between the Local Union and the Employer per (Article 3(f)). 3 – The employer shall advise the Business Manager of the hours of work for the project prior to project start. 4 – The Night shift on Monday starting 12:00 am is considered the first shift of a standard work week.				

12 Hour Shifts – 1/2 hr Shift Overlap – 7:00 to 7:30				
Day Shift, Onsite Hours			RT	DT
Shift #1	Sunday	7:00am to 7:30pm		12
Shift #2	Monday	7:00am to 7:30pm	8	4
Shift #3	Tuesday	7:00am to 7:30pm	8	4
Shift #4	Wednesday	7:00am to 7:30pm	8	4
Shift #5	Thursday	7:00am to 7:30pm	8	4
Shift #6	Friday	7:00am to 7:30pm	8	4
Shift #7	Saturday	7:00am to 7:30pm		12
Total Hours			40	44
Night Shift, Onsite Hours			RT	DT
Shift #1 “Sunday Night”	Sunday	7:00pm to 12:00am		5
	Monday	12:00am to 7:30am	3	4
Shift #2 “Monday Night”	Monday	7:00pm to 12:00am	5	
	Tuesday	12:00am to 7:30am	3	4
Shift #3 “Tuesday Night”	Tuesday	7:00pm to 12:00am	5	
	Wednesday	12:00am to 7:30am	3	4
Shift #4 “Wednesday Night”	Wednesday	7:00pm to 12:00am	5	
	Thursday	12:00am to 7:30am	3	4
Shift #5 “Thursday Night”	Thursday	7:00pm to 12:00am	5	
	Friday	12:00am to 7:30am	3	4
Shift #6 “Friday Night”	Friday	7:00pm to 12:00am	5	
	Saturday	12:00am to 7:30am		7
Shift #7 “Saturday Night”	Saturday	7:00pm to 12:00am		4
	Sunday	12:00am to 7:30am		8
Total Hours			40	44

12 Hour Shifts – No Shift Overlap – 7:00 to 7:00				
Day Shift, Onsite Hours			RT	DT
Shift #1	Sunday	7:00am to 7:00pm		11.5
Shift #2	Monday	7:00am to 7:00pm	8	3.5
Shift #3	Tuesday	7:00am to 7:00pm	8	3.5
Shift #4	Wednesday	7:00am to 7:00pm	8	3.5
Shift #5	Thursday	7:00am to 7:00pm	8	3.5
Shift #6	Friday	7:00am to 7:00pm	8	3.5
Shift #7	Saturday	7:00am to 7:00pm		11.5
Total Hours			40	40.5
Night Shift, Onsite Hours			RT	DT
Shift #1 “Sunday Night”	Sunday	7:00pm to 12:00am		5
	Monday	12:00am to 7:00am	3	3.5
Shift #2 “Monday Night”	Monday	7:00pm to 12:00am	5	
	Tuesday	12:00am to 7:00am	3	3.5
Shift #3 “Tuesday Night”	Tuesday	7:00pm to 12:00am	5	
	Wednesday	12:00am to 7:00am	3	3.5
Shift #4 “Wednesday Night”	Wednesday	7:00pm to 12:00am	5	
	Thursday	12:00am to 7:00am	3	3.5
Shift #5 “Thursday Night”	Thursday	7:00pm to 12:00am	5	
	Friday	12:00am to 7:00am	3	3.5
Shift #6 “Friday Night”	Friday	7:00pm to 12:00am	5	
	Saturday	12:00am to 7:00am		6.5
Shift #7 “Saturday Night”	Saturday	7:00pm to 12:00am		5
	Sunday	12:00am to 7:00am		6.5
Total Hours			40	40.5

12 Hour Shifts – 1/2 hr Shift Overlap – 8:00 to 8:30				
Day Shift, Onsite Hours			RT	DT
Shift #1	Sunday	8:00am to 8:30pm		12
Shift #2	Monday	8:00am to 8:30pm	8	4
Shift #3	Tuesday	8:00am to 8:30pm	8	4
Shift #4	Wednesday	8:00am to 8:30pm	8	4
Shift #5	Thursday	8:00am to 8:30pm	8	4
Shift #6	Friday	8:00am to 8:30pm	8	4
Shift #7	Saturday	8:00am to 8:30pm		12
Total Hours			40	44
Night Shift, Onsite Hours			RT	DT
Shift #1 “Sunday Night”	Sunday	8:00pm to 12:00am		4
	Monday	12:00am to 8:30am	4	4
Shift #2 “Monday Night”	Monday	8:00pm to 12:00am	4	
	Tuesday	12:00am to 8:30am	4	4
Shift #3 “Tuesday Night”	Tuesday	8:00pm to 12:00am	4	
	Wednesday	12:00am to 8:30am	4	4
Shift #4 “Wednesday Night”	Wednesday	8:00pm to 12:00am	4	
	Thursday	12:00am to 8:30am	4	4
Shift #5 “Thursday Night”	Thursday	8:00pm to 12:00am	4	
	Friday	12:00am to 8:30am	4	4
Shift #6 “Friday Night”	Friday	8:00pm to 12:00am	4	
	Saturday	12:00am to 8:30am		8
Shift #7 “Saturday Night”	Saturday	8:00pm to 12:00am		4
	Sunday	12:00am to 8:30am		8
Total Hours			40	44

