

Provincial Collective Agreement

between

The Ontario Painting Contractors Association

Acoustical Association Ontario

Interior Systems Contractors Association of Ontario

and

The International Brotherhood of Painters and Allied Trades

and

**The Ontario Council of the International Brotherhood
of Painters and Allied Trades**

Effective

May 1, 1998 - April 30th, 2001

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MASTER AGREEMENT

This Agreement is made this 1 st day of May, 1998 and covers the period from May 1, 1998
to April 30,2001

BETWEEN:

THE ONTARIO PAINTING CONTRACTORS ASSOCIATION

ACOUSTICAL ASSOCIATION ONTARIO

INTERIOR SYSTEMS CONTRACTORS ASSOCIATION OF ONTARIO

(hereinafter referred to as the "Employer Bargaining Agency")

and

THE INTERNATIONAL BROTHERHOOD OF PAINTERS AND ALLIED TRADES

and

THE ONTARIO COUNCIL OF THE INTERNATIONAL BROTHERHOOD

OF PAINTERS AND ALLIED TRADES

(hereinafter referred to as the "Union")

ARTICLE 1

RECOGNITION

1.01 The Employer recognizes the Union as the sole and exclusive bargaining agent for all its employees engaged in the work referred to in:

i) Appendix "A" attached hereto, in all sectors of the construction industry in the Province of Ontario and engaged in any such work of a non-construction nature in the said Province, save and except any work covered by the Collective Agreement between the Ontario Allied Construction Trades Council and The Electrical Power Systems Construction Association; and,

(ii) Appendix "B" attached hereto, the Employer recognizes the Union as the sole and exclusive bargaining agent for its employees engaged in the work outlined in the Scope and Trade Jurisdiction of Work of the Agreement in the Province of Ontario, save and except any work covered by the Collective Agreement between the Ontario Allied Construction Trades Council and The Electrical Power Systems Construction Association.

(iii) Appendix "C" attached hereto, in all sectors of the construction industry in the jurisdictional territory referred to in Appendix "C" and engaged in any such work of a non-construction nature in the said territory, save and except any work covered by the Collective Agreement between the Ontario Allied Construction Trades Council and The Electrical Power Systems Construction Association.

ARTICLE 2

UNION SECURITY

2.01 The Employer agrees to employ only members of the Union in the performance of all work within the scope of this Agreement and to continue in its employ only employees who are members in good standing with the Union. All such employees shall be hired through the appropriate Local Union Office for the Local Union in the area jurisdiction where the work is being performed.

2.02 The Union agrees to furnish competent available members to the Employer on request but should no members be available, then the Employer shall have the right to hire qualified employees from other sources provided, however, that such employees must first obtain a referral slip from the Local Union Office and must become a member of the Union within thirty (30) days after hiring.

ARTICLE 3

MANAGEMENT RIGHTS

3.01 The management of the business of the Employer and the directing of its working force, including the right to hire, promote, transfer, discharge or discipline for just cause and to maintain discipline and efficiency amongst its employees is the responsibility of the Employer provided, however, the Union members shall not be discriminated against by reason of such membership.

ARTICLE 4

NO STRIKE OR LOCK-OUTS

4.01 As long as this Agreement continues to operate, no employee bound by this Agreement shall strike and no Employer bound by this Agreement shall cause or direct any lock-out of employees.

ARTICLE 5

GRIEVANCE PROCEDURE AND ARBITRATION

5.01 Any dispute, difference or controversy arising out of this Agreement shall first be discussed between the employee and the Employer's representative within 10 calendar days of the occurrence of the grievance. Failing settlement, the matter will then be discussed between the Employer and the Local Union Business Representative within the next 10 calendar days.

5.02 Should the grievance not be resolved within a further 10 calendar days by the said Business Representative and Employer then it shall be submitted to Arbitration in accordance with the Ontario Labour Relations Act.

ARTICLE 6

SAFETY AND COMPENSATION

6.01 Each Employer shall conform to the regulations laid down by Occupational Health and Safety Act and the Workplace Safety & Insurance Board of Ontario and all Municipal and Federal regulations.

ARTICLE 7

STEWARDS

7.01 The Union may appoint, at its option, one Shop Steward for each Employer bound by this Agreement and when so doing shall inform each Employer in writing of the appointee.

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A
7.02 In a lay-off situation the Shop Steward will be the last employee to be laid off by an Employer provided that the Shop Steward is able to perform the work required by such Employer.

ARTICLE 8

FORMAT OF AGREEMENT

8.01 Attached hereto are the following Appendices which are incorporated into and form part of this Agreement, namely.

(i) Appendix "A" being the Painters Appendix covering employees as therein defined, including high pressure water blasting and wet and dry vacuuming.

(ii) Appendix "B" covering all journeymen Drywall Tapers, Plasterers, Fireproofing Applicators, Acoustical Sprayers, Asbestos Removers, Exterior Insulated Finishing System, Exterior Stucco, and Air/Vapour Barrier workers and their respective apprentices or trainees and working foremen;

(iii) Appendix "C" covering employees engaged in floor laying in the jurisdictional territory therein referred to.

ARTICLE 9

ENABLING CLAUSE

9.01 The terms and conditions of this collective Agreement may be changed or amended by written Agreement between the Employer Bargaining Agency and the Union.

9.02 Any changes or amendments agreed to by the Employer Bargaining Agency and the Union shall not be effective unless and until such change or amendment has been reduced in writing and executed by all parties hereto.

