

BACU-GUILD PROVINCIAL WIDE ICI COLLECTIVE AGREEMENT

FOR

- MARBLE • TILE**
- TERRAZZO • CEMENT MASONS**
- RESILIENT FLOOR LAYERS
AND THEIR HELPERS**



May 1, 2025 - April 30, 2028

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PROVINCE WIDE ICI
COLLECTIVE AGREEMENT
FOR
• MARBLE • TILE
TERRAZZO • CEMENT MASONS • RESILIENT FLOOR LAYERS
AND THEIR HELPERS**

Between:

**Brick and Allied Craft Union of Canada
and its Locals 1, 5, 6, 7, 10, 12, 23, 25, 28 and 31
(Hereinafter called the “OPC” or the “Union”)**

– and –

**Terrazzo, Tile & Marble Guild of Ontario, Inc.
(hereinafter called the “Guild”)
(collectively referred to as the “Parties”)**

Term: May 1, 2025 to April 30, 2028

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• PURPOSE

WHEREAS, the general purpose of this Agreement is to establish mutually satisfactory arrangements between the Employers and their Employees and to provide a mechanism for the prompt and equitable disposition of grievances, and to establish and maintain satisfactory working conditions, hours of work, wages and fringe benefits for all the Employees who are subject to the provisions of this Agreement.

All reference to Employees and Employers in this Agreement includes both male and female and wherever the male gender is used it shall be construed to include male and female.

THEREFORE, it is expressly agreed and declared by and between the Parties, both individually and collectively, as follows:

• ARTICLE 1

RECOGNITION AND SUB-CONTRACTING

- 1.01** The Employer recognizes the Union as the exclusive bargaining agent for marble, tile and terrazzo, cement masons and resilient floor layers and their helpers, their respective apprentices, improvers and working foremen in its employ in the Province of Ontario and for whom the Union has bargaining rights. The Employer recognizes the territorial jurisdiction of the Local Unions as described in Appendix B hereto. The Guild agrees to notify the Union of any new members joining the Guild.
- 1.02** The Union recognizes the Employer as the exclusive bargaining agent for all employers of marble, tile and terrazzo, cement masons and resilient floor layers and their helpers, their respective apprentices, improvers and working foremen in the industrial, commercial and institutional sector for the construction industry in the Province of Ontario for whom the OPC has bargaining rights.

On each anniversary date of the Collective Agreement, the Union will provide a complete list of Employers for whom it holds bargaining rights pertaining to the terrazzo, tile and marble industry.

The Union will forthwith advise the Guild of any Employer that performs work in the terrazzo, tile and marble industry for which the Union obtains bargaining rights, whether by certification, voluntary recognition or otherwise.

1.03 Any Employer who is a party to this Agreement desirous of subcontracting or engaging in a joint venture with respect to any work encompassing the skills of members of the Union shall only subcontract said work to an Employer, or enter into a joint venture with an Employer, who is a party to and bound by this Agreement or the BACU-Guild Provincial ICI Collective Agreement for Tile.

Except in the case of an owner, developer or general contractor, an Employer subcontracting or engaging in a joint venture with respect to work covered by this Agreement shall, prior to commencing any work which is being subcontracted, provide the Union in writing with:

- the name and location of the project,
- the name of the client/general contractor,
- the name of the subcontractor or parties to the joint venture, and
- the estimated start and completion date of the work.

Where an Employer is found to have violated this Article it shall be required to pay deterrent damage in the amount of five thousand dollars (\$5,000) per violation.

This penalty is to be shared, less applicable fees and costs, equally by the Union and the Guild's Promotion fund.

1.04 A joint venture is a project being undertaken by a maximum of one (1) Employer. Each Employer in the joint venture shall be a party to and bound by this Agreement or the BACU-Guild Provincial ICI Collective Agreement for Tile.

Where a joint venture is entered into, one of the Employers to the joint venture shall, prior to commencing any work which is being completed as a component of the joint venture, provide the Union in writing with:

- The name and location of the project,
- The name of the client/general contractor,
- The names of all parties to the joint venture,
- The estimated start and completion date of the work, and
- An approximation of the number of hours contained in the joint venture.

All Employers to the joint venture shall be jointly and severally responsible for payment of all remittances to the Union and/or its Trust Funds as outlined in this Agreement, covering all hourly paid Employees who work on the joint venture project.

The Parties agree to work together to enforce this provision without exception.

The Union will inform the Guild by letter when it is aware of any violation of this provision and set out the action that has been taken.

The Guild will inform the Union by letter when it is aware of any violation of this provision and the Union will confirm to the Guild by registered mail that action has been taken within seven (7) days of the notification being sent.

Where an Employer is found to have violated this Article it shall be required to pay deterrent damage in the amount of five thousand dollars (\$5,000) per violation.

This penalty is to be shared, less applicable fees and costs, equally by the Union and the Guild's Promotion fund.

- 1.05** This Agreement applies to construction industry work in the industrial, commercial and institutional (ICI) sector and to non-construction industry work.
- 1.06** The Parties acknowledge that the BACU has agreed to utilize the hiring halls of IU Locals 6 and 7 respectively and to man jobs in the territory of IU Locals 6 and 7 respectively.
- 1.07** The Parties agree that the following rules shall apply to Employees who work in locations other than their home locals. All Local Union dues check-off that are deducted under this Collective Agreement shall be paid to the Local Union in whose territory the work is being performed. All benefit contributions including welfare, dental, pension, SUB plans shall be paid to the member's home Local Union or plan.

• ARTICLE 2

DURATION OF AGREEMENT

2.01 This agreement shall be in effect from May 1, 2025 until April 30, 2028 and thereafter triennially unless written notice be given not more than one hundred twenty (120) days and not less than ninety (90) days before the expiry day (or its anniversary, as the case may be), by the party desirous of change. In receipt of such written notice, the Parties to this Agreement shall convene a meeting within thirty (30) days, and endeavor to reach an Agreement.

• ARTICLE 3

GRIEVANCE AND ARBITRATION PROCEDURE

3.01 Any dispute between a Local Union and a Local Employer or any grievance by any Employee covered under this Agreement which arises out of the interpretation, application, administration or alleged violation of this Agreement shall be adjusted if possible by the Local Union representative and the Local Employer or his designated representative.

Within twenty (20) working days after the Union becomes aware of the circumstances giving rise to the grievance, but not thereafter, the grievance shall be presented to the Employer in writing by the Union. The grievance shall be in writing and set out all details related to the grievance including the name and location of the project, the article or articles of this Agreement alleged to have been violated and the nature of the remedy sought.

A meeting between the Local Union representative and the Local Employer or his designated representative shall be called within five (5) working days of receipt of the grievance by the party grieved against.

If the grievance is not settled within ten (10) working days of such receipt then the grieving party may refer the matter to arbitration pursuant to section 49 or 133 of the Ontario Labour Relations Act, 1995 as amended, or private arbitration in accordance with Article 3.02 below.

- 3.02**
- i. No matter may be submitted to arbitration, which has not first been properly carried through all preceding steps of the grievance procedure.
 - ii. Either Party may, after exhausting the grievance procedure, notify the other party in writing of its desire to submit the difference or allegation to arbitration.
 - iii. The matter will be heard by a single arbitrator agreed to by the Parties, or failing agreement, by appointment of the Ministry of Labour at the request of the grieving party.
 - iv. Each of the Parties hereto will bear its own expense with respect to any arbitration proceedings. The Parties hereto will jointly bear the expenses, if any, of the Arbitrator on an equal basis.
 - v. The Arbitrator shall derive his powers from the Agreement and the Ontario Labour Relations Act, 1995.
 - vi. The Arbitrator will hear and determine the grievance and his decision will be final and binding on the Parties hereto and the Employee(s) affected.
 - vii. The Arbitrator shall not have the power to alter, amend, modify, delete, or add to any provisions of this Agreement or to substitute any new provisions for any existing provisions nor give any decision in consistent with the terms and provisions of this Agreement.
 - viii. Time limits in the grievance and arbitration procedure are mandatory and failure to submit the grievance or process it in a timely manner shall result in the grievance being deemed abandoned and shall not be re-opened. Time limits may be extended by written agreement between the Employer and the Union.

3.03 *Hardship Clause*

Where a particular clause or article of this Agreement may be found to work a hardship in a specific geographical jurisdiction of a Local Union, either the Local Union or Employer may request that the other consider the hardship in question ("Hardship Request"). In order for an Employer to raise a Hardship Request, it shall contact the Guild and Local Union as

soon as reasonably possible, but in any event, not less than five business days prior to the closing of bids on the project.

When the Employer contacts the Guild and Local Union with a Hardship Request, it shall provide each party with information about the project including,

- Name and location of project
- Name of General Contractor
- Union obligations of the General Contractor
- Competitors for the project
- Details of the hardship and how it could be alleviated

The Local Union shall reply to the Hardship Request within forty-eight (48) hours and the Parties shall, within a further twenty-four (24) hours, discuss the details of the Hardship Request and determine the scope of any amendment of the collective agreement. If the Local Union denies the Hardship Request, it shall set out its reasons for the denial in writing. The Local Union shall not act in an arbitrary, discriminatory or bad faith manner when it considers a Hardship Request.

Should the Local Union and Guild agree to the Hardship Request, such agreement shall be made in writing and referred to the Union and the Guild for their endorsement. No adjustment will be made that does not apply equally to all Employers bound to Guild Tile ICI Collective Agreement or BACU-Guild Tile ICI Collective Agreement in the area.

Once a hardship agreement is agreed to and signed by the parties, the Guild will notify all Contractors in writing of the hardship agreement at least forty-eight (48) hours prior to the closing date of the tender.

Any alleged violation of this provision may be dealt with by referral to expedited arbitration with an arbitrator selected by the Union and Guild for a final and binding decision.

Where a violation has occurred, the arbitrator may make such orders, including orders relating to future hardship clauses as the arbitrator determines are appropriate to remedy the breach.

3.04 It is understood and agreed that the Union, shall at the same time as the documents are provided to the Employer, provide the following to the Guild:

- i. Copies of all grievances filed relating to work of the type covered by this Agreement whether filed against an Employer member of the Guild or company that is not a member of the Guild;
- ii. Notification of any meeting scheduled between the Union and Employer to address a grievance. The Guild shall be entitled to attend any meeting scheduled to address a grievance;
- iii. A copy of all applications made to the Ontario Labour Relations Board or other arbitration system relating to companies which are performing work of the type covered by this Agreement whether or not the company is a member of the Guild; and
- iv. Within five (5) business days of execution of a settlement, copies of any settlements reached relating to the matters referred to in paragraphs (i) and (iii) above whether or not the company is a member of the Guild. Such settlement documents shall provide full details of the settlement reached including information regarding the disposition of Industry Funds. The Guild shall only be entitled to its portion of the final settlement amount on a cents per hour basis as stated in Article 19 or its portion of a liquidated damage amount.

• ARTICLE 4

WORK STOPPAGES

4.01 During the lifetime of this Agreement the Employer and the Union agree that there will be no strike, and the Employer agrees that it will not cause a lockout. The Parties further agree that they will not threaten to take any of the actions, which under the provisions of this Article, they have expressly agreed they will not take.

• ARTICLE 5

UNION SECURITY & HIRING PRACTICES

5.01 The Employer agrees to hire from the Local Union office for all members required within the territorial area of the Union Local, as set out in Appendix B. The Union shall supply the Employer with a referral slip for each member to be hired. Each member shall be issued a photo I.D. card.

5.02 The Employer shall have the right to recall a former Employee within thirty-five (35) days of the Employee's layoff provided that, the former Employee is registered on the Local's unemployed list and the Local Union is notified of the callback or the original Employer may recall an Employee when he completes the current project worked on providing that it is within thirty-five (35) days of the original layoff.

Any Employee(s) found in violation with the Provincial Agreement shall be dealt with in accordance with the Local Union Constitution. If an Employee takes a leave of absence, the Employee may return to the Employer.

5.03 When the Employer requires additional Employees he shall hire members from the Local Union hiring list (E.I. List) seventy-five percent (75%) of whom can be requested as long as they are members in good standing of the Union. This ratio must be maintained at all times.

The Union shall be responsible for referring qualified, reliable and competent Employees.