12 Hour Shifts – No Shift Overlap – 8:00 to 8:00				
Day Shift, Onsite Hours			RT	DT
Shift #1	Sunday	8:00am to 8:00pm		11.5
Shift #2	Monday	8:00am to 8:00pm	8	3.5
Shift #3	Tuesday	8:00am to 8:00pm	8	3.5
Shift #4	Wednesday	8:00am to 8:00pm	8	3.5
Shift #5	Thursday	8:00am to 8:00pm	8	3.5
Shift #6	Friday	8:00am to 8:00pm	8	3.5
Shift #7	Saturday	8:00am to 8:00pm		11.5
Total Hours			40	40.5
Night Shift, Onsite Hours			RT	DT
Shift #1 “Sunday Night”	Sunday	8:00pm to 12:00am		4
	Monday	12:00am to 8:00am	4	3.5
Shift #2 “Monday Night”	Monday	8:00pm to 12:00am	4	
	Tuesday	12:00am to 8:00am	4	3.5
Shift #3 “Tuesday Night”	Tuesday	8:00pm to 12:00am	4	
	Wednesday	12:00am to 8:00am	4	3.5
Shift #4 “Wednesday Night”	Wednesday	8:00pm to 12:00am	4	
	Thursday	12:00am to 8:00am	4	3.5
Shift #5 “Thursday Night”	Thursday	8:00pm to 12:00am	4	
	Friday	12:00am to 8:00am	4	3.5
Shift #6 “Friday Night”	Friday	8:00pm to 12:00am	4	
	Saturday	12:00am to 8:00am		7.5
Shift #7 “Saturday Night”	Saturday	8:00pm to 12:00am		4
	Sunday	12:00am to 8:00am		7.5
Total Hours			40	40.5

LETTER OF UNDERSTANDING:
FOUR (4) – TEN (10) SHIFT SCHEDULE

The regular working week of Monday to Friday inclusive (ARTICLE 3), may be adjusted to four (4) consecutive ten (10) hour shifts, at regular time, in lieu of five (5), eight (8) hour scheduled shifts. The weekly hours of work will be arrived at by having the employees work one of the following schedules:

1. Four (4) consecutive ten (10) hour shifts, Monday to Thursday and/or
2. Four (4) consecutive ten (10) hour shifts, Tuesday to Friday

The Employer will notify the Local Union prior to utilizing the four (4), ten (10) schedules. If an employer intends to change the weekly hours of work, a minimum of two (2) working days written notice shall be sent to the Local Union, or less with agreement of the Local Union.

If the employer wishes to further adjust the working hours of the four (4), ten (10) shift schedules above, it will be by mutual agreement between the Union and the Employer.

The following will apply to any and all four (4), ten (10) schedules:

- There will be no transferring of employees from one schedule to another, and in particular employees will not be transferred to avoid overtime.
- Double time rates apply to all hours worked outside of the 4 x 10 schedule
- A lunch period will be given no earlier than four (4) hours and no later than five (5) hours after the start of the shift and will be one-half (1/2) hour in duration.
- Coffee breaks shall be at the approximate halfway point of each half shift, and they shall be of twenty (20) minute duration.
- Clean up time shall be ten (10) minutes before the end of the shift.
- The start time for the day shift shall be 7:00 am with a possible thirty (30) minute variance either way. The start

time for the afternoon shift shall be immediately following the day shift or within thirty (30) minutes either way to coincide with the end of the day shift.

- A minimum four (4) consecutive regular time shift duration is required for option 1 or 2, unless mutually agreed to by the Union and the Employer.
- The employer cannot use a five (5) consecutive eight-hour shift schedule concurrently with this LOU on the same project.
- When an employee is told to return to work without an eight (8) hour break, all work performed shall be at the premium rate. An Employee will not work more than two shifts in a row without an eight (8) hour break between shifts.

Unless specifically modified herein, the rest of the terms of the Collective Agreement apply to this schedule.