ARTICLE 10

PARTICIPATION AGREEMENT

10.01 Pursuant to the Collective Agreement between the Employer Bargaining Agency (herein called the "E.B.A.") of which the Employer is a member, and the International Brotherhood of Painters and Allied Trades (herein called the "Union"), providing for a Welfare Trust Fund, a Pension Plan, a Vacation Pay Trust Fund and an Industry Fund to fund plans of benefits, etc. for employees in the industry in the Province of Ontario, and in consideration of the extension of such Plans, to cover employees of the employer, the employer covenants and agrees to pay contributions in respect of such Plans, to the Trustees or as the Trustees may direct, in effect from time to time between the E.B.A. and the Union, and the Provisions of the Agreement and Declaration of Trust governing the Welfare Trust Fund as the same may from time to time be amended, supplemented or replaced, and the employee further covenants and agrees to otherwise observe and be bound by the provisions of such Collective Agreement with respect to the Welfare Trust Fund, Pension Plan, Vacation Pay Trust Fund and the Industry Fund, and the provisions of the Agreement and Declaration of Trust governing the Welfare Trust Fund, Pension Plan, Vacation Pay Trust Fund and Industry Fund as the same may be amended, supplemented or replaced, and to provide to the Trustees, or as they may direct, such information respecting names of covered employees, employed hours worked and other relevant data as the Trustees may from time to time designate.

Master Agreement

ARTICLE 11

DURATION AND TERMINATION

11.01 The Agreement is effective from May 1, 1998 and shall remain in full force until the 30th day of April, 2001 and for a further period of one year thereafter, unless within a period of not more than ninety (90) days prior to the expiry day of this Agreement, written notice is given by either party signatory to this Agreement of the desire to amend, alter or cancel any of the provisions of this Agreement.

11.02 Within thirty (30) days of the receipt of any such notice a joint meeting shall be held for the purpose of considering the possible changes,

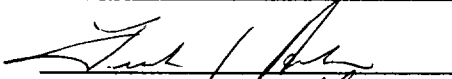
11.03 If negotiations are in progress at the time of the expiration of this Agreement, same shall remain in effect until the conclusion of such negotiations,

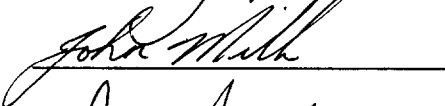
IN WITNESS AND TESTIMONY of the provisions and terms mutually agreed upon and specified herein, the fully authorized officers of each of the parties thereto have affixed their signatures

DATED AT Toronto this 19 day of Oct 1998.

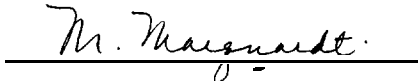
ONTARIO PAINTING
CONTRACTORS ASSOCIATION








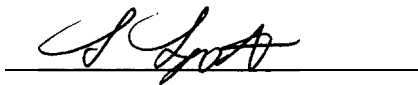




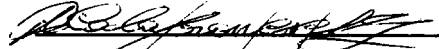
ACOUSTICAL ASSOCIATION ONTARIO

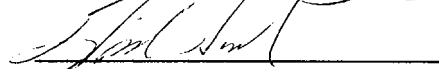


INTERIOR SYSTEMS CONTRACTORS
ASSOCIATION OF ONTARIO



THE INTERNATIONAL BROTHERHOOD OF
PAINTERS AND ALLIED TRADES AND
THE ONTARIO COUNCIL OF THE
INTERNATIONAL BROTHERHOOD OF
PAINTERS AND ALLIED TRADES







APPENDIX "A"

BETWEEN

THE ONTARIO PAINTING CONTRACTORS ASSOCIATION

(hereinafter referred to as the "Employer")

- and -

THE INTERNATIONAL BROTHERHOOD OF PAINTERS AND ALLIED TRADES AND
THE ONTARIO COUNCIL OF THE INTERNATIONAL
BROTHERHOOD OF PAINTERS AND ALLIED TRADES

(hereinafter referred to as the "Union")

WHEREAS The Ontario Painting Contractors Association is a member of the designated Employers Bargaining Agency;

AND WHEREAS The Ontario Painting Contractors Association is authorized to negotiate Appendix "A" with respect to employees engaged in painting and related fields in all sectors of the construction industry and in all work of a non-construction nature performed by such employees, save and except any work covered by the Collective Agreement between Ontario Allied Construction Trades Council and The Electrical Power Systems Construction Association.

ARTICLE 1

PURPOSE AND RELATIONS

1.01 It is the general purpose of this Agreement to promote and improve industrial and economic relations between the Employer and the Union; to assure the continuous, harmonious, efficient, economical and profitable operation of the Employer, to prevent strikes and lockouts, and other disturbances or interferences with production; to secure and sustain high productivity during the term of the Agreement and to obtain the highest level of employee efficiency and performance; and to set forth the entire Agreement between the Employer and the Union, and the employees in the Bargaining Unit concerning rates of pay, hours of work and working conditions of employment. It is therefore agreed that the understanding contained herein shall be binding upon all members of both parties, either individually or collectively by facilitating just and peaceful settlements of disputes and grievances,

ARTICLE 2

THE SCOPE OF WORK

2.01 The scope of work shall consist of, but not be limited to, the following:

The application and/or removal of protective and/or decorative coatings which might be referred to as paints, which in the general sense are: paints, stains, varnishes, emulsions, bituminous coatings and other organic or inorganic coatings which are applied in the same manner as paints or plastics or mastics, hypalon coatings, fibreglassing and caulking, clear sealer applications, the application of sprayed insulation, application of all seamless floor coatings, sandblasting for decorative purposes and all other types of sandblasting, high pressure water blasting, all markings, stencilling on equipment, machinery, etc., with paint, adhesive stickers or spray bombs, the use of reflective tapes in this field of work and the application of all other material used in the various branches of the Trade, all waterproofing seals, air water barrier seals, all polyurethane spray on foam systems and lead removal or abatement.