5.04 When an Employer is doing work outside of their territorial area, said Employer shall notify the Local Union office prior to commencing work and shall have the right to transfer the first three (3) employees (including the foreman) to a project anywhere in the Province of Ontario. Subject to the availability of members on the Local Union hiring list, the Employer will hire the next three (3) employees from the Local Union. Thereafter, the Employer will have the right to transfer fifty percent (50%) of the employees and will hire the other fifty (50%) of employees from the Local Union.

5.05 Should members of the Local Union not be available as required, an Employer shall have the right to hire Employee(s) from other sources for a probationary period of thirty-five (35) days providing such Employee(s) make application and become probationary member(s) of said Local Union prior to commencing work. All benefit packages will apply during the probationary period.

5.06 Any Employer who requires the loan of Employees, other than an emergency basis, for work encompassing the skills of the members of the Union shall be eligible to receive loaned Employees from another Employer provided that the Employer receives fifty percent (50%) of the required Employees from the Local Union's hiring list and fifty percent (50%) from the loaning Employer.

The Employee(s) on loan must immediately be placed on the Employer's payroll that is receiving the loaned Employee(s).

5.07 Within five (5) working days of being requested by an authorized Guild representative, the Local Union shall advise of the number of active members (both working and available to work) in the Local Union's jurisdiction.

• ARTICLE 6

MANAGEMENT RIGHTS

6.01 The Union agrees and acknowledges that the Employer has the exclusive right to manage the business and to exercise such right without restrictions save and except as such prerogatives of management may be specifically modified by the terms and conditions of this Agreement.

Without restricting the generality of the foregoing paragraph, it is the exclusive function of the Employer:

- i. To hire, direct, promote, demote, lay off, transfer, discipline and discharge any Employee and to increase and decrease work forces, provided that a claim for discriminatory promotion, demotion or transfer, or claim that an Employee has 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 to be used, design of the products to be handled, the facilities and equipment required, scheduling of work, location of equipment, quality standards, and reasonable standards of production and/or performance.
- iii. To make, alter from time to time, and enforce reasonable rules of conduct and procedure to be observed by the Employees.

• ARTICLE 7

SAFETY

- 7.01** It is mutually agreed by both the Employer and the Union that the Employer, Union and Employees shall comply with the Occupational Health and Safety Act and Regulations for Construction Projects as amended from time to time, and any health and safety policy and program put in place on the job site.
- 7.02** It is mutually agreed by both the Employer and the Union that the Employer, Union and Employees shall comply with the Ontario Human Rights Code.
- 7.03** The Parties agree it is in their collective best interest to have union members properly trained in accordance with prescribed regulations, both federal and provincial. The Parties agree that they will endeavor¹¹to cooperate to ensure that all Union members are properly trained. To this end, as of the date of ratification, Employers shall be responsible for making sure that their current Employees have the requisite training. In addition, as of the date of ratification, the Local Union shall be responsible for making sure that their Union members have the requisite and current general industry training (including but not limited to Fall Arrest, WHIMS, Five Point Hazard Awareness and Working at Heights) and shall not refer to any member for employment without such training. This obligation does not apply to site-specific training including, but not limited to confined-space certification. The Parties agree that it is desirable to have access to a database that would enable the Union, its' Locals and the Guild to have the information available to ensure that members have the required training. To facilitate this, every employer is required to provide the Guild with a list of Union members that have received training while employed, a copy of any certificate and the expiry date of such certificate.

The Guild agrees to share this information with the Union in order to facilitate such database. The Employer shall pay all time spent in Health & Safety Training at straight time. If an Employer wishes to have the Union provide training to Union members at the Employer's premises or jobsite, the Employer shall pay the Union seventy-five dollars (\$75.00) per man to cover the costs of the trainer, books, etc.

7.04 Silica Exposure

The Guild agrees to send a communication to contractors regarding the importance of abiding by the Occupational Health and Safety Act, 1997, generally working safely and attempting to minimize risks associated with silicosis or other respiratory diseases.

• ARTICLE 8

APPRENTICES AND IMPROVERS

8.01 The Employer and the Union mutually agree that, in the best interests of the industry, apprentices shall be hired and properly trained.

8.02 Apprentices must be indentured to the Local Apprenticeship Committee (LAC) and be registered with the Ministry of Labour, Immigration, Training and Skills Development.

8.03 For apprentices who were registered prior to May 1, 2025, the minimum rate of pay for apprentices shall be:

- 50% of journeyperson rate for the first term (1800 hours)
- 65% of journeyperson rate for the second term (1800 hours)
- 80% of journeyperson rate for the third term (1800 hours)
- 90% of journeyperson rate for the fourth term (1800 hours)

For apprentices who were registered on or after May 1, 2025, the minimum rate of pay for apprentices shall be:

- 70% of journeyperson rate for the first term (1800 hours)
- 75% of journeyperson rate for the second term (1800 hours)
- 80% of journeyperson rate for the third term (1800 hours)
- 85% of journeyperson rate for the fourth term (1800 hours)

Apprentices moving from fourth term to journeyperson must pass the Red Seal Exam.

An Apprentice who does not move from fourth term to journeyperson shall continue to receive the rate of pay he received as a fourth term apprentice.

- 8.04** The Parties agree to establish and maintain Local Apprenticeship Committees (LAC) consisting of equal representation from the Employers and Union. The Apprenticeship Committee shall be responsible to ensure that apprentices receive proper training in all aspects of the trade and to review the progress of the apprentices at regular intervals.
- 8.05** The Employers shall contribute all fringe benefits for apprentices and improvers for the terms of their apprenticeship over and above the basic wage in accordance with the Agreement in effect.
- 8.06** The Employer's participation in wages while the apprentice is attending trade school, shall be a minimum of thirty dollars (\$30.00) per week.
- 8.07** For the purpose of continued employment apprentices or improvers may be transferred to any Local of the Union, providing that the Local Union in which the apprentice is to work does not have any apprentices or improvers available for employment
- 8.08** The ratio of apprentices or improvers to journeypersons shall be as set by the Ministry of Labour, Training and Skills Development.
- 8.09** The minimum number of hours an apprentice must work on the tools shall be as follows:
- 1st year apprentice 24 hours/week
 - 2nd year apprentice 28 hours/week
 - 3rd year apprentice 32 hours/week
 - 4th year apprentice Full Time

The apprentice may only do helpers work in excess of designated hours (if all the mechanic's work is 100% complete on that job site).

The apprentice cannot be transferred from one completed job site to another for the purposes of doing helpers work.

- 8.10** The Union and Employers agree to provide a well-trained and skilled workforce, and actively support and participate in the trade school training program.
- 8.11** During the apprenticeship period, apprentices must attend two courses at the trade school or training facility approved by the Employer and Employee bargaining agency.

By the end of the third year of apprenticeship, the apprentice must have attended both nine (9) week courses at the Trade School or an approved training facility, as mandated by the College of Trades.

At the end of the fourth year of apprenticeship, the apprentice must successfully write the Red Seal Exam and obtain a certificate of qualification.

Failure to do so will prevent advancement to journeypersons level. For apprentices travelling outside of an area seventy-five (75) kilometers from the location of the Trade School, the Trade School will compensate the apprentice as below:

- For those living between 75-150 km away \$100.00/wk.
- For those living between 150-250 km away \$200.00/wk.
- For those living between 250-400 km away \$300.00/wk.
- For those living more than 400 km away \$400.00/wk.

Availability for the number of students per course will depend on space and acceptance by the Local Apprentice Committee (LAC).

• ARTICLE 9

HELPERS

- 9.01** Helpers must be hired in accordance with Article 5 and shall be Employees who have been hired to perform Helpers' work, as set out in Appendix C.
- 9.02** Should helper members of the Local Union not be available as required the Employers shall have the right to hire Employees from other sources for a period of six (6) months providing the new helper Employee makes application to join the Local Union prior to commencing work.

Helper Employees so hired shall be paid seventy five percent (75%) of the helper's rate, plus all contributions, deductions and vacation pay as outlined in Article 28. After such time the helper shall be paid the full rate as set out in Article 28.

Helpers who joined the Union and commenced work as helpers on or after May 1, 2010 shall be called "New Helpers".

Original Helpers will be paid a wage equal to the rate as at April 30, 2010 plus the increase negotiated for tile setters from time to time.

New Helpers will be paid a wage equal to 75% of journeyperson tile setter rate.

Original Helpers shall not be laid off in preference of New Helpers and any Employer with Original Helpers in their employ as at May 1, 2010 shall not be permitted to hire New Helpers unless the Original Helper(s) is(are) hired first.

Terrazzo Grinder rates shall remain at the current rate for Terrazzo Helpers plus increases negotiated for Terrazzo Mechanics from time to time.

• ARTICLE 10

HOLIDAYS AND OVERTIME

10.01 Work performed in excess of regular hours of work Monday to Friday shall be paid at the rate of one and one-half (1 1/2) times the minimum wage rate as defined in Article 28.01 during the first two (2) hours.

Double time of the minimum wage rate as defined in Article 28.01 shall be paid for work performed in excess of the first two (2) hours.

Work performed on Saturdays, Sundays and the following holidays: New Year's Day, Family Day, Good Friday, Victoria Day (or Birthday of the Reigning Sovereign), Canada Day, Civic Holiday (Local), Labour Day, Thanksgiving Day, Christmas Day, Boxing Day shall be paid at double time at the minimum wage rate as defined in Article 28.01.

Wherever all other Building Trades Locals in a particular area have Remembrance Day as a recognized holiday, by Collective Agreement, then for the purpose of this Agreement, Remembrance Day shall be

recognized as a holiday and employees covered by this Agreement in that particular area shall receive the double time rate for work performed on Remembrance Day.

When a holiday named above falls on a Saturday or a Sunday then the following Monday or the next regular scheduled work day shall be taken as the holiday unless other building trades in affected areas are taking the Friday before thus making Monday impractical, should Canada Day fall on a Monday to Friday weekday, it shall be taken on the day on which it falls. In a holiday week when the Monday or Friday is deemed a holiday, the regular hours of work shall be thirty-two (32) hours for that week. Therefore, overtime rates shall apply after the thirty-two (32) hours.

• ARTICLE 11

BUSINESS AGENT

11.01 The Union shall provide the Guild with an up-to-date list of its Business Agent(s).

The Employer shall not prevent the Business Agent(s) of the Union from having access to the Employers projects. Upon arrival at the project, the Business Agent(s) shall advise the project office of his presence.

• ARTICLE 12

JOB STEWARD

12.01 No discrimination shall be shown against a Job Steward for carrying out his duties.

It is also agreed that the Union will advise the foreperson or the Employers representative of the appointment of a Job Steward.

It is further agreed that a Job Steward will be appointed on all jobs of the Employer by a representative of the Union, will be a certified journeyperson, and he shall be one (1) of the last two (2) workers retained by the Employer, provided he is able to perform the remaining work.

The foreperson shall advise the representative of the Union before discharging a Job Steward.

• **ARTICLE 13**

LAY OFF NOTICE

13.01 Four (4) hours' notice or pay in lieu thereof shall be given whenever an Employee is laid off.

13.02 The Employer shall provide all final documentation and payment of wages to the home of an Employee who is laid off, dismissed or who voluntarily leaves employment by the next regular pay day.

The Employer shall provide a record of employment (ROE) in accordance with applicable legislative requirements.

13.03 Employees who do not receive their pay as defined above shall be entitled to receive an amount equal to the regular hourly rate of pay based on regular daily working hours until such time as the Employee receives their pay, except in cases beyond the control of the Employer.

• **ARTICLE 14**

WORK BREAK

14.01 It is agreed that Employees shall be given two (2) fifteen (15) minute breaks on each regular working, evening or night work, or designated shift with no loss of pay. The Employer or foreman/forewoman, shall exercise his/her discretion as to when the breaks shall occur, but every reasonable effort shall be made to schedule such break at the mid-waypoints of the working periods as defined.

Employees shall be given an additional fifteen (15) minute break after two (2) hours of overtime.

Smoking breaks shall only be taken in permitted areas on the designated breaks, according to local by-laws.