This Letter of Understanding (“LOU”) has been agreed to by the Parties as a pilot project and will be effective June 27, 2025, and will expire April 30, 2028, and shall not be renewed thereafter without mutual agreement of the Parties.

SIGNED THIS ____ DAY OF _____ 20 ____

**SIGNED ON BEHALF OF
THE EMPLOYER**

**SIGNED ON BEHALF OF
THE TRUSTEES:**

ASSOCIATION MEMBERSHIP LIST

JUNE 27, 2025

Aecon Industrial 150 Sheldon Drive Cambridge, ON N1R 7K9	J. Campbell Tel: 519 653-3200 Fax: 519 621-8430
Aim Industrial Inc. 29 Cherry Blossom Rd. Cambridge, ON N3H 4R7	S. Henrich Tel: 519 747-2255 Fax: 519 747-4617
Alberici Constructors Ltd. 1005 Skyview Drive Burlington, ON L7P 5B1	J. Towers Tel: 905 315-3000 Fax: 905 315-3001
Anmar 199 Mumford Rd. Lively, ON PY3 1L2	A. Roy Tel: 705-692-0888 Fax: 705-692-0462
ARC Industrial 148 Arnot Cres. The Blue Mountains, ON L9Y 0Z8	P. Ottaway Tel: 905-407-7272
Barton Marlow Canada Ltd. 560 Sheldon Drive Cambridge, ON N1T 0A4	G. Hicks Tel: 519 740-1090 Fax: 519 740-8776
Bayshore Industrial Contractors Ltd. 525 Bellevue Dr. RR #5 Bellevue, ON K8N 4Z5	P. Lammers Tel: 613 962-9131 Fax: 613 962-5834
Black & McDonald Ltd. 31 Pullman Court Toronto, ON M1X 1E4	M. Birmingham Tel: 416 298-9977 Fax: 416 298-2907
B. Phillips Co. (1987) Ltd. 3 – 6 Cardico Dr. Stouffville, ON L4A 2G5	H. Penny Tel: 905-888-8845 Fax: 905-888-9484

Blais Industries 155 boulevard Industriel Rouyn-Noranda, QC J9X 2T8	M. Trepanier Tel: 819-764-3284 Fax: 819-797-9235
Canadian Millwright Services 79 Milliken Blvd., Unit #1 Scarborough, ON M1V 1V3	P. Rothwell Tel: 416 297-4199 Fax: 416 297-4930
Cast Construction Inc. 916 Lapointe Street Sudbury, ON P3A 5N8	L. Castilloux Tel: 705-560-2278 Fax: 705-560-2270
Clow Darling Limited 1201 Cameron Street Thunder Bay, ON P7C 0A1	E. Niemi Tel: 807 623-7485 Fax: 807 622-2569
CMF Group 685 Sprucewood Ave Windsor, ON N9C 0B3	R. Reedy Tel: 519 737-9773 Fax: 519 737-9733
Complete Millwrighting & Fabricating Inc. 60 Goddard St. Cambridge, ON N3E 0A9	M. Bracey Tel: 866-624-5255
Crozier Mechanical Inc. 60 Racine Rd. Etobicoke, ON M9W 2Z7	D. Crozier Tel: 905 983-9311 Fax: 905 983-5976
Dematic 6750 Century Avenue Suite #302 Mississauga, ON L5N 2V8	M. Yanuziello Tel: 877 567-7300 Fax: 905 363-6969
Dielco Industrial Contractors 61 Enterprise Drive London, ON N6N 1A4	J. Dieleman Tel: 519 685-2224 Fax: 519 685-6818
Driven Industrial Inc. 75 Forks Rd. Welland, ON L3B 5K4	B. Appel Tel: 289-969-0861

Eagles Millwright Solutions 34 Jopling Ave. N Etobicoke, ON M9B 4G1	S. McKendry-Eagles Tel: 416-420-1848
E.S. Fox Ltd. P.O. Box 1010 Niagara Falls, ON L2E 7J9	A. Dechellis Tel: 905 354-3700 Fax: 905 354-5599
EKT 90 Inc. P.O. Box 29034 Thunder Bay, ON P7B 6P9	A. Sinclair Tel: 807 623-5211 Fax: 807 623-7415
Evans Industrial Installations Ltd. 185 Curtis Drive Guelph, ON N1K 1S9	T. Evans Tel: 519 766-1772 Fax: 519 766-1504
Exact Industrial 395 Dobbie Drive, Unit 2 Cambridge, ON	B. Bolton Tel: 519 934-2121 N1T 1S0
Halco Industrial 31 Remi Clarington, ON L1B 1J1	D. Halenby Tel. 905 450-6777
H & R Industrial Services 490 Dutton Dr., Unit B2 Waterloo, ON N2L 6H7	D. Hughs Tel. 519 291-1285
J. B. Millwrighting Services Ltd. 980 Alliance Road Pickering, ON L1W 3M9	N. Bischof Tel 905 831-6426 Fax 905 831-0319
KNK Millwright Services 635 Scott Rd. Sarnia, ON N7T 8G3	A. Brandon Tel. 226 935-1139
KMJ Machinery Movers 2000 North Talbot Road RR#1 Windsor, ON N9A 6J3	S. McIvor Tel. 519 737-6120 Fax 519 737-8977
Laframboise Mechanical 1397 Rosemount Avenue Cornwall, ON K6J 3E5	M. Laframboise Tel. 613 933-6664 Fax 613 933-9910