The hanging of all wallcovering applied with paste or other adhesives such as papers, cottons, muslins, burlap, grass cloth, vinyl wallcoverings, epoxy combination coverings, resin cambric backed, etc., and all other wallcovering including the application of rubber sheeting for tank lining and the application of gold or silver and all other metal leaf, and the wall and ceiling application of carpeting.

All incidental preparatory work necessary to carry out work outlined above, such as patching small defects in surfaces, puttying, sanding, rubbing, cleaning surfaces with steam or other processes to include hydrojet cleaning (high-pressure water), sandblasting, pickling, bleaching, buffing, sealing, machinery and manual scraping, flame cleaning, the application of cleaning fluids, rust inhibitors, taping, coveting surfaces for their protection from paint, etc., including the use of miscellaneous hand and power driven tools and equipment required for work coming under this jurisdiction, the filling of spray pots and sand pots, the application of all sealers inside or outside, the application of all colour code distinguishing marks and the application of all protective and decorative coatings on all rail cars, truck trailers, piping, insulated or otherwise, and the vacuuming of tanks, etc.

Building cleaning is defined as the process of removing dirt, stain or discoloration or any unwanted films by use of manually operated scrubbing techniques or by power operated machinery or equipment such as steam blast, water jet blast and/or such other process as will suffice to accomplish the cleaning of buildings, ships, structures, etc. (See Page 29 of this Appendix - Water Blasting.)

ARTICLE 3

EMPLOYEE DEFINITION & RESPONSIBILITY

3.01 An employee is defined as either a Qualified Journeyperson, an Unqualified Journeyperson or an Apprentice painter, paperhanger, fabric hanger, decorator, sandblaster, water blaster, vacuum operator, spray applicator, swing stage operator, foreman or sub-foreman working for any individual firm, co-partnership or corporation. He shall be in good standing with the Union.

3.02 It is the responsibility of each employee to provide the appropriate personal equipment

It is the responsibility of each Employer to supply safety glasses and proper respiratory equipment.

Any assigned equipment, in addition to the above, shall be returned to the Employer at the end of employment or the cost of such equipment will be deducted from the final pay cheque.

Failure to wear assigned safety equipment may be reason for dismissal by the Employer.

3.03 (a) A Qualified Journeyperson is the holder of a Certificate of Qualification issued under the Ontario Apprenticeship Act or jointly by the Ontario Council (Union) and the Ontario Painting Contractors Association. New cards will bear the logos of both parties and will be dated July 1, 1993. After this date the cards will only be available to employees certified through the Ontario Labour Relations Board.

(b) For lead removal or abatement projects where blood monitoring is conducted, the Employer, the Union and the Joint Health and Safety Committee shall be informed of the test results for blood levels.

3.04 An Unqualified Journeyperson is an employee who does not hold a Certificate of Qualification issued under the Ontario Apprenticeship Act. These Unqualified Journeypersons will not be allowed to work alone, nor to work overtime until all qualified Journeymen and Apprentices are on overtime. Unqualified Journeypersons may be replaced by any available Qualified Journeyperson or Apprentice at the request of the Union representative after 48 hours' notice or the following Monday. Rates of pay for Unqualified Journeypersons will be 20% per hour less than the Qualified Journeyperson rate.

3.05 It is agreed that any violation of the Unqualified Journeyperson conditions will result in a Joint Trade Board Hearing against that firm.

3.06 An Apprentice is an employee in training who has been registered with the Ministry of Education and Training, Apprenticeship Branch through the Union.

ARTICLE 4

EMPLOYER DEFINITION AND RESPONSIBILITY

4.01 The Employer shall register his name and address with the Local Union office in the area jurisdiction where he performs work or carries on business.

4.02 The Employer shall carry Workers' Safety and Insurance Board (WSIB) coverage, Employment Insurance (EI) and comply with all other Federal, Provincial and Municipal laws pertaining to the Industry.

4.03 This Agreement shall be binding on the parties hereto, their successors, administrators, executors and assignees. In the event the business or any part thereof presently operated by the Employer party to this Agreement is sold, leased, transferred or taken over by sale, transfer, lease assignment, receivership or bankruptcy proceedings by any successor, such successor shall continue to be subject to the terms and conditions of this Agreement for the life thereof.

4.04 Any individual whether an owner, partner, director or officer of any Employer who actually performs any work as defined under Article 2, Scope of Work, shall be a member of the Union and shall make all contributions to the various funds, including payments for administrative dues check off, Union dues, etc., as set out herein.

ARTICLE 5

DUES COLLECTION

5.01 The Employer will deduct from the first pay period of each month Union Dues of all employees coming within the scope of this Agreement in the amount prescribed by the Local Union under whose jurisdiction the Employer is performing work and promptly remit the same, together with a list of the names of the employees on whose behalf deductions are made in accordance with Article 21.

ARTICLE 6

GRIEVANCE PROCEDURE/UNION AND EMPLOYER JOINT TRADE BOARD COMMITTEE

6.01 Any dispute, difference or controversy arising out of this Agreement shall first be discussed between the employee and the Employer's representative within ten calendar days of the occurrence of the grievance. Failing settlement, the matter will then be communicated to the Association, in writing, by the Local Business Representative, in an attempt to resolve the matter.

6.02 Should the grievance not be resolved within a further ten calendar days by the said Business Representative and Employer, then it may be submitted to the Joint Trade Board Committee as outlined in this Article.

6.03 Notwithstanding the grievance procedure outlined herein, a party has the right to submit a grievance to arbitration in accordance with the Ontario Labour Relations Act at any stage following the occurrence of the grievance, with prior notification to the Association.