• ARTICLE 15

WORKING CONDITIONS

- 15.01** Should an Employee receive an injury or become ill which causes the Employee to leave the jobsite the Employer shall instruct an Employee to arrange for the safekeeping of such Employee's tools and clothes without loss of pay.
- 15.02** When an Employee is injured on the jobsite and must leave the job for medical attention or when the doctor decides that the Employee is unable to return to the job because of the injury, or if instructed by the foreman/forewoman or superintendent to go home, the Employee shall be paid the regular wages and other benefits for the full day or designated shift. If in the opinion of the Employer another Employee is required to leave the jobsite with the injured or ill Employee, to assist in getting medical attention, that Employee shall be paid regular wages and other benefits for any lost time incurred in this way. Transportation when necessary shall be arranged by the Employer to a doctor's office or hospital. The Union office and the Employer shall be notified immediately of an accident to an Employee where loss of time is involved. Copies of the Workplace Safety and Insurance Board Report will be available to the injured Employee and Union upon request.
- 15.03** A five (5) minute clean-up time will be allowed at the end of each working day or shift.
- 15.04** On a jobsite where one or more Local Union Employees are employed and facilities are not provided for others, the Employer shall meet the provisions and requirements of the Occupational Health and Safety Act and Regulations for Construction Projects, Section 28 and 29 (R22).
- 15.05** Inclement Weather - In circumstances where the Employees lose eight (8) or more hours as a result of project delays or inclement weather during a Monday to Friday regular work week, then by mutual consent of the Local Union and the affected Employer (which will not be reasonably withheld), Saturday maybe worked at straight time rates up to the number of hours of a regular work week. If, as a result of Saturday work, the Employee works over the number of hours of a regular work week then double time shall apply to the excess hours. It is understood and agreed that make-up time is on a voluntary basis only. Employees not wishing to work the make-

uptime shall not be subject to disciplinary action or layoff. The Employer shall notify the Union twenty-four (24) hours prior to implementing this Article.

• **ARTICLE 16**

ALL EMPLOYEE BENEFIT PLANS

- 16.01** It is agreed that contributions to a provincial, international or local employee benefit plan referred to in this Agreement and deductions in respect of Union dues may be amended by the Union during the course of this Agreement by letter advising the Employer of the changes to be effective not earlier than thirty (30) days from the date of the letter, so long as the total negotiated compensation package is not increased. Thereby it is understood that in accordance with this Article, the Union may unilaterally establish a new benefit plan, and require the Employer to make contributions to that plan upon written notice to the Employer, and so long as the total negotiated compensation package is not increased thereby.
- 16.02** It is further agreed that should the Union or any Local Union be desirous of implementing benefit trust plans, it shall be permitted to do so provided that such cost be taken from the Total Wage Package. All costs including any tax associated with the operating cost of a new plan shall be taken from the total negotiated wage package.
- 16.03** Employee Dues Deductions Plans shall also comply with Articles 16.01 and 16.02 above.
- 16.04** Where any fringe benefit is discontinued or the amount of the contribution is reduced the monetary amount shall remain as part of the Total Wage Package and be allocated as the Union directs.
- 16.05** All deductions and contributions as outlined in Article 28 shall be paid not later than the 15th day of the month following the month in which they were earned. The combined payments shall be deposited in accordance with the designated place appearing on the Employers Monthly Contribution Report Form.
- 16.06** If the Employer does not have any members in its employ a nil report shall be filed by the Employer on a monthly form in accordance with Article 16.05 above.

16.07 All Fringe Benefit and Employee deductions shall be paid on the basis of hours earned. Hours earned shall mean the amount received by the Employee (before deductions and not including vacation pay) divided by the hourly wage rate.

• **ARTICLE 17**

TRAVEL AND BOARD

17.01 Free Travel Zone

The Free Travel Zone for all Local Unions shall be the area within a thirty-five (35) kilometer radius of the City Hall of the City in which the Local Union is located except as in:

Local 1 – Niagara, (Center of Allenburg)

Local 5 – London

IU Local 6 – Windsor, (Union Hall) and Chatham City Hall

IU Local 7 – Ottawa, (Chateau Laurier, Federal Post Offices of Pembroke, Renfrew, Arnprior, Egansville, Barry's Bay, Deep River, Cornwall and Hawkesbury)

Local 2 – Kingston (City Halls of Belleville, Brockville, Kingston and Peterborough)

Local 12 – Kitchener (Waterloo Wellington Airport Tower, Brantford City Hall, Owen Sound City Hall, Mount Forest Post Office) based on the nearest point to the residence of employee

Local 23 – Sarnia

Local 25 – Thunder Bay, (Labour Centre, Federal Buildings of Ignace, Sioux Lookout, Dryden, Kenora, Emo, Fort Frances, Atikokan, Nipigon, Terrace Bay and Marathon), and

In Local 28 – Sudbury, (The Federal Buildings of Sudbury, North Bay, Kirkland Lake, Timmins Kapuskasing, Cochrane, Timiskaming and Parry Sound)

17.02 When the Employees provide their own transportation beyond the boundary of the Free Travel Zone defined in Article 17.01 herein, they shall be paid travel allowance from the boundary of the Free Travel Zone at the rate established by the Canada Revenue Agency.

17.03 Employees instructed to travel from one project to another during the regular working day shall be paid parking. Whenever there is work to be done for a maximum of two (2) days and paid parking is required for a vehicle and where there are no lockup facilities the Employer shall pay parking on a daily basis.

17.04 Upon submission of appropriate proof of payment, when working in Toronto:

- Effective the date of ratification, the Employee shall be paid up to a maximum of twenty dollars (\$20.00) per day for parking expenses,
- Effective May 1, 2026, the Employee shall be paid up to a maximum of twenty-one dollars (\$21.00) per day for parking expenses, and
- Effective May 1, 2027, the Employee shall be paid up to a maximum of twenty-two dollars (\$22.00) per day for parking expenses.

Upon submission of appropriate proof of payment, when working in the rest of the Province:

- Effective the date of ratification, the Employee shall be paid up to a maximum of fourteen dollars (\$14.00) per day for parking expenses.

17.05 Upon submission of appropriate proof of travel, when an Employee travels from the Employer's premises to a job or from one job to another during the same work day, he shall be paid travel allowance and the Employer shall sign an Employee-completed Canada Revenue Agency Form T2200 Declaration of Conditions of Employment for such travel only.

17.06 Board Allowance for all Local Unions except Locals 25, 28 and 29 shall be as follows:

- Effective the date of ratification, one hundred thirty dollars (\$130.00) per day
- Effective May 1, 2026, one hundred thirty-five dollars (\$135.00) per day
- Effective May 1, 2027, one hundred forty dollars (\$140.00) per day

Board Allowance for Locals 25, 28 and 29 shall be as follows:

- Effective the date of ratification, one hundred thirty-five dollars (\$135.00) per day
- Effective May 1, 2026, one hundred forty dollars (\$140.00) per day
- Effective May 1, 2027, one hundred forty-five dollars (\$145.00) per day

Board allowance applies when Travel Allowance as calculated in Article 17.02 is equal to or greater than board allowance.

17.07 On projects where Board Allowance applies, and are located two hundred and one (201) kilometers or less from the boundary of the Free Travel Zone of all Local Unions, the applicable Board Allowance shall be paid on the basis of five (5) days per week.

Travel Allowance at the applicable rates as defined in Article 17.02 herein, shall be paid to and from the project from the Free Travel Zone boundary once per project in addition to the applicable Board Allowance.

17.08 On projects where Board Allowance applies and located more than two hundred and one (201) kilometers from the boundary of the Free Travel Zones of all Local Unions, the applicable Board Allowance shall be paid on the basis of seven (7) days per week, providing that the Employee has worked the full regular work week scheduled in accordance with Article 24.

Travel Expense at the applicable rates as defined in Article 17.02 herein, shall be paid to and from the project from the Free Travel Zone boundary once per project in addition to the applicable Board Allowance. The Employer shall be required to pay travelling time to the project each time the Employee travels from home to the project and once (upon

completion of project) when the Employee travels from the project to home, based on the applicable regular straight time hourly rate of the area in which the Employee resides and holds membership providing that the duration of the project is fifteen (15) days or more.

- 17.09** Employees instructed to travel from one project to another during the regular working day after having reported to the initial jobsite shall be paid Travel Allowance at the applicable rate as defined in Article 17.02 herein, using the most practical direct route in addition to his regular hourly rate.
- 17.10** All Travel Allowance and Board Allowance shall be paid on the next regular pay day by cash or cheque and identified separately from wages.
- 17.11** When Employees are instructed to use public transportation to go to projects located more than two hundred and one (201) kilometers from the Free Travel Zone boundary of all Local Unions and return, the Employer shall pay the cost of all such transportation and meals. The Employer shall be required to pay travelling time based on the applicable regular straight time hourly rate of the area in which he resides and holds membership, to a maximum of eight (8) hours per day. When the time required to travel to the project is less than eight (8) hours, the Employee shall work the balance of his regular working period.
- 17.12** Return public transportation costs shall be paid to an Employee by the Employer on the following basis: On projects located from the boundary of the Free Travel Zone, of the Employee's Local from which he was hired:
- 322 – 644 kilometers one round trip every two (2) months
 - 644 – 966 kilometers one round trip every four (4) months
 - 966 kilometers and over one round trip every six (6) months and travelling time shall not apply.
- 17.13** On projects of more than ninety (90) days duration should an Employee leave prior to completion of the project, for reasons other than compassionate grounds, Travel Allowance and Travel Time may be withheld.
- 17.14** When camp conditions are of a necessity in lieu of the Board Allowance defined in Article 17.06 herein, it is agreed that such camp conditions shall be of first-class accommodation and such accommodation conditions shall be established prior to the commencement of work.

17.15 In lieu of the Board Allowance defined in Article 17.06 herein, the Employer may provide room and board at the Employer's cost. Such room and board shall be first class and mutually agreed upon by the Union and the Employee.

• ARTICLE 18

EMPLOYEE AND EMPLOYEE DEDUCTIONS AND CONTRIBUTIONS

18.01 Each Employer shall contribute an amount of ninety cents (\$0.90) per hour for each hour earned by each Employee covered by this Agreement of which sixty-four cents (\$0.64) per hour shall be allocated to the Terrazzo, Tile & Marble Guild of Ontario, Inc., five cents (\$0.05) to the De Novo Treatment Centre, twenty cents (\$0.20) per hour to the Terrazzo, Tile & Marble Trade School Inc., and one cent (\$0.01) per hour to the Ontario Construction Secretariat.

18.02 Apart from contributions above each Employer agrees that each Employer shall deduct the amount of one dollar six cents (\$1.06) per hour for each hour earned of which one cent (\$0.01) per hour shall be allocated to the Ontario Construction Secretariat, five cents (\$0.05) to the De Novo Treatment Centre, fifty cents (\$0.50) per hour check-off to the BACU and thirty-five cents (\$0.35) per hour to the BACU Organizing Trust Fund. The Union may amend the Employee contributions upon thirty (30) days' notice to the Guild. Employee training contributions in the amount of fifteen cents (\$0.15) per hour shall be allocated to the Terrazzo, Tile & Marble Trade School Inc.

Monthly membership dues shall also be deducted from each Employee's pay and submitted to the Local Union as part of the monthly remittances.

18.03 Deductions and contributions shall be compiled monthly and the Employer shall forward the combined amounts together with an Employer Report Form, provided by the Union, to the designated place appearing on the Employer's Monthly Contribution Report Form to be received not later than the 15th of each month following the month for which such deductions and contributions were earned. Copies of the Employer's Report Form shall also be forwarded to the Local Joint Committee as established in 19.04. Employers must file a "Nil Report" for each month in which they may have no Employees.

18.04 There shall be three (3) remittance forms used when contributions are sent in by the Employers each month. The content of the forms shall be jointly agreed to by the Union and the Guild. If the Union and the Guild cannot agree on the content of the form, the Union and the Guild may require separate forms to be submitted by the Employers. One copy of each form shall be forwarded to the Guild and one copy of each form shall be forwarded to the Union administrator.

The first form shall have all Local Unions' administered plans and Employer/Employee contributions such as Local Dues Check-off, SUB Plans, Local Training Funds, Dental and Welfare Plans and Local Pensions. These contributions shall be broken down individually on the forms and then totaled at the bottom with only one cheque written to the Locals or designate.

The second form shall include all the Provincial benefit plans and Employer/Employee contributions such as Provincial or National Checkoff, Employee Contributions to the TTMTS, Organizing Fund, IPF Top-up and Pensions. These contributions shall be broken down individually on the forms and then totaled at the bottom with only one cheque written to the BACU or designate. A copy of the Provincial Form shall be sent to each Local or designate.