LamSar Inc. P.O. Box 338 Sarnia, ON N7T 7J2	P. Healy Tel. 519 332-5010 Fax 519 332-5962
Moreau Electrique 160 boulevard Industriel Rouyn-Noranda, QC J9X 6T3	J. Francois Moreau Tel: 819 797-0088 Fax: 819 797-2178
MWS Solutions 131 Shoemaker St. Kitchener, ON N2E 3B5	P. Zister Tel: 519-886-2475
Petrie Industrial Inc. 1593 County Rd. 19 Consecon, ON KOK 1T0	C. Petrie Tel: 289-356-2832
Pivot Packaging Systems Ltd 175 Toryork Dive, Unit 51 Toronto, ON M9L 2Y7	C. Hughes Tel: 416-466-5127 Fax: 416-466-7127
Precision Concepts Group Inc. P.O. Box 351 Sarnia, ON N7T 7J2	A. Matthews Tel. 519 383-7888 Fax 519 383-7877
Process Group Inc. 555 Conestoga Blvd Cambridge, ON N1R 7P5	J. Snyder Tel: 519 622-5520 Fax: 519 622-5852
Roberts Onsite 209 Manitou Dr Kitchener, ON N2C 1L4	M. Birmingham Tel: 519-578-2230 Fax: 519-578-2979
Roncelli Inc. 380 Wellington St. London, ON N6A 5B5	M. Cairns Tel: 519-964-2736
Songer Canada Ltd. 194 Parkdale Ave North North Hamilton, ON L8H 5X2	M. Hubbs Tel: 905 385-5615 Fax: 905 385-5657
Stuart Olsen 670 Falconbridge Road, Unit 1 Sudbury, ON P3A 4S4	Gary Schnase Tel: 705-222-4848 Fax: 705-222-4849

Superior Industrial Services 1231 Peoples Road Sault Ste. Marie, ON P6C 3W7	T. Porco Tel: 705-759-5148 Fax: 705-759-4816
Sutherland-Schultz Ltd. 140 Turnbull Court Cambridge, ON N1T 1J2	K. Getty Tel: 519 653-4123 Fax: 519 653-3232
Sylvan Canada Ltd. 3260 Odessa Dr. Tecumseh, ON N8M 0H8	S. Maine Tel. 519 948-8825 Fax 519 948-3745
TESC Contracting Ltd. 874 Lapointe Street Sudbury, ON P3A 5N8	J. Zulich Tel: 705 566-5702 Fax: 705 560-7524
T.R.E.L. of Sarnia Ltd. 1165 Confederation Street Sarnia, ON N7S 3Y5	D. DiCarlo Tel: 519 337-5421 Fax: 519 332-8652
The State Group 3206 Orlando Drive Mississauga, ON L4V 1R5	A. Blackborrow Tel: 905 672-2772 Fax: 905 672-1919
Trade-Mark Industrial Inc. 250 Royal Oak Rd Cambridge, ON N3E 0A4	T. Straus Tel: 519 650-7444 Fax: 519 650-5707
Venshore Mechanical Ltd. 1019 Northern Avenue Thunder Bay, ON P7C 5L6	J. Jurcik Tel: 807 623-6414 Fax: 807 623-5357
Vollmer Inc. 3822 Sandwich St. Windsor, ON N9C 1C1	F. Fernandes Tel: 519-966-6100 Fax: 519-966-0934
VA Millwright Service Inc. 9886 Wilbert St. Grand Bend, ON	O. Vincent Tel: 519-494-7736
Western Mechanical 160 Brock Street Barrie, ON L4N 2M4	P. Duivenvoorden Tel: 705 737-4135 Fax: 705 737-1765

W.S. Nicholls
48 Cowansview Road
Cambridge, ON N1R 793

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B. Stillman
Tel: 519-740-3757
Fax: 519-740-9752

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