6.04 The provisions of Article 6 herein supersede the grievance procedure provisions outlined in Article 5 of the Master Agreement.

6.05 The parties hereto agree that a Committee shall be established upon the signing of this Agreement known as the Union and Employer Joint Trade Board Committee. This Committee shall be composed of three representatives appointed by the Employer and three representatives appointed by the Union. One of the members so appointed shall be elected Chairman of the Committee and one person shall be elected Secretary of the Committee provided that when the Chairman is from the Employer nominees the Secretary shall be from the Union nominees and vice versa.

The Chairman and Secretary shall rotate annually.

A quorum consists of four representatives, two being nominees from the Employers and two from the Union.

6.06 The Committee shall meet regularly. It shall be the duty of this Committee, in keeping with the intent of harmonious relations:

- (a) to administer and enforce this Agreement;
- (b) to act in an advisory capacity to the Painting and Decorating Industry and deal with problems which arise from time to time.

- (c) When dealing with grievances, a unanimous decision of the Committee shall be binding on the parties to the grievance. Notices of meetings shall be sent to all interested parties, including the Employer Bargaining Agencies at least ten days before the scheduled meeting. Such notices shall be by fax or registered mail.
- (d) If, in a grievance matter, no unanimous decision is reached, then any of the parties may pursue any other available remedy.

Please refer to Article 25 of this Appendix re Payment of Wages

ARTICLE 7

ACCESS TO JOBS

7.01 The Business Representatives and International Representative shall have access to all jobs during working hours but at no time shall interfere with the job progress. Security Regulations on any job must be adhered to.

ARTICLE 8

PIECEWORK AND MOONLIGHTING

8.01 No employee shall work on a piecework basis

8.02 No member of the Union shall engage as a contractor unless he has first become bound to this Collective Agreement. If an employee does engage as a contractor without first becoming so bound, he shall immediately lose his membership in the union together with all rights of union membership, including the rights under any Trust Agreement to self-pay any benefits.

ARTICLE 9

UNION OBLIGATIONS

9.01 The Union shall not supply its members to any Employer which has not entered into this Agreement with the Union, except where the Union instructs certain members to take employment with a non-signatory Employer for the express purpose of organizing such Employer.

9.02 No member of the Union shall accept employment with an Employer who does not comply with all the requirements of this Agreement.

9.03 The Union shall not enter into an Agreement with any Employer unless such Employer is acceptable to the appropriate Employers' organization save and except in the case of Collective Agreements between the Union and such Municipal or other governmental bodies which employ Union members.

ARTICLE 10

REST PERIODS

10.01 All employees working during the regular working day shall be given, with pay, a ten minute rest period during the morning and also during the afternoon, which shall be in addition to any time allowed for meals.

10.02 All employees engaged in overtime work following their normal shift, shall be given, with pay:

- (a) A ten minute rest period after each two hours of overtime worked: and
- (b) A twenty minute rest period to eat a meal, after each four hour overtime period

ARTICLE 11

STANDARD HOURS OF WORK AND SHIFT WORK

See Schedule "A" attached hereto.

Commercial Occupied Premises - For the sole purposes of commercial work in occupied premises where the Employer cannot work regular work shifts as set out in this Article due to job conditions and/or owner/tenant requirements, or the area in which the work is to be performed is used for its usual business purposes during the day, a regular work period or periods of eight (8) consecutive hours in any twenty-four hour period may be worked for five (5) consecutive twenty-four hour periods. Work performed during the above noted (5) consecutive twenty-four hour periods will be paid at the regular day shift **wage** rate. The next two (2) consecutive twenty-four hour periods will be fixed at the sixth and seventh periods and if worked by the employee shall be paid at double time as if for Saturday and Sunday work.

ARTICLE 12

WAGE RATES

See Schedule "B" attached hereto.

ARTICLE 13

OVERTIME WORK AND STATUTORY HOLIDAYS

1301 Overtime work will be construed to mean all hours worked in excess of those stipulated in Standard Hours of Work and Shift Work Clause and shall be paid at double the regular rate, except where indicated in local appendices, and such overtime, if worked, shall be on a voluntary basis and no employee shall be penalized for exercising this right

^E
13.02 All work performed on Saturdays and Sundays and the following Statutory Holidays, i.e. **New Year's** Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day, shall be paid at double the regular rate of employee. The Employer agrees that no employee shall be required to work on Labour Day except in **case** of emergency. Holidays that fall on , a Saturday or Sunday shall be observed on the following Monday.

13.03 For work on bridges, tanks, locks, ships and other marine work the first two hours of overtime shall be at 1 1/2 times the regular rate.

13.04 For work on bridges, tanks, locks, ships and other marine work, and for any work affected by weather conditions, make-up time up to 40 hours (excluding Sunday and Statutory Holidays) can be worked Monday to Saturday inclusive at a three dollar (\$3.00) per hour premium.

ARTICLE 14

TRAVELLING TIME AND TRANSPORTATION

14.01 Where an employee is instructed by the Employer to report to a job location which necessitates Travelling Time and Transportation he shall receive transportation plus accommodation and meals in accordance with Article 15 in Appendix "A". The employee will be compensated at his hourly rate not exceeding eight hours per day for such Travelling Time.

14.02 An employee shall be paid return Travelling Time and Transportation;

- (a) If he or she has been laid off or his or her employment terminated,
- (b) If the job has been completed,
- (c) If he or she has been granted permission by the Employer or his or her representative to leave before completion of the job.

14.03 No time shall be deducted from an employee who is required to go from one job to another job during regular working hours,

14.04 Allowances for Travelling Time and Transportation are as detailed in the appropriate local Schedule "D" attached hereto.