The third form shall include all Industry and Training funds including Employer/Employee contributions to the Guild's Industry Fund and Employer Contributions to the TTMTS. These contributions shall be broken down individually on the forms and then totaled at the bottom with only one cheque written to the Guild. A copy of this form shall be sent to the BACU or designate.

• ARTICLE 19

DELINQUENT REMITTANCES AND PENALTIES

19.01 When remittances in accordance with Articles 16 and 18 are over ten (10) days in arrears, the Employer shall pay to the Trustees and/or to the Guild in the case of Employer Industry and Training Funds, as liquidated damages and not as a penalty, an amount equal to 5% per month, or portion thereof up to 60% per annum of such delinquent contributions, unless the Employer has corrected such delinquencies within five (5) days of being given written notice.

In addition the delinquent Employer shall be required to pay all costs of collection of such liquidated damages and may be required upon the request of the Trustees and/or the Guild in the case of Employer Industry and Training Funds, to deposit with the Trustees or the Guild as the case may be, a cash deposit, irrevocable letter of credit or equivalent acceptable security to a maximum of fifty thousand dollars (\$50,000).

19.02 Should a delinquent Employer refuse to pay the penalty herein provided, it is agreed the Employees of such delinquent Employer may refuse to work for such Employer until the Employer has complied with all obligations regarding remittances and/or penalties. Refusal to work by Employees shall not be a violation of this Agreement or an unlawful stoppage of work within the provisions of the Labour Relations Act, 1995, and the Employer shall not institute or commence any applications, actions or proceedings of any nature whatsoever under the Labour Relations Act, 1995, this Agreement or otherwise against the Union or any of its Officers, Officials, Servants, Employees, Agents or Members in connection with any such refusal to work.

19.03 Each Employer bound by this Agreement agrees that where the Trustees of any employee benefit plan to which the Employer is required to contribute payments, the Union or Guild have just cause to believe that an Employer has not made proper or any contributions and reports in relation to the Benefit Plan or has not made proper or any contributions and reports with respect to Industry or Training Funds, the Employer shall produce complete employment and payroll records, job costing allocations, T5018 forms, contracts, subcontracts and other supporting documentation as reasonably required to permit review of these records by a chartered accountant appointed by the Trustees, the Union or Guild, to determine whether the Employer has made the required contributions.

In the event such review reveals that an Employer has failed to properly contribute or report to any Benefit Plan, or contribute or report Employer Industry or Training Funds as set out in Article 28 of the Agreement; the Trustees of any such trust fund, the Union or the Guild, may require such Employer to pay the cost of review where the Trustees, the Union or the Guild, are of the opinion that such Employer deliberately failed or omitted to properly contribute or report as aforesaid. If no such failure is revealed, the individual party originally requesting the audit shall bear the costs.

- 19.04** All payments of hours of work (gross), deductions and contributions by Employers for grievances of late or delinquent contributions must be accompanied by the Employer Contribution Report Form with supporting information and the remittance forwarded to the administrator, Guild, Union, the Local and Trust Funds as per Articles 16 and 18.
- 19.05** The Trustees or BACU can require any new contractor or contractor who was either an owner or principal in a company that went out of business or bankrupt owing monies to the Funds or BACU, to deposit with the Trustees a cash deposit, irrevocable letter of credit or equivalent acceptable security to a maximum of twenty-five thousand dollars (\$25,000.00).
- 19.06** Notwithstanding any other provision of this Agreement, the Union shall have the right to remove its members from the jobsite of the Employer if the Employer fails to make its required health and welfare, pension, wages and vacation pay in full. The Employees shall not return to work until such time as the Employer remits all outstanding contributions to the fund.
- 19.07** The Union shall notify the Employer and the Guild five (5) working days prior to the removal of the Employee(s).

• ARTICLE 20

SHIFT WORK

- 20.01** When it is necessary to work two (2) or three (3) shifts daily on any particular job no Employee except the working foreman/forewoman shall be permitted to work on more than one (1) shift in any twenty-four (24) hours.
- 20.02** When a shift schedule is worked, the hours of work and the hourly rate of pay shall be;
- Day Shift – 8:00 a.m. to 4:00 p.m. – at regular straight time rate – including a half (1/2) hour Lunch Period.
 - Second Shift – 4:00 p.m. to 12 Midnight – seventy-five (75) cent premium over the hourly straight time rate – including a half (1/2) hour Lunch Period.
 - Third Shift – 12 Midnight to 8:00 a.m. – one (1) dollar premium over the hourly straight time rate – including the half (1/2) hour Lunch Period.

20.03 When a shift schedule is worked between 8:00 a.m. on Saturdays, Sundays, Holidays to 8:00 a.m. on Monday or 8:00 a.m. Tuesday following a Monday holiday, it shall be paid for at double the hourly time as defined in Article 28.01.

• **ARTICLE 21**

***JURISDICTION – MARBLE, TILE, TERRAZZO, MECHANICS,
CEMENT MASONRY, RESILIENT FLOOR LAYERS AND HELPERS***

21.01 See Appendix C attached hereto.

• **ARTICLE 22**

PAYMENT OF WAGES

22.01 Timesheets for members are mandatory.

An Employer shall be entitled to introduce electronic timekeeping.

If an Employer utilizes paper timesheets, an Employee shall submit his timesheet to his Employer prior to the end of the business day on the Monday following the workweek for which the timesheet applies. A timesheet may be submitted by telephone, email or fax followed by a copy signed by the Employee due upon receipt of his pay cheque. An Employer shall not be required to pay wages to an Employee until a timesheet has been submitted in accordance with this Article.

If an Employer utilizes electronic timekeeping, the Employer shall not require an Employee install a timekeeping app on a cell phone or other electronic device.

22.02 Payment of Wages shall be made not later than Thursday of each week on the jobsite during working hours, by cash or cheque, or other negotiable instrument in a sealed envelope such that confidentiality shall be maintained. Time books to be closed weekly and the Thursday payday must be within four (4) working days of the closing time of the books

22.03 By mutual agreement of the Employee and Employer, electronic banking may be used providing that the deposit is in the Employee's account by 5:00 p.m. on the Thursday pay day. The Employer shall inform the Union with the names of the Employees agreeing to electronic banking.

22.04 Accompanying the pay, the Employer shall provide a statement for each Employee showing the company name, the Employee's name, the dates of the pay period, the number of hours worked, the rate per hour, the gross pay, travelling expenses, vacation pay, board allowance, income tax deductions, unemployment deductions, Canada Pension Plan deductions, and any other miscellaneous deductions or contributions, and net pay.

22.05 Any Employee failing to receive their regular pay on the regular payday shall give notice to the Employer or representative. If the Employer does not make payment of wages before twelve (12:00) noon on the following working day, the Employer shall pay two (2) hours pay at the applicable straight time hourly rate in addition to his/her wages to the Employee for each day the delinquency continues.

• **ARTICLE 23**

REPORTING TIME

23.01 Timesheets for members are mandatory.

An Employer shall be entitled to introduce electronic timekeeping.

If an Employer utilizes paper timesheets, an Employee shall submit his timesheet to his Employer prior to the end of the business day on the Monday following the workweek for which the timesheet applies. A timesheet may be submitted by telephone, email or fax followed by a copy signed by the Employee due upon receipt of his pay cheque. An Employer shall not be required to pay wages to an Employee until a timesheet has been submitted in accordance with this Article.

If an Employer utilizes electronic timekeeping, the Employer shall not require an Employee install a timekeeping app on a cell phone or other electronic device.

• **ARTICLE 24**

HOURS OF WORK

24.01 The purpose of this article is to define the hours of work and provide the basis for the calculation of overtime premium payments. It shall in no way be construed as a guarantee of hours of work per day, per week, or days of work per week. As specifically reserved in Article 6 of this

Agreement, the shift schedule, and number of hours to be worked per day or per week. The normal work week will consist of either four (4) or five (5) consecutive days, Monday to Thursday or Monday to Friday, with between eight (8) and ten (10) hours of work scheduled each day. The Employer shall only be permitted to implement a four (4) day workweek on projects expected to last longer than two (2) weeks. Furthermore, if the Employer implements a four (4) day workweek, any work occurring on a fifth (5th) day will be paid at double the minimum wage rate as defined in Article 28.01.

24.02 However, such hours of work may be altered by agreement of the Employer and Employees. The Union shall be advised of an agreement of the Employer and Employees to alter the hours of work.

24.03 When work cannot be done during the regular work day, such work may be done as evening or night work, and the Employees shall be paid one (1) hour premium over the hours worked.

24.04 Maintenance work that must be performed on weekends shall be paid at one and one half (1-1/2) times the hourly rate.

• ARTICLE 25

EMPLOYERS WORKING

25.01 An Employer/owner/member of the firm shall be allowed to work with the tools on each project undertaken by the Employer. Prior to performing work on a project, the Employer/owner/member shall be a member in good standing of the Union.

In circumstances where an Employer is found to have violated this Article for the first time, damages shall be limited to the wage package lost by Union members. Subsequent violations of this Article shall result in deterrent damages in addition to the wage package lost by the Union members. The Parties agree that the deterrent damage amount shall be ten thousand dollars (\$10,000.00) per working partner. This penalty is to be shared, less applicable fees and costs, equally to the Union and to the Guild's Promotion fund.

25.02 An Employer shall inform the Local Union of the location and start date of all new projects of five (5) days duration or greater prior to commencing work.

Employers must report to the Local Union all Employees that are required to work on Saturdays and/or Holidays along with the job location. The reporting may occur by telephoning, emailing or faxing the Local Union Hall.

In circumstances where an Employer violates this Article, there shall be a warning for the first offence. On the second offence, there shall be deterrent damages in the amount of five hundred dollars (\$500.00). For each additional offence, there shall be deterrent damages in the amount of one thousand dollars (\$1000.00) for each offence. The deterrent damages are to be shared, less applicable fees and costs, equally between the Union and the Guild's Promotion fund.

• ARTICLE 26

MAINTENANCE OF TOOLS

- 26.01** The Employer agrees to maintain and keep all chisels in a sharp and workable condition.
- 26.02** The Employer agrees to supply cutting wheels for the tile-setters cutting machine.
- 26.03** The Employers agree that mechanics will be compensated for tools and clothes lost by fire or theft from a securely locked shelter or lock-up box, on claims submitted in writing with substantial evidence, within three (3) working days.
- 26.4** The following equipment is a part of the Employer's equipment and must be furnished by the Employer: mortar boxes, mortar boards, straight edges, tubs, hoes, buckets, polishing rags, steel wool and power tools, power mixing drill must be on every job where bonding materials are to be mixed, also bits, plaster bowls and sponges, any tile cutter above sixteen (16) inches, lock-up box or security area all when required.
- 26.05** The Employer shall be responsible for throwaway clothes for the worker on a daily basis when they are working with epoxy chemicals. The Employer must furnish the journeyperson/apprentice installing any epoxy applications with tools to do the job required. The Employer shall provide a boot allowance of One Hundred Dollars (\$100.00) every six months when work is being done with epoxy chemicals.

26.05 The Employer shall designate adequate tables and seating facilities on all jobsites where six (6) or more Employees are employed by this Agreement for lunch/break time.

• **ARTICLE 27**

TERMS OF EMPLOYMENT

27.01 Employees covered by this Agreement shall only provide services on an hourly rated basis. The Employer shall not employ any marble masons, tile setters or terrazzo workers on a piece work basis or demand any given amount of work for a lump sum, or demand a certain amount of work to be done in a given time, and without limiting the generality of the foregoing, there shall be no limitations as to the amount of work any Employee may be required to perform.

The Parties agree that this clause shall be enforced by the Union without exception. In circumstances where an Employee is found to have violated this Article he shall be fined five hundred dollars (\$500.00) in deterrent damages by the Union.

In circumstances where an Employer is found to have violated this Article, the Employer shall be responsible for the payment of deterrent damages in the amount of one thousand dollars (\$1,000.00) per Employee in violation.

The Union will inform the Guild of these actions. As well, the Guild will inform the Union by letter when it is aware of any occurrences and the Union will confirm to the Guild by registered mail that action has been taken within seven (7) days of the notification being sent. This penalty is to be shared, less applicable fees and costs, equally to the Union and to the Guild's Promotion fund.

27.02 When four (4) or more journeypersons are working on a single job, a foreman/forewoman shall be appointed and shall be a qualified journeyperson in good standing with the Union and will be under the direction of the Employer.