14.05 When an employee is requested to use his or her own vehicle for company use, the Employer will carry non-owner insurance for such employee and the Employer shall pay thirty-one cents (\$0.31) per km.

ARTICLE 15

ROOM AND BOARD ALLOWANCE

15.01 All employees working on a job who are required to maintain temporary living quarters away from their permanent residence will receive rates of pay as defined in Article 12, Schedule "B", and work the standard hours of work as defined in Article 11, Schedule "A", and will receive Board Allowance as stipulated in Article 15 of Appendix "A".

15.02 Board Allowance of \$52.50 daily or up to \$367.50 weekly shall be paid to all employees, effective July 1, 1995. To qualify for a full week's board, the employee must work both the Friday and Monday shifts. If an employee misses a shift he shall forfeit 1/7 of his Board Allowance but no deduction shall be made if this is because of waiting time, inclement weather or a Statutory Holiday, or if due to a bona fide illness or due to compassionate grounds satisfactory to the Employer and the Union.

15.03 Additional expenses incurred in Room and Board shall be paid for by the Employer and, in all cases, arrangements shall be made for the Foreman or designated supervisor to draw advance expenses.

15.04 There shall be a maximum of two persons per room in any 24-hour period on out-of-town work.

ARTICLE 16A

WELFARE TRUST FUND

16A.01 Commencing with the effective date of this Agreement and continuing thereafter for the life of this Agreement the Employer agrees to remit contributions to the Welfare Trust Fund by the 20th day of the month following the month in which the hours were worked to an Administrator designated by the Trustees.

16A.02 Effective June 1, 1998, the Employer shall contribute to the Welfare Trust Fund one dollar and thirty-five cents (\$1.35) per hour for each hour worked by each employee covered by the Agreement. Ten cents (\$.10) of this amount applies to welfare taxes Effective November 1, 1999 the amount shall be increased to one dollar and forty cents (\$1.40). Eleven cents (\$0.11) of this amount applies to welfare taxes.

16A.03 It is agreed that, subject to compliance with such other requirements as the Trustees may from time to time establish, the Trustees may accept contributions to the Welfare Trust Fund from an Employer as defined in the Welfare Trust Fund Agreement.

16A.04 The benefits received by employees from the Welfare Trust Fund shall be those benefits which are determined from time to time by the Trustees and which can be made available under the law and from the funds under the administration of the Trustees,

A R T I C L E 1 6 B

PENSION PLAN TRUST FUND

16 B . 0 1 Effective June 1, 1998 the Employer agrees to pay pension contribution in the amount of two dollars and twenty cents (\$2.20) per hour worked by each employee covered by this Agreement. Effective November 1, 2000 this amount shall be increased to two dollars and forty cents (\$2.40) per hour worked.

168.02 Ninety cents (\$0.90) of the above contribution will be forwarded by the Trustees of the Pension Trust Fund to the International Brotherhood of Painters and Allied Trades Union and Industry National Pension Fund (Canada).

16B.03 The remittance of these contributions shall be as provided for in Article 21 of this Appendix.

ARTICLE 16C

VACATION AND STATUTORY HOLIDAY PAY

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- 16C.01 Vacation Pay shall be paid at 4% of gross wages. Statutory holidays shall be paid at 6% of gross wages, for a total of 10%, on gross wages earned by each employee paid on an hourly basis.
- 16C.02 The Employer shall pay Vacation Pay and Statutory Holiday Pay into a Vacation Pay Trust Fund.
- 16C.03 The Vacation money will be paid by the Vacation Pay Trust Fund once yearly in December.
- 16C.04 See Article 21 for Method of Payment
- 16C.05 The interest accrued from the monies in the Vacation Pay Fund shall be used as follows, and in the following order of priority:
- (1) To defray the cost of administering the Vacation Pay Fund.
 - (2) To make good Vacation Pay Fund monies defaulted by any Employer.
 - (3) To accrue equally to the benefit of, and be paid to the Association and Union at a regular interval, not exceeding one year.

ARTICLE 16D

TRUSTEES

- 16D.01 It is agreed that the International Brotherhood of Painters and Allied trades, Province of Ontario Trust Funds (i.e., Welfare Trust Fund, Pension Plan Trust Fund and Vacation Pay Trust Fund) shall be administered by a Board of eighteen (18) trustees, three (3) of whom shall be appointed by the Ontario Painting Contractors Association and three (3) of whom shall be appointed by the Ontario Council of the International Brotherhood of Painters and Allied Trades. Any Trustee appointed by the Association shall be a representative of an active contractor who is a member in good standing of the Ontario Painting Contractors Association. Any vacancies shall be filled on a basis which retains the above arrangement.
- 16D.02 At all meetings of the Trustees described in Section 16D.01, the O.P.C.A. appointed Trustees shall have an equal number of votes to cast on each matter to be decided as the three Ontario Council of the I.B.P.A.T. appointed Union Trustees, notwithstanding the number of Trustees of either group present.

ARTICLE 17

INDUSTRY FUNDS

17.01 (a) Effective June 1, 1998, each Employer shall contribute to the Industry Fund, the sum of twenty-five cents (\$0.25) which includes Goods and Services Tax (G.S.T.), for each hour worked by each employee. Effective November 1, 1999, this amount shall be increased to twenty-seven cents (\$0.27) which includes Goods and Services Tax (G.S.T.). This Fund shall be administered through the office of the Administrator.

The Industry Fund amounts on receipt shall be immediately paid to the Ontario Painting Contractors Association as each Employer's contribution to the cost of general administrative and/or operating use and the general advancement of the painting and decorating business.

(b) Effective June 1, 1998, each Employer shall remit to the International Brotherhood of Painters & Allied Trades Ontario Council Industry & Promotion Fund, a sum of fifteen cents (\$0.15) for each hour worked by each employee. This Fund shall be administered through the office of the Administrator.

The Industry Fund amounts on receipt shall be immediately paid to the International Brotherhood of Painters & Allied Trades Ontario Council as each Employer's contribution to the cost of general administrative and/or operating use and the general advancement of the painting and decorating business.

17.02 The Employer and the Union (as per May 4, 1994 amendment) shall bear responsibility for the costs involved for the collection and distribution of the money in these Funds as effected by the Administrator.

17.03 The remittance of these Funds shall be as provided for in Article 21 of this Appendix.

ARTICLE 18

LABOUR MANAGEMENT COOPERATION FUND

18.01 Effective June 1, 1998, the Employer shall remit to the Labour Management Cooperation Fund (LMCF) a sum equal to two cents (\$0.02) for each hour worked by each employee. This Fund shall be administered through the Offices of the Administrator. Wage rates in each Local have been adjusted accordingly.

ARTICLE 19

ONTARIO CONSTRUCTION SECRETARIAT

19.01 Effective June 1, 1998, each Employer shall remit to the Ontario Construction Secretariat two cents (\$0.02) for each hour worked by each employee in the Industrial, Commercial and Institutional sector in accordance with Article 21. Wage rates in each Local have been adjusted accordingly.

ARTICLE 20A

HEALTH & SAFETY FUND

20A.01 Effective June 1, 1998, each Employer shall remit one (\$0.01) cent for each hour worked by each employee to the Health & Safety Fund of the International Brotherhood of Painters and Allied Trades and remitted as per Article 21. Wage rates in each Local have been adjusted accordingly.

ARTICLE 20B

TRAINING CENTRE TRUST FUND

20B.01 Effective June 1, 1998, the Employer shall remit to the Training Centre Trust Fund the sum of seventeen cents (\$0.17) for each hour worked by each employee. Fifteen cents (\$0.15) of this sum shall be remitted to the Ontario Painters and Decorators Training Centre Trust Fund (OPDTCTF) and two cents (\$0.02) shall be remitted to the International Joint Painting, Decorating, Drywall Apprenticeship and Manpower Training Fund (IJMTF).

Effective November 1, 1998, this amount shall increase to twenty-two cents (\$0.22). Twenty cents (\$0.20) of this amount shall be remitted to the OPDTCTF and two cents (\$0.02) shall be remitted to the IJMTF. Effective May 1, 2000, this amount shall increase to twenty-seven cents (\$0.27). Twenty-five cents (\$0.25) of this amount shall be remitted to the OPDTCTF and two cents (\$0.02) shall be remitted to the IJMTF.

20B.02 The remittance of this Fund shall be as provided for in Article 21 of this Appendix.

20B.03 The purpose of the Fund includes:

- (a) upgrading the skills of employees in commercial and industrial applications of materials and use of equipment;
- (b) assisting employees in all phases of training and education;
- (c) administering the painter/decorator apprenticeship program; and
- (d) encouraging applicants to enter the painting trade.

20B.04 It is agreed that the Training Centre Trust Fund shall be administered by a Board Trustees comprised of an equal number of Employer and Union Trustees, appointed by the respective parties.

ARTICLE 21**METHOD OF PAYMENT TO FUNDS AND ADMINISTRATION OF FUNDS**

21.01 Commencing with the month following the effective date of this Agreement and continuous thereafter for the life of this Agreement, the Employers agree to pay into the Pension Trust Fund, Welfare Trust Fund, the Vacation Pay Trust Fund, the Training Centre Trust Fund, the Industry Fund, the Secretariat Fund, the Labour Management Cooperation Fund and the Health and Safety Fund contributions in the amount and under the conditions stipulated below and as set out in Article 16A, 16B, 16C, Article 17, Article 18, Article 19, Article 20, Article 20A and Article 20B, and further agree that these amounts shall be remitted to the Administrator on or before the 20th of the month following the work month completed.

All money to be contributed according to Articles 16A, 16B, 16C, 17, 18, 19, 20, 20A and 20B shall be considered a Trust Fund in the hands of the Employer until the money is paid to an Administrator designated from time to time by the Employers and the Union signatory to this Collective Agreement.

Any and all payments relating to the Pension, Welfare, Training Centre Trust Fund, Industry Fund, Secretariat Fund, Labour Management Cooperation Fund, Health and Safety Fund, and the Vacation Pay Fund, along with administrative dues check-off and the Union dues, shall be sent to the Administrator on such form as designated by the Trustees of such Funds.

21.02 It is agreed that failure to submit the aforementioned payments within 5 calendar days as specified in 21.01 shall result in the Union removing all employees from any work being performed by such Employer without this being in violation of this Agreement on the part of the Union, and that such failure on the part of any Employer to make such payments will constitute a Violation of this Collective Agreement and the Employer will be subject to proceedings by both or either of the Union and the Association.

21.03 Non-payment in accordance with the foregoing provisions shall not relieve the Employer of the obligation to pay and the Employer agrees that the Trustees or the Administrator shall have authority and capacity to take any action required at law to enforce payment of all such sums as may be due and unpaid.