27.03 Only one (1) working foreman/forewoman for each classification may be transferred between Local Union areas.

• ARTICLE 28

WAGES, DEDUCTIONS, CONTRIBUTIONS AND VACATION PAY TRUST FUNDS

28.01 Wages, vacation pay, deductions, contributions, remittances and the Total Wage Package shall be as set out in the attached Schedules.

The Total Wage Package will be increased by eight percent (8%) over 3 years split evenly over the duration of the Agreement.

Current wage schedules can be accessed on-line at: www.bacu.ca/wageschedule-tile

If May 1st falls on a Sunday, Monday, Tuesday or Wednesday, package increase shall come into effect on the Sunday on or before May 1.

If May 1st falls on a Thursday, Friday or Saturday, package increases shall come into effect on the first Sunday immediately following May 1.

The BACU Local 2 – Guild Hardship Agreement will be renewed.

28.02 Local Union schedules shall be provided by the Local Union provided no schedule shall be above the total wage package negotiated. Otherwise Local Unions have full autonomy to direct their contributions to any fund of their choosing.

28.03 In this Article, the reference to “BACU Deduct” means Provincial working dues and the reference to “BACU Per Capita” means Provincial monthly per capita dues and the reference to “Org Fund” means “The Ontario Brick and Tile Organizing Trust” and the reference to “Pension” except local pensions means “The Canadian Bricklayers and Allied Craft Union Members Pension Trust (CMPT)” Canada Revenue Agency Registration Number T/F 1063478.

28.04 A foreman shall be paid a premium of ten percent (10%) above the journey person rate for all hours worked.

28.05 Vacation Pay shall be paid weekly, Vacation and Holiday pay shall be at the rate of ten percent (10%) of the Employee’s gross wages earned. This amount includes four percent (4%) in lieu of payment for statutory holidays.

- 28.06** Locals 6 and 31 – Vacation pay shall be deducted weekly and remitted monthly to the local's Vacation Pay Trust Funds. Vacation and Holiday pays shall be at the rate of ten percent (10%) of the Employee's gross wages earned. This amount includes four percent (4%) in lieu of payment for statutory holidays.
- 28.07** Stack work and Silos – For work on a stack and silos requiring a cement mason to work on a scaffold twenty-five (25') feet or more above the working platform, there shall be a premium of fifty cents (50¢) per paid hour above the basic rate starting at the twenty-five (25') foot level.
- 28.08** Height Premium – Workers required to work at heights of fifty feet (50') and above will be paid an additional two dollars (\$2.00) over the regular hourly rate (scaffolding, swing stages, mechanical lifts, etc.). This applies to all indoor and outdoor installations.

• ARTICLE 29

PENSION FUND

- 29.01** The Employers agree to forward to the CMPT administrator employer contributions at the hourly rate set out in Article 28 to the CMPT for each person performing work under this Agreement by the fifteenth (15th) of the month following the month in which contributions are earned and in accordance with Article 18, and to abide by the Agreement and Declaration of Trust of the Canadian Bricklayer and Allied Craft Unions Members Pension Trust (CMPT) Canada Revenue Agency Registration Number T/F 1063478 and by the decisions of the Board of Trustees established there under.
- 29.02** The BACU may establish a new trust fund to be administered by the BACU only to compensate those members who are retired but not members of the CMPT for any loss which may result from the wind up or transfer of IPF Canada. The amount of the check-off shall be determined by an actuary and by the level of Local Union benefits from IPF-Canada.
- 29.03** Local 6 – Local Pension contributions for Local 6 members shall be forwarded to the Local 6 Pension Trust Fund.

• ARTICLE 30

BILL 69

30.01 In consideration of the mutually arrived at terms and conditions, including the job targeting provisions, of this Agreement, the Guild agrees and acknowledges that the Parties have specifically addressed the competitiveness of this Agreement and in particular with respect to wages, including overtime pay and shift differentials, restrictions on hiring or selecting any Employees, accommodation and travel allowances, requirements respecting the ratio of apprentices to journeypersons employed by an Employer and hours of work and work schedules. The Guild confirms that this Agreement does not render any Employers who are bound by it at a competitive disadvantage with respect to any kind of work, market or location to which this Agreement is applicable and confirms that it would be patently unreasonable to remove any purported competitive disadvantage by amending this Agreement in any way unless there is consent to amendments by both Parties.

• ARTICLE 31

GENERAL

31.01 Use of personal electronic devices, including but not limited to cellphones, pagers and music players are not permitted during working hours on any project.

31.02 The Union will withdraw from any involvement in the administration and operation of the Terrazzo, Tile and Marble Trade School Inc. save and except the ability to appoint trustees to the School's Board of Trustees in accordance with the applicable trust document.

**For the Brick and Allied Craft Union of Canada and
OPC of the International Union of Bricklayers and Allied
Craftworkers and its Locals 1, 2, 5, 6, 7, 12, 23, 25 and 28**

Tony DiMaria

Tony DiMaria

Jan 28, 2026

Date

Craig Studwick

Craig Studwick

Jan 30, 2026

Date

**For the Terrazzo, Tile & Marble Guild of Ontario, Inc.
as the administrative representative for Individual
employers listed in Appendix A**

David St. Louis

David St. Louis

Jan 28, 2026

Date

• APPENDIX A

LIST OF INDIVIDUAL EMPLOYERS WHO ARE SIGNATORY TO THIS AGREEMENT THROUGH THEIR ADMINISTRATIVE REPRESENTATIVE THE TERRAZZO, TILE & MARBLE GUILD OF ONTARIO, INC.

- Acapulco Pools Limited/Gall Construction of America
- A.T.M. Tile Inc.
- Ashby Contracting Ltd.
- Bernardo Group Ltd.
- Bertoia Tiles (1023853 Ontario Ltd.)
- Calligaro Tile Co. Ltd.
- Carrier Mausoleum Construction Inc.
- Castlewall Marble and Tile Inc.
- Centa Construction Ltd.
- Centis Tile & Terrazzo Inc.
- Central Terrazzo & Tile Co. (1211268 Ontario Ltd.)
- Classic Marble, Granite & Tile (8851213 Ontario Ltd.)
- Clifford Interiors Ltd.
- Contact Masonry Ltd.
- DC Granite & Marble Inc.
- Delso Contracting & Enterprises Inc.
- DM City Tile Inc.
- East Tile Inc.
- Eastern Ontario Terrazzo & Tile Co. Ltd.
- ElaRoc Stone Inc.
- Empire Stone Inc.
- Empire Tile and Marble Ltd.
- ET Marble & Tile Ltd.
- Eurotiling & Interiors Ltd.
- Fabbri Tile & Carpet Inc.
- Floor Stars 1809742 Ontario Inc.
- Folino Cement & Tile Co Limited
- Franklin Terrazzo Co. Inc.
- FT Tiles Company Ltd.
- Gallopeni Custom Flooring Ltd.
- GEM Campbell Terrazzo & Tile Inc.
- Genesis Stone Group LTD.
- Gladiator Ceramic
- GM Tile Ltd.
- Green Land Construction Co.

- Ground Floor Industries Inc
- Guest Tile Inc.
- Heritage Tiling Inc.
- Horsfall Concrete Ltd.
- I & S Custom Flooring Inc.
- I & S Renovations
- Imperial Concrete & Construction Co.
- Jadcon Flooring Ltd.
- Lambton Tile One
- Lancia Tile Limited/Alga Tile Limited/Alga Holdings Inc./Lancia Tile Marble & Granite Inc.
- Lilac Flooring Contractors Inc.
- Limen Group Ltd.
- Maple Terrazzo, Marble and Tile Inc.
- Moscone Marble & Granite
- Moscone Tile Ltd.
- New Age Tile
- North Wood Carpet & Tile Company Ltd.
- North-tech Ceramic Tile
- Oscar Construction Company Limited
- Premier Contractors Ltd.
- Reliant Developments Ltd.
- Richmond Tile Ltd.
- Rock Solid Marble and Granite (1460767 Ontario Ltd.)
- Spada Tile Inc.
- Star Tile Centre Ltd.
- Stradwick's (464265 Ontario Ltd.)
- Tadek Ceramic Tile
- Terrazzo, Mosaic & Tile Co. Ltd.
- The Belluz Group Ltd.
- The Tile Guys Inc.
- Toronto Tile & Granite Ltd.
- Tosca Tile Ltd.
- Urban Solutions
- Village Marble & Tile Inc.
- York Marble Tile & Terrazzo Inc.

• APPENDIX B

TERRITORIAL JURISDICTION OF THE LOCAL UNIONS

Local 1 – HAMILTON – BRICKLAYERS AND MASONS

The County of Wentworth.

In the County of Halton: that portion West of Sixteen Mile Creek, from Lakeshore to Queen Elizabeth Highway, and the portion West of Sixth Line North from Queen Elizabeth Highway.

In the County of Lincoln: the Townships of North Grimsby, South Grimsby and Caistor.

The County of Haldimand, except the Townships of Moulton and Dunn.

Local 2 – TORONTO – BRICKLAYERS AND MASONS

The City of Toronto as defined by the City of Toronto Act, 1997 (Bill 103) which includes the former Metropolitan Toronto and all of its boroughs.

In the County of Halton – all territory lying East of the Sixteen Mile Creek from Lakeshore to Queen Elizabeth Highway and all territory lying East of the Sixth Line North from Queen Elizabeth Highway.

The Counties of Ontario, Peel, York, and Simcoe. Durham County except the Townships of Hope and Cavan. The Township of Mulmur in the County of Dufferin.

The District of Muskoka and the towns and surrounding territory of Burk's Falls and Parry Sound in the District of Parry Sound.

Local 1 – NIAGARA – BRICKLAYERS, MASONS, PLASTERERS, CEMENT MASONS, TILE, TERRAZZO AND HELPERS

The County of Lincoln except the Townships of North Grimsby, South Grimsby and Caistor.

The County of Welland.

The Townships of Moulton and Dunn in Haldimand County.

Local 5 – LONDON – BRICKLAYERS, MASONS, MARBLE, TILE, TERRAZZO ANDHELPERS

The County of Middlesex, Elgin and all territory in Oxford County lying West of Highway 59 including the City of Woodstock, Townships Colborne, Goderich, Stanley, Hay, Stephen, Osborne, Tucker Smith, McKillop, Hullet, in the County of Huron, Townships Logan, Ellice, North Easthope, South Easthope, Downie, Fullarton, Hubert, Blanshard, in the County of Perth.

Local 6 – WINDSOR – BRICKLAYERS, MASONS, MARBLE, TILE, TERRAZZO ANDHELPERS

The Counties of Essex and Kent

Local 7 – OTTAWA – BRICKLAYERS, MASONS, MARBLE, TILE, TERRAZZO ANDHELPERS

The Counties of Carleton, Prescott, Russell, Lanark, Stormont, Glengary, Renfrew, and Dundas. The Townships of North and South Crosby, Bastard, Kitley, Burgess, Elmsley in the County of Leeds, the Town ships of Wolford, Oxford, South-Gower and Edwardsburgh in the County of Grenville.

Local 2 – KINGSTON – BRICKLAYERS, MASONS AND PLASTERERS

The Counties of Lennox and Addington, Peterborough, Haliburton, Northumberland and Victoria. the Township of Augusta in the County of Grenville, the Townships of Hope and Cavan in Durham County and the Townships of Leeds, Front of Escot, Front of Young and Elizabethtown in the County of Leeds.

Local 2 – KINGSTON – CEMENT MASONS

As above and including the Counties of Stormont, Glengary, and Dundas.

Local 2 – KINGSTON – MARBLE TILE, TERRAZZO AND HELPERS

The Counties of Lennox, Addington, Leeds, Frontenac, Grenville, Hastings, and Prince Edward. It is agreed that Contractors employing Local 2 Marble, Tile and Terrazzo members may work in the Cornwall area under Local 2 Appendix.

Local 12 – KITCHENER – BRICKLAYERS, MASONS, PLASTERERS, TILE, TERRAZZO AND HELPERS

The County of Waterloo and the Townships: Elma, Mornington, Wallace in the County of Perth, Townships: Ashfield, East Wawanosh, West Wawanosh, Morris, Grey, Turnberry, Howlock in the County of Huron. The Counties of Grey, Bruce, Dufferin and Wellington. The County of Norfolk, the County of Brant and all territories of Oxford County lying East of Highway 59. For plastering only, the area is extended to include the County of Wellington and Dufferin.