21.04 All sums not paid within the specified time limit shall bear interest at the rate of five percent (5%) per month.

21.05 If the Trustees, Administrator or Local Business Agent through the Joint Trade Board Committee, determines that there is a reasonable basis for a Chartered Accountant to examine the payroll records of any Employer for the purpose of:

- (i) verifying the accuracy of any reports made by such Employer to the funds;
- (ii) determining what, if any, amounts are due and unpaid to the Funds;
- (iii) determining whether an Employer is paying employees proper wages as set out herein;
- (iv) determining whether an Employer is paying non-union workers in violation of this Agreement, by virtue of sub-contracting. If this is, in fact, the case, additional records may be examined;

each Employer agrees to permit and does hereby authorize a Chartered Accountant who does not perform services for the Association, the Administrator or the Union to:

- (a) enter upon the Employer's premises at any reasonable time and from time to time in order to conduct an inspection, examination or audit in that regard;
- (b) examine all books, documents, records, time sheets or other material that may be relevant in that regard;
- (c) make inquiry of and receive from any employee, persons or institutions employed by the Employer all such books, documents, records, time sheets or other material as may be relevant in that regard.
- (d) report to the Joint Trade Board Committee, Trustees or Administrator as to his or her findings.

21.06 In the event that it is determined that an Employer has failed to carry out any of its obligations under this Collective Agreement, or has failed to carry out any such obligations within the specified time, such Employer shall forthwith upon written demand from the Local Business Agent through approval of the Joint Trade Board Committee, or the Trustees or the Administrator:

- (a) make payment of all such amounts as are determined to be owing whether by way of payments, interest thereon or otherwise;
- (b) complete and remit all such forms, returns or information as may be outstanding;
- (c) pay an amount equal to all of the costs or expenses incurred by or on behalf of the Funds, the Local Business Agent through approval of the Joint Trade Board Committee, or the Trustees, or the Administrator or any of them in connection with such inspection, examination, audit, recovery or attempts thereat including legal fees, costs and expenses;
- (d) post such deposit or bond in such amount not to exceed \$10,000.00 with the Trustees, Administrator or Joint Trade Board Committee to be held by them as security for the future due performance by the Employer of its obligations under the Agreement or any successor Collective Agreement.

21.07 In the event that the Trustees or the Administrator find it necessary to employ legal counsel for the enforcement of any right under Article 21 or the recovery of any amount due thereunder then the Employer agrees that it will be liable to make payment of a sum equal to all counsel fees and solicitor and client costs arising out of such employment or actions taken thereby.

21.08 In the event that the aforementioned payments are not made on the date due therefor, as specified in Article 21 .01 and 21.02 hereof, then the Employer agrees to pay liquidated damages to the requisite Trust Funds at the rate of five percent (5%) per month or fraction thereof (being the equivalent of sixty percent (60%) per annum calculated monthly not in advance) on the gross amount overdue.

21.09 The parties agree to cause all steps necessary to be taken to properly amend the provisions of the Trust Agreements to give effect to the foregoing.

ARTICLE 22

OVERTIME REGISTRATION CLAUSE

22.01 The parties hereto agree that overtime work may only be performed by the employees covered by the Collective Agreement if the following conditions are first satisfied:

- (i) The Employer must apply to the Union's Office for an overtime registration at least forty-eight (48) hours before such overtime is scheduled to be performed, except in emergency situations where application may be made by phone call to the Union Office no later than one hour before such work is scheduled to begin. A phone recorder will be employed.
- (ii) In the event that the Union issues an overtime registration, one copy of same shall be sent to the Employer who shall forthwith post it at the job site and a second copy shall be sent to the Association for its files.

22.02 If any overtime work is performed without the Employer having complied with paragraph (1) hereof, or any part thereof, the Employer shall be required to forthwith post a certified cheque to be held in escrow by the Association in the sum of Two Thousand Five Hundred (\$2,500.00) dollars payable to the Union. This cheque to be held for a period of one year at which time it shall be returned to the contractor. In the event of a further contravention of paragraph (1) or any part thereof, during said year, such cheque shall be delivered to the Union for negotiation. In the event of a third contravention of paragraph (1) or any part thereof, the Employer shall similarly be required to post a further certified cheque to be held for a period of one year in escrow by the Association, in the sum of Five Thousand (\$5,000.00) dollars payable to the Union, and in the event of a fourth contravention of paragraph (1) or any part thereof, such cheque shall be delivered to the Union for negotiation.

22.03 Further, or in the alternative, any overtime work performed by the Employer without having complied with paragraph (1) or any part thereof, shall be deemed to be a violation of the collective Agreement by the Employer and may be processed by the Union as a grievance against him.

ARTICLE 23

SUBLETTING WORK OR CONTRACT

23.01 Employers signatory to this Agreement shall not sublet, assign or transfer work to any person, firm or corporation that: (1) is not signatory to this Agreement, and/or (2) does not have employees.

23.02 Without restricting in any way the application of Article 23.01 herein, an Employer who undertakes a contract with an owner to provide construction management services with respect to Scope of Work set out in Article 2 of this Agreement, shall be subject to Article 23.01 herein unless:

- (a) the owner selects a contractor not bound to this Agreement and solely and directly solicits or obtains bids for such work from contractors without any involvement or participation by the Employer in the selection of such contractors (except as to the validity of the bids) or the solicitation or obtaining of any bid from any contractor regardless of whether or not the contractor is bound to this Agreement; the owner accepts bids from contractors not bound to this Agreement; and
- (b) the owner contracts or subcontracts directly with contractors not bound to this Agreement without contractual obligation of the Employer for the work of such contractors, other than for the negligent acts or omissions of the Employer.

The Employer shall advise the owner of the provisions of this Article, when undertaking the construction management services contract.

ARTICLE 24

WAITING AND REPORTING TIME

24.01 Employees who report for work on request by the Employer and cannot start or continue work as the case may be because of inclement weather or circumstances beyond the control of the Employer, shall be entitled to a minimum of two (2) hours wages they remain on the job for that two hour period.