Local 2 – OSHAWA – BRICKLAYERS, MASONS, PLASTERERS AND CEMENT MASONS

The County of Ontario, except the Townships of Pickering, Rama, Mara and Thora. The County of Durham except the Townships of Hope and Cavan.

Local 23 – SARNIA – BRICKLAYERS AND MASONS AND MARBLE, TILE, TERRAZZO AND HELPERS

County of Lambton

Local 25 – THUNDER BAY – BRICKLAYERS, MASONS, MARBLE, TILE, TERRAZZO AND HELPERS

Districts of Thunder Bay to the Manitoba Border, Kenora and Rainy River to the U.S.A. Border.

Local 28 – SUDBURY – BRICKLAYERS, MASONS, MARBLE, TILE, TERRAZZO, CEMENT MASONS AND HELPERS

Districts of Sudbury, Parry Sound, Nipissing, Temiskaming, Cochrane and Kapuskasing and in addition to the above territory, for Marble, Tile and Terrazzo and Cement Masons the Districts of Algoma and Manitoulin Island.

Local 29 – SAULT STE. MARIE – BRICKLAYERS AND MASONS

Districts of Algoma and Manitoulin Island.

Local 2 – TORONTO AND HAMILTON – MARBLE, TILE, TERRAZZO AND HELPERS

The City of Toronto as defined by the City of Toronto Act, 1997 (Bill 103) which includes the former Metropolitan Toronto and all of its boroughs.

The Counties of Simcoe, Peel, York, Durham, Victoria, Peterborough, Northumberland, Wentworth, and Halton. The Townships of North Grimsby, South Grimsby and Caistor in the County of Lincoln. The County of Haldimand except the Townships of Moulton and Dunn.

PLASTERERS

For the purpose of this Agreement and in order to alleviate any misunderstandings, it is expressly understood and agreed by and between all Parties to this Agreement that while the Agreement is Province-wide in scope, “reference to Plasterers, means those Plasterers now and who hereafter become members of a Local Union.

It is further agreed regarding Plasterers, that all conditions defined in this Agreement shall apply to only those Geographical Areas and Local Unions hereinafter defined.

Local 2 – BARRIE

The area covered by the Agreement shall be the Townships of Nottawasaga, Sunnidale, Flos, Vespra, Tosorontio, Essa, Oro, Innisfil, Adjala, Tecumseth, West Gwillimbury in the County of Simcoe and the Township of Mulmur in the County of Dufferin, including Orillia, Gravenhurst, Bracebridge, Huntsville, Burks Falls, Beaverton and surrounding territories and the Townships of Tiny and Tay in the County of Simcoe.

Local 1 – NIAGARA

Townships of Grantham, Louth, Clinton, Gainsborough in the County of Lincoln. All territory lying North of No. 20 Highway in the Townships of Pelham and Thorold in the County of Welland. Township Niagara in the County of Lincoln. Townships of Stamford, Willoughby, Bertie in the County of Welland. Townships Humberstone, Wainfleet, Crowland and all territory lying South of Highway No. 20 in Pelham and Thorold in the County of Welland. County of Welland. Townships of Moulton and Dunn in Haldimand County.

Local 2 – KINGSTON

The Counties of Lennox and Addington, except the Township of Richmond, the County of Frontenac, the Township of Leeds in the County of Leeds, the Township of Front of Escott, Front of Yonge and Elizabethtown in the County of Leeds and the Township of Augusta in the County of Grenville. The City of Peterborough and the Town of Lindsay and the Counties in which the said City and Town are

situated. The Township of Cavan and Hope in Durham County and the County of Haliburton and the Townships of Alnwick, Hamilton, Haldimand in the County of Northumberland. The Counties of Stormont, Dundas and Glengarry and the Township of Edwardsburgh in the County of Grenville.

Local 12 – KITCHENER

The County of Waterloo and the Townships of Elma, Mornington, Wallace in the County of Perth, Townships of Ashfield, East Wawanosh, West Wawanosh, Morris, Grey, Turnberry, Howlock in the County of Huron. The Counties of Grey, Bruce, Dufferin and Wellington. The County of Norfolk, the County of Brant and all territories of Oxford County lying East of Highway 59. For plastering only, the area is extended to include the County of Wellington and Dufferin.

Local 2 – OSHAWA

County of Ontario, except the Townships of Pickering, Rama, Mara and Thorah, County of Durham, except the Townships of Hope and Cavan.

PLASTERERS AND TAPERS

For the purpose of this Agreement and in order to alleviate any misunderstandings, it is expressly understood and agreed by and between all Parties to this Agreement that while the Agreement is Province-wide in scope, “reference to Plasterers and Tapers means those Plasterers and Tapers now and who hereafter become members of a Local Union under the name and style of a Local Union. It is further agreed regarding Plasterers and Tapers that all conditions defined in this Agreement shall apply to only those Geographical Areas and Local Unions hereinafter defined.

Local 2 – KINGSTON

The Counties of Lennox and Addington, except the Township of Richmond, the County of Frontenac, the Township of Leeds in the County of Leeds, the Township of Front of Escott, Front of Yonge and Elizabethtown in the County of Leeds and the Township of Augusta in the County of Grenville. The City of Peterborough and the Town of Lindsay and the Counties in which the said City and Town are situated. The Township of Cavan and Hope in Durham County of the County of Haliburton and the Townships of Alnwick, Hamilton, Haldimand in the County of Northumberland. The Counties of Stormont, Dundas and Glengarry and the Township of Edwardsburgh in the County of Grenville.

CEMENT MASONS

For the purpose of this Agreement and in order to alleviate any misunderstandings, it is expressly understood and agreed by and between all Parties to this Agreement that while the Agreement is Province-wide in scope, “reference to Cement Masons, means those Cement Masons now and who hereafter become members of a Local Union under the name and style of a Local Union.

It is further agreed regarding Cement Masons, that all conditions defined in this Agreement shall apply to only those Geographical Areas and Local Unions hereinafter defined.

Local 1 – NIAGARA

Townships of Grantham, Louth, Clinton, Gainsborough in the County of Lincoln. All territory lying North of No. 20 Highway in the Townships of Pelham and Thorold in the County of Welland. Township Niagara in the County of Lincoln. Townships Stamford, Willoughby, Bertie in the County of Welland. Townships Humberstone, Wainfleet, Crowland and all territory lying South of Highway No. 20 in Pelham and Thorold in the County of Welland. County of Welland. Townships of Moulton and Dunn in Haldimand County.

Local 2 – KINGSTON

The Counties of Lennox and Addington, except the Township of Richmond, the County of Frontenac, the Township of Leeds in the County of Leeds, the Township of Front of Escott, Front of Yonge and Elizabethtown in the County of Leeds and the Township of Augusta in the County of Grenville. The City of Peterborough and the Town of Lindsay and the Counties in which the said City and Town are situated. The Township of Cavan and Hope in Durham County and the County of Haliburton and the Townships of Alnwick, Hamilton, Haldimand in the County of Northumberland. The Counties of Stormont, Dundas and Glengarry and the Township of Edwardsburgh in the County of Grenville.

Local 2 – OSHAWA

County of Ontario, except the Townships of Pickering, Rama, Mara and Thorah, County of Durham, except the Townships of Hope and Cavan.

Local 28 – SUDBURY

Districts of Sudbury, Parry Sound, Nippissing, Temiskaming, Cochrane and Kapuskasing and in addition to the above territory, for Marble, Tile and Terrazzo and Cement Masons the Districts of Algoma and Manitoulin Island.

RESILIENT TILE LAYERS

For the purpose of this Agreement and in order to alleviate any misunderstandings, it is expressly understood and agreed by and between all Parties to this Agreement that while the Agreement is Province-wide in scope, “reference to Resilient Tile Layers”, means those Resilient Tile Layers now and who hereafter become members of Local 2 Kingston, Local 12 Kitchener, Local 23 Sarnia, Local 28 Sudbury of the Union.

It is further agreed regarding Resilient Tile Layers, that all conditions defined in this Agreement shall apply to only the Geographical Areas of Local Unions as hereinafter defined.

Local 2 – KINGSTON

The Counties of Lennox and Addington, except the Township of Richmond, the County of Frontenac, the Township of Leeds in the County of Leeds, the Township of Front of Escott, Front of Yonge and Elizabethtown in the County of Leeds and the Township of Augusta in the County of Grenville. The City of Peterborough and the Town of Lindsay and the Counties in which the said City and Town are situated. The Township of Cavan and Hope in Durham County and the County of Haliburton and the Townships of Alnwick, Hamilton, Haldimand in the County of Northumberland. The Counties of Stormont, Dundas and Glengarry and the Township of Edwardsburgh in the County of Grenville.

Local 12 – KITCHENER

The County of Waterloo and the Townships of Elma, Mornington, Wallace in the County of Perth, Townships of Ashfield, East Wawanosh, West Wawanosh, Morris, Grey, Turnberry, Howlock in the County of Huron. The Counties of Grey, Bruce, Dufferin and Wellington. The County of Norfolk, the County of Brant and all territories of Oxford County lying East of Highway 59. For plastering only, the area is extended to include the County of Wellington and Dufferin.

Local 23 – SARNIA

County of Lambton.

Local 28 – SUDBURY

Districts of Sudbury, Parry Sound, Nippising, Temiskaming, Cochrane and Kapuskasing and in addition to the above Territory, for Marble, Tile and Terrazzo, Cement Masons, Resilient Floor Layers and Helpers the Districts of Algoma and Manitoulin Island.

• APPENDIX C

JURISDICTION

Terrazzo

Marble, Mosaic, Venetian Enamel and Terrazzo, cutting and assembling of Mosaic, the casting of all Terrazzo on jobs.

All bedding above concrete floors, or walls for the preparation, cutting, laying or setting of metal, composition of wooden strips and grounds and the laying and cutting of metal strips, laths, or other reinforcements, where used in Mosaic and Terrazzo work, shall be the work of the Mosaic and Terrazzo Workers.

All Cement Terrazzo, Magnesite Terrazzo, Dex-O-Tex Terrazzo, Epoxy Matrix Terrazzo, Exposed Aggregates, Rustic or Rough washed for exterior or interior of buildings placed by either machine or by hand, and any other kind of mixtures of Plastics composed of chips or granules of marble, granite, blue stone, enamel, mother of pearl, quartz, ceramic coloured quartz and all other kinds of chips or granules when mixed with cement, rubber neoprene, vinyl, magnesium chloride or any other resinous or chemical substances, used for seamless flooring systems, and all other binding materials when used on walls, floors, ceilings, stairs, saddles or any other part of the interior or exterior of the building and also other work not considered a part of the building such as fountains, swimming pools, etc. Also all other substitutes that may take the place of Terrazzo work, shall be the work of the Terrazzo Mechanics, and shall have the right to use all tools which are necessary in the performance of their work.

Cutting and assembling of art ceramic and glass mosaic comes under the jurisdiction of the Mosaic Worker and the setting of the same shall be done by the Tile Layers.

Cement Masons

The operation and control of all types of vacuum mats used in the drying of cement floors in preparing same for finish, the operation of power-driven floats and trowelling machines is the work of the Cement Masons. The finishing or washing of all concrete construction including silos, elevators, and smoke stacks, using any colour pigment when mixed with cement, whether done by brush, broom, trowel, float or any other process including the operation of machines for scoring floors, saw cutting, or for any other purposes used in connection with the Cement Masons Trade. The rodding or screeding and tamping of all concrete floors, sidewalks, curbs, gutters, etc. and the finishing of sills, coping, steps,

stairs, risers. All preparatory work on concrete construction to be finished or rubbed, such as cutting of nails, wires, wall ties, etc., patching, brushing, chipping and bush-hammering, rubbing or grinding if done by machine or carborundum stone of all concrete construction. The pointing and patching around all steel or metal window frames that touch concrete. All dry packing, grouting and finishing in connection with the setting of all machinery such as engines, pumps, generators, air compressors, tanks, etc., that are set on concrete foundations including the finishing, rubbing, grouting, pointing and patching of same.

Tile Layers

The laying, cutting and setting of all tile where used for floors, walls, ceilings, walks, promenades, roofs, stairs, treads, stair risers, facing hearths, fireplaces and decorative inserts, together with any marble plinths, thresholds or windows tools used in connection with any tile work; also prepare and set all concrete, cement, brickwork, or other foundation or materials that may be required to properly set and complete such work, the setting or bedding of all tiling, stone, marble composition, glass mosaic or other materials forming the facing, hearth or fireplace of a mantel complete, together with the setting of all cement, brickwork, or other materials required in connection with the above work; also the slabbing and fabrication of tile mantels, counters and tile panels of every description and the erection and installation of same. The building, shaping, forming, construction or repairing of all fireplaces, whether in connection with a mantel, hearth facing or not and the setting and preparing of all materials such as cement, plaster, mortar, brickwork, ironwork, or other materials necessary for the proper and safe construction and completion of such work, except that a mantel made exclusively of brick, marble, or stone, shall be conceded to Bricklayers, Marble Setters, or Stonemasons work respectively. Where tile is set with a bonding material, and the walls, floors and ceilings are floated with cement mortar, both floating and tile setting shall be done by Tile Setters.

It will be understood that the word "Tile", refers to all burned clay products as used in the Tile Industry, either glazed or unglazed, and to all composition materials and all quarry tile, also mixture in tile form of cement, plastic and metals that are made for and intended for use as a finished floor surface, whether upon the interior or exterior floors, stairs, treads, promenades, roofs, garden walks, interior walls, ceilings, swimming pools and all places where tile may be used to form a finished surface for practical use, sanitary finish or decorative purposes, for setting of all accessories when built in walls or for decorative inserts on other materials. The Foreperson over any tile work shall be a Tile Layer and at no time shall any other than a bona fide Tile Setter act as Foreperson on Tile work.

Resilient Floor Layers

This Agreement shall cover work such as the preparation of sub surfaces; to receive preparation of layment of resilient surfaces; to receive the laying of plywood as underlayment; to receive the fitting of all devices, metal or otherwise, drilling of holes, etc. to receive; the complete installation of the following materials on interior or exterior surfaces, floors, walls, roofs, ceilings, counters, stairs, base, draperies and blinds. Resilient floor covering or surfacing such as asphalt, carpet, cork mastic, linoleum, plastic, rubber vinyl, in tile casting or sheet form, draperies and blinds of metal, natural or synthetic fabric or other synthetic materials. The laying of hardwood floors including the laying of sleepers, sub-floors, sanding, finishing, sealing, metal thresholds, metal or wooden base, parquet, iron bound, perma-cushion and all operations necessary for the complete installation of hardwood flooring.

Marble Masonry

Marble Masons jurisdiction claims shall consist of the carving, cutting and setting of all marble, slate, including slate blackboards, stone, albereen, vitrolite, carrara, sanionyx and similar opaque glass, scagliola, marblethic and all artificial imitation or cast of whatever thickness or dimension. This shall apply to all interior work such as sanitary, decorative and other purposes inside of buildings of every description wherever required, including all polish honed or sand finish; also the cutting and fitting of above materials after same leave mills, or shop, as well as all accessories in connection with such work, and the laying of all marble tile, slate tile and terrazzo work. Forepersons over any marble masonry shall be Marble Setters, and at no time shall anyone other than a bonafide Marble Setter act as Foreperson on all Marble Masonry.

Helpers

Marble Setters Helpers shall do all utility work such as loading and unloading trucks, operating of cranes and derricks, rigging for heavy work and such other work as is required in helping a Marble Setter and the handling of all materials used by a Marble Setter after being delivered on the job; also the pointing, grouting, caulking, cleaning and waxing of all marble, vitrolite or any other material after same has been set by a Marble Setter.

Tile Setters Helpers shall handle all sand, cement, lime, tile and any other material that may be used by the Tile Setter and such other work as is required in helping a Tile Setter. He shall mix all mortar, do caulking, all cleaning (by whatever method, including steam), washing and grouting of all tile by whatever method installed by the Tile Setter of whatever composition and dimension.

Terrazzo Workers Helpers shall handle all materials such as sand, cement, lime terrazzo, mosaic and any other material that may be used by the Marble, Mosaic and Terrazzo Workers after being delivered at the jobsite, bare wainscoting when run on the buildings by hand, or machine; prepare, mix by hand or machine and distribute of all kinds of concrete foundation necessary and scratch coats used for terrazzo and mosaic work, or substitutes therefore or any composition used for that purpose; also the helping with the sand bed, tar paper and wire mesh, the rubbing, sanding, grinding, the grouting, cleaning and finishing same at the building either by hand or machine, including the grinding of concrete and all and any other work performed by the above classifications shall be performed by the Employees covered by this Collective Agreement.

• APPENDIX D

MONTHLY DUES SCHEDULE

Local Union Monthly Dues (Remitted on Local Union Form)

Local 1 \$25.00 per month

Local 2 \$30.00 per month

Local 5 \$30.00 per month

IU Local 6 \$25.00 per month

IU Local 7 \$34.00 per month

Local 12 \$25.00 per month

Local 23 \$30.00 per month

Local 25 \$34.00 per month

Local 28 \$25.00 per month

The amount of these deductions may be varied upon sixty (60) days' notice, prior to the anniversary date, in writing, from the Secretary-Treasurer of the Local Union to the Guild.

• APPENDIX E

AUDIT BY TRUSTEES

With just cause, the Trustees of designated trust funds may appoint a chartered accountant to enter upon the Employer's premises where all financial and payroll records are kept during regular business hours to perform an audit of the Employer's contributions and/or deductions to the required benefit plans or funds for a period not to exceed twenty-four (24) months before the date the audit takes place. This procedure does not prejudice any action currently being taken by Boards of Trustees. Where the Trustees appoint an auditor the cost of the auditor shall be borne by the appropriate funds or plans.

Any Employee(s) found in violation with the Provincial Agreement shall be dealt with in accordance with the Local Union's Constitution.

This Article may be adapted by Locals applying to, and with approval from, the Joint Conference board.

• APPENDIX F

BENEFIT PLANS

The Union shall list all Benefit Plans, including all Locals Administrator information and contact information.

For all Union and Local Union Benefit Plans and the amount involved in the various Plans, refer to Article 28 – Wages, Deductions, Contributions, and Vacation Pay Trust Funds.

Canadian Bricklayers and Allied Craft Unions Members Pension Trust, (CMPT)
Canada Revenue Agency Registration No. T\F 1063478.

Global Benefit Plan Consultants 901-191 The West Mall

Toronto, Ontario M9C 5K8

The administrators of the Local Union Benefit Plans are as Follows:

Local 2	Toronto Global Benefit Plan Consultants 901-191 The West Mall Toronto, Ontario M9C 5K8
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Local 1 Niagara	“ “
Local 5 London	“ “
Local 12 Kitchener	“ “
Local 20 Oshawa	“ “
Local 23 Sarnia	“ “
Local 1	Hamilton Ron Metcalfe 360 James Street North, Suite 101 Hamilton, Ontario L8L 1H5 (905) 527-8418
Local 25	Thunder Bay David Kubinec BDO Dunwoody LLP 1095 Barton Street Thunder Bay, Ontario P7B 5N3 (807) 625-4444
Local 28	Sudbury Franco Rocca 469 Bouchard St. Suite 222 Sudbury, Ontario P3E 2K8 (705) 522 4140
Local 29	Sault Ste. Marie John Sehovic 652 Wallace Terrace Sault Ste. Marie, Ontario P6C 1L8 (705) 949-2642
IU Local 6	Windsor Jean Robitaille 3454 Sandwich St Windsor, Ontario N9C 1B3 (519) 256-3070
IU Local 7	Ottawa Lee-Power Assoc. Inc. 616 Cooper Street Ottawa, Ontario K1R 5J7 (613) 236-9007

LETTER OF UNDERSTANDING #1

Helpers who joined the Union and commenced work as helpers on or after May 1, 2010 will be paid a wage equal to the rate as of April 30, 2010 plus the increase negotiated for tile setters from time to time.

MARKET SHARE AMENDMENT

Market Share Amendment

Between:

TERRAZZO TILE AND MARBLE GUILD OF ONTARIO, INC.

(the “Guild”)

- and -

**BRICK AND ALLIED CRAFT UNION OF CANADA
AND ITS LOCALS 1, 2, 5, 6, 7, 12, 23, 25 AND 28**

(the “Union”)

WHEREAS the Union and the Guild are signatory to the BACU-Guild Province-wide ICI Collective Agreement for Marble, Tile, Terrazzo, Cement Masons, Resilient Floor Layers and their Helpers, as between the Brick and Allied Craft Union of Canada and its Locals 2, 4, 5, 12, 23, 25 and 28 and the Terrazzo Tile and Marble Guild of Ontario, Inc., effective May 1, 2025 to April 30, 2028 (the “Tile Provincial Collective Agreement”).

AND WHEREAS the Union and the Guild recognize that non-union tile contractors have increased their market share of installation work related to the Industrial, Commercial and Institutional (“ICI”) sector;

AND WHEREAS the parties hereto agree that it is for their mutual interest and benefit that the existing Tile Provincial Collective Agreement, be modified to address the issue of non-union market share;

NOW THEREFORE, the parties agree to implement the following Market Share Amendment to the Tile Provincial Collective Agreement to assist contractors who are bound by the Tile Provincial Collective Agreement and who become bound by the terms hereof (the “Signatory Contractor”) in bidding for certain work that is also being bid on by non-union contractors.

1. The Market Share Amendment shall be applicable only to the following types of work within the Province of Ontario bid on by Signatory Contractors:
 - a. Hotels;
 - b. Educational facilities;
 - c. Strip malls;
 - d. Direct Sales/Direct Accounts; and
 - e. Tenant Improvement.

2. The Market Share Amendment may be relied upon by a Signatory Contractor as follows:
 - a. By providing installation bids utilizing the rates included herein to union general contractors bidding upon a project when the project is being bid upon by both union and non-union general contractors; or
 - b. By providing flooring installation bids utilizing the rates included herein to a project where there are no union general contractors.

All other projects shall be performed in accordance with the existing terms of the Tile Provincial Collective Agreement.

3. Any contractor wishing to become a Signatory Contractor and to avail itself of the Market Share Amendment must meet with the Executive Director of the Guild and the President of the Union and must meet the following prerequisites:
 - a. Be a contractor engaged in the ICI tile installation business for a minimum of five (5) years and have a clean record of making all the required payments pursuant to the Tile Provincial Collective Agreement;
 - b. Agree to be bound by the Tile Provincial Collective Agreement and execute such documentation as may be required by the Union as confirmation thereof;
 - c. Agree to be bound by the full terms of this Market Share Amendment with the Union prior to availing themselves of the Market Share Amendment and execute a copy of this Market Share Amendment as confirmation thereof; and
 - d. Post and maintain bond, letter of credit or certified cheque, in a form satisfactory to the Union and in the amount of fifteen thousand dollars (\$15,000.00) or the Signatory Contractor's average monthly remittance amount over the previously twelve (12) month period, whichever is less, to be held by the Union in trust as security to be drawn upon by the Union in the event of any violation of the terms

of the Tile Provincial Collective Agreement or the Market Share Amendment.

The Guild, the Union and the Signatory Contractors all agree that the requirements contained in paragraph 3(d) above is a reasonable requirement of the Union which is required in order to enforce compliance with the terms of the Tile Provincial Collective Agreement and the Market Share Amendment by the Signatory Contractor.

4. Upon becoming bound by the terms of the Market Share Amendment, the provisions of the Tile Provincial Collective Agreement shall be modified in respect to the Signatory Contractor to the extent necessary to give effect to the terms and conditions of this Market Share Amendment.

5. UNION SECURITY

- a. The Signatory Contractor shall only employ members of the Union who are in good standing as long as the Union can supply qualified employees in sufficient numbers who are capable of performing the work required.
- b. No person who is a member of management shall do any work which would normally be performed by Union members covered herein.
- c. The Signatory Contractor shall hire all journeymen and apprentices they require through the Union and each employee must obtain a referral slip from the Union offices before starting work.
- d. If the Union cannot meet the Signatory Contractor's work force requirements within two (2) working days, the Signatory Contractor may obtain workers from whatever source is available to him provided that such individuals, before commencing work, apply to the Union and comply with all applicable Union regulations for membership therein.
- e. The Signatory Contractor shall discharge an individual within forty-eight (48) hours of notice by a Business Representative of the Union if the individual is not a member of the Union in good standing.
- f. Members of the Union employed by the Signatory Contractor bound by the terms of this Market Share Amendment shall have unrestricted mobility throughout the Province of Ontario.

6. PRODUCTION

- a. The Signatory Contractor may assign tile installation, covered by this Market Share Amendment on the basis of remuneration related to production to persons who are engaged in accordance with the provisions of this Market Share Amendment including but not limited to Paragraph 5. In order to distinguish such persons from hourly-paid employees of the Employer such persons are referred to herein as “Production Workers”.
- b. The total payment to the Production Workers covered by this Market Share Amendment shall be as set out in Schedule “A” hereof. Such payment is all inclusive and no other form of compensation is required and no other monetary clauses of the Tile Provincial Collective Agreement are applicable to such work.
- c. Where work is performed under the Market Share Amendment on an hourly basis, the applicable hourly rate, contributions and deductions for shall be those set out in the Tile Provincial Collective Agreement.

7. CONTRIBUTIONS

- a. Contributions and/or deductions required under Schedule “A” of this Agreement shall be forwarded to an Administrator designated by the Union. The contributions and/or deductions shall be remitted by the 15th of the month following the month in which the hours have been earned together with the supporting information entered on a reporting form as designated by the Union and at no time shall the contributions and/or deductions be paid directly to the Production Worker.
- b. If the Employer does not have any persons engaged under this Market Share Amendment, he shall submit a “nil” report in accordance with the provisions of (a) above.
- c. In the event that the Signatory Contractor fails to remit contributions by the 15th of the month due, the Union may charge interest at the rate of three percent (3%) per month from the due date for any delinquent contributions fifteen (15) days in arrears provided the Signatory Contractor has received five (5) days written notice to correct such delinquency.

- d. With just cause, the Union may request the Signatory Contractor to submit to them within a stipulated period a certified audited statement of contributions to these funds for a period from the effective date of this Market Share Amendment until the date the audit takes place. Such statements shall reply to the questions submitted to the Signatory Contractor by the Union. This procedure does not prejudice any other action being taken by the Union.
- e. If the Signatory Contractor does not submit the certified statement as in (d) above, the Union may appoint an independent chartered accountant to enter upon the Signatory Contractor's premises where the payroll records are kept during regular business hours to perform an audit of the Signatory Contractor's records only with respect to the Signatory Contractor's contributions to the required employee benefit plans or funds.
- f. Where the Union appoints an auditor and the quantum of any delinquency is less than fifteen thousand dollars (\$15,000.00), fifty percent (50%) of the cost of the audit shall be borne by the appropriate funds or plans, and the remaining fifty percent (50%) shall be borne by the Signatory Contractor.
- g. Where the Union appoints an auditor and the quantum of any delinquency is equal to or more than fifty thousand dollars (\$50,000.00), one hundred percent (100%) of the cost of the audit shall be borne by the Signatory Contractor.
- h. In the event such audit reveals that the Signatory Contractor has failed to remit contributions in accordance with the provisions of this Agreement, the Signatory Contractor shall, within five (5) days of receipt of written notice from the Union, remit all outstanding contributions plus any interest also with completed supporting contribution report forms as required by the fund or plan.
- i. Notice of delinquency shall be given by the Union to the parties affected. When the Signatory Contractor fails to remit delinquent contributions in accordance with the provisions of this Agreement, the provisions as expressed in (c) above shall apply and the affected party shall immediately institute proceedings against the delinquent Signatory Contractor.

- j. Where the Union deems the Signatory Contractor to be persistently delinquent in remitting contributions, they may require the Signatory Contractor to post security in the form of cash deposit in a reasonable amount not to exceed fifteen thousand dollars (\$15,000.00) to be held in trust by the Union for a period to be determined by the Union. It is understood that the requirements of this provision are in addition to the requirements set out in paragraph 3(d) above.

8. BUSINESS REPRESENTATIVE AND STEWARD

- a. The Union Business Representative shall be permitted access to the Signatory Contractor's jobsites after first reporting to the site supervisor or their designate and obtaining permission from the site supervisor or their designate. Such request will not be unreasonably withheld. In no case shall their visit interfere with the progress of work.

9. GENERAL WORKING CONDITIONS

- a. Safety
 - i. All work shall be performed in accordance with the provisions of the *Occupational Health and Safety Act*, as amended from time to time.
 - ii. The parties agree to co-operate in maintaining and improving safe working conditions and practices.
 - iii. The Signatory Contractor shall provide first aid facilities on the job as prescribed by the *Workplace Safety and Insurance Act* and relevant regulations thereunder. No employee shall be discriminated against for refusing to work under an unsafe condition.
- b. All Production Workers shall provide themselves with all equipment, transportation and tools of the trade necessary for the installation of tile.
- c. The Signatory Contractor shall allow for the disposal of work-related garbage by Production Workers in the appropriate designated disposal containers located on the Signatory Contractor's premises. will be required to dispose of such work-related garbage by placing

the Production Workers refuse inside of the appropriate disposal container.

10. All Signatory Contractors who meet the prerequisites listed in paragraph 3 above shall receive and acknowledge receipt of a copy of the Market Share Amendment.
11. The Guild shall be notified of and receive a copy of any executed Market Share Amendment documents.
12. All Signatory Contractors must provide the Union with a monthly report listing all projects bid under the Market Share Amendment for that month. Such report shall be forwarded to the Union by the end of the first week of the subsequent month. Failure to comply with this provision will result in the Union seeking the appropriate remedy. Such remedy shall include, but not be limited to, the Union's right to exercise its sole discretion to rescind the executed Market Share Amendment with the Signatory Contractor thereby forfeiting the privileges to the Signatory Contractor extended under this Market Share Amendment. Any work performed subsequent to the effective date of such rescission shall be performed on an hourly basis under the full terms and conditions of the Tile Provincial Collective Agreement.
13. Any Signatory Contractor found by the Union to be misapplying or otherwise violating the Market Share Amendment shall be subject to the grievance procedure contained in the Tile Provincial Collective Agreement. All instances shall be investigated by the Union, who may then select the appropriate remedy. Such remedy shall include, but not be limited to, the Union's right to exercise its sole discretion to rescind the executed Market Share Amendment with the Signatory Contractor thereby forfeiting the privileges extended to the Signatory Contractor under this Market Share Amendment. Any work performed subsequent to the effective date of such rescission shall be performed on an hourly basis under the full terms and conditions of the applicable provisions of the Tile Provincial Collective Agreement.
14. Production Workers shall be permitted to work for any Signatory Contractor and Signatory Contractors shall be permitted to hire such Production Workers as necessary, provided they are members in good standing of the Union and hired in accordance with the Union Security provisions of this Market Share Amendment.

15. This Market Share Amendment shall be effective from the date it is executed until the expiration of the current Tile Provincial Collective Agreement. The parties agree that the Market Share Amendment shall be included in the renewal Tile Provincial Collective Agreement effective until April 30, 2031. Should either party wish to end the Market Share Amendment at the expiration of the Tile Provincial Collective Agreement effective until April 30, 2031, it shall provide notice in writing to the other party not more than ninety (90) calendar days prior to the expiration of the 2028-2031 Tile Provincial Collective Agreement. All Signatory Contractors shall be notified of such action by the party giving notice. Any work that has been bid on and tendered by a Signatory Contractor on a project, in accordance with the Market Share Amendment prior to the giving of such notice may be completed in accordance with the Market Share Amendment.

Tony DiMaria

**Brick and Allied Craft Union of Canada
and its Locals 1, 2, 5, 6, 7, 12, 23, 25 and 28**
(I have the authority to bind the Union)

Jan 8, 2026

Date

David L.

Terrazzo Tile and Marble Guild of Ontario, Inc. (I have the authority to bind the Guide)

Jan 28, 2026

Date

Schedule “A”

1. RATES

Rates will be one dollar per square foot (\$1.00/sq ft.) higher than the applicable rate in the 2025-2028 collective agreement between the Residential Tile Contractors Association and Labourers’ International Union of North America, Local 183.

2. FRINGE BENEFITS

- a. Where the Signatory Contractor engages a Production Worker on a basis of remuneration related to production, the Signatory Contractor shall contribute INSERT percent (INSERT%) of all invoices received from the Production Worker in that month. The contribution percentage includes amounts applicable to health and welfare, pension, organizing, Guild industry and training funds on account of the Production Worker.
- b. Contributions shall be remitted in the manner required by Article 7 of the Market Share Amendment, together with the names and Social Insurance Numbers of the persons engaged as Production Worker, and such remittances shall be distributed by the Administrator in a manner and in such proportions as may from time to time be determined by the Union and Guild.

3. WSIB COVERAGE

- a. Each Production Worker shall acquire and maintain coverage under the Workplace Safety & Insurance Act including a clearance certificate for themselves and their respective helpers. Each Production Worker shall pay the Workplace Safety & Insurance Board the applicable premium to acquire the clearance certificate and maintain coverage under the Workplace Safety & Insurance Act.
- b. WSIB Reimbursement
 - i. In addition to the contract price, the Signatory Contractor will pay the Production Worker an amount equivalent to the value of the required WSIB premium for each contract performed by the Production Worker, for the Signatory Contractor, based upon the basic WSIB premium rate for the Inside Finishing

Rate Group No. 719 established for the year by the WSIB (“basic WSIB premium rate”). The required WSIB premium is calculated by applying the basic WSIB premium rate to the labour portion of the Production Worker’s gross invoice addressed to and payable by the Signatory Contractor up to the maximum insurable earnings ceiling established for the year. The labour portion of the contract shall be defined as 80% of the gross invoice submitted to the Signatory Contractor.

- ii. If the Production Worker is entitled to a discount of the basic WSIB premium rate based on the Production Worker’s performance, the Production Worker shall be entitled to retain the difference between the basic WSIB premium rate and the discount rate. The Production Worker shall also be required to pay any premium rate surcharge assessed over and above the basic WSIB premium rate. The Signatory Contractor shall continue to pay to the Production Worker the required WSIB premium, based upon the basic WSIB premium rate, as calculated above, inserted on the invoice produced by the Production Worker but shall not be required to reimburse for any premium rate surcharges or be entitled to any discount to the basic WSIB premium rate.
 - iii. It is the Production Worker’s responsibility to calculate the amount of insurable earnings upon which the reimbursement is to be calculated, based on the guidelines set out by the WSIB.
 - iv. The Signatory Contractor will not be required to pay benefits or any other amounts in connection with a WSIB premium payment.
 - v. The Signatory Contractor shall render payment to the Production Worker on a quarterly basis. As part of this process, the Production Worker must provide the Signatory Contractor with a copy of his Quarterly WSIB remittance form showing his insurable earnings and premium paid.
- c. If the Signatory Contractor employs installers on an hourly basis through the Union, they will be covered for WSIB by the Signatory Contractor.

4. HST

- a. Each Production Worker shall register, acquire and maintain an HST number pursuant to the

5. ADDITIONAL TERMS APPLICABLE TO ALL WORK PERFORMED UNDER THIS SCHEDULE

- a. Deficiency Work: The parties agree that the Signatory Contractor may holdback monies from each Production Worker on account of potential deficiencies. The holdback amount shall be the lesser of two thousand dollars (\$2000.00) and ten percent (10%) of the value of work which has been assigned to the Production Worker.

Should the Signatory Contractor receive notice of a deficiency on a project, the Signatory Contractor shall notify the Production Worker who performed the work who shall correct the deficiency within two (2) business days of notice. Should the Production Worker not correct the deficiency within the time aforesaid, the Signatory Contractor may correct the deficiency either with its own forces or with another Production Worker and deduct the cost of the deficiency repair plus a reasonable administration fee from any monies owing to the original Production Worker.

When another Production Worker is sent to correct deficiencies, they shall be paid an hourly rate for all work performed in connect with the deficiency.

When another Production Worker is sent to correct deficiencies, the back charges shall be noted and the Production Worker who originally performed the work shall receive a copy of the deficiencies corrected.

- b. Daily Minimum: Where the Signatory Contractor has assigned work to a Production Worker, the Signatory Contractor will assign the Production Worker (unless otherwise agreed to in writing by the Production Worker) a daily minimum of two hundred dollars (\$200.00) worth of work (installation and repair). If a Production Worker receives a work assignment which does not meet this daily minimum (without the Production Worker's agreement) then the Production Worker will receive an additional amount to increase the value of the assignment to two hundred dollars (\$200.00).