ARTICLE 25

PAYMENT OF WAGES AND SEPARATION

25.01 Wages shall be paid weekly at the established rate specified herein on Thursday before quitting time, by cash, negotiable cheque or automatic bank deposit or Friday before quitting time by cash or automatic bank deposit. All pay, whether in cash or by cheque shall be accompanied by a pay slip which shall contain the following information:

- (1) Name of Employee/Employer;
- (2) hours worked and rate of pay per hour including overtime hours;
- (3) income tax deducted;
- (4) CPP deducted;
- (5) EI deducted;
- (6) Vacation Pay deducted;
- (7) Administrative and monthly Union dues deducted.

25.02 Should no pay slip or cheque stub be issued or should it not contain the information contained in Article 25.01 then, provided the matter is raised within 28 days of the date of delivery of the pay, the Employer shall be required to pay to the Joint Trade Board Committee (Article 6) as liquidated damages, a sum equal to the amount of the cheque for each pay period. In addition, the employee shall be fined by the Union the sum of \$500.00 per pay period which sum shall be paid to the Joint Trade Board Committee. No claim shall be made for any period exceeding 28 days.

25.03 All employees must be paid in full at the time of separation or by negotiable cheque mailed not later than the next day. Two hours' notice is to be given employees at the time of separation or two hours' pay in lieu thereof. A Record of Employment is to be handed to or mailed to the employee within seventy-two hours of separation.

25.04 The foregoing shall not apply to an employee who quits of his or her own accord, and such employee shall receive his or her salary on the next pay day.

ARTICLE 26

LOCAL UNION JURISDICTION WITH OUT OF TOWN EMPLOYEES

26.01 (a) The Employer when engaged in work outside the geographical jurisdiction of the Local Union which has jurisdiction within such Employers place of business, will hire at least 50% of employees from the Local Union which has jurisdiction where such work is being performed from either the hiring hall of such Local Union, or the Local Union's designated representative. But in all cases the stipulations as outlined in Article 2, Union Security, (Master Portion of this Agreement) will apply.

(b) In the event a job exists as per the preceding paragraph, the first employee will be of the Employer's choice, the second and third employees will be from the jurisdiction of the hiring hall of such Local Union where the work is being performed, and the fourth employee will be of the Employer's preference and supply of additional employees will be on a rotation basis.

26.02 Those employees who are normally employed at the Employer's home area must also report to the Business Representative of the Local Union where the work is being performed before starting work. Where there is an Administrative Dues Check-off then it is agreed that the out of town employees will be required to have such deductions made in the same manner as the employees of the Local Union having jurisdiction on the job.

ARTICLE 27

JURISDICTIONAL DISPUTES

27.01 Any jurisdictional dispute between the Union and any other Trade Union that involves *any* work undertaken by the Employer will in no way interfere with the progress and prosecution of such work and shall be settled in accordance with the plan pursuant to the Ontario Labour Relations Act, Revised Statutes of Ontario, 1995 as amended.

ARTICLE 28

APPRENTICES

28.01 It is agreed that Apprenticeship Periods be as stipulated in Ontario Regulation #50, under the Apprenticeship and Tradesmen's Qualification Act. Apprentices shall not be less than sixteen (16) years of age, preferably have completed Grade 12, but not less than Grade 10; or as per the Painter Apprenticeship Regulations. They shall become Apprentice Members of the Union and shall be admitted to full membership only upon completion of their Apprenticeship Training (including school requirements) and successfully obtaining the Certificate of Apprenticeship Training and Certification of Qualification as issued by the Ministry of Education and Training. An Apprentice shall work the same hours as a Journeyperson and will work under the supervision of a Joureyperson at all times. Only upon successful completion of the school requirements, the Certificate of Apprenticeship Training and the Certificate of Qualification Examinations by the Ministry of Education and Training will the Apprentice (then Journeyperson) receive 100% of the Journeyperson Wage Rate.

The ratio of Apprentices to Journeypersons shall not exceed one Apprentice to three regularly employed Journeypersons in any shop. (The regularly employed Journeypersons shall be calculated on an average for a one year period.) Each shop employing less than an average of three Journeypersons shall be entitled to one Apprentice where at least one Journeyperson is employed regularly. Shops employing an average, over a one year period, of five or more employees must have one Apprentice in their employ for every five Journeypersons. if applicants are available.

28.02 Apprentices must attend Trade School Sessions when notified by the Ministry of Education and Training (Apprenticeship Branch) and the Painter Apprenticeship Office. Failure to comply without prior approval from the Painter Apprenticeship Office or official deferment from the Ministry of Education and Training, (Apprenticeship Branch) will result in immediate suspension from the Union.

28.03 The rate of wages for an Apprentice in the certified trade when not attending a training program at a location approved by the Director, shall be not less than the minimum rate of wages prescribed by the Employment Standards Act for employees in the particular branch of the certified trade.

1 - 600 hours	-	\$9.00 per hour
601 - 1800 hours	-	45% of a Journeyperson's Rate
1801 - 3600 hours	-	60% of a Journeyperson's Rate
3601 - 5400 hours	-	80% of a Journeyperson's Rate

28.04 There will be a three month probation period for new Apprentices, and no Pension contributions shall be made by the Employer for the first 900 hours of an Apprentice's employment.

28.05 It is agreed that any violation of the Apprentice ratio will result in a Joint Trade Board Hearing called against that firm.

28.06 It is agreed that both Union and Employer will encourage Journeypersons to attend upgrading courses when they are made available.

28.07 Any Trade School Failure must, at the discretion of the Director of the Apprenticeship Program, be upgraded and a supplementary Examination passed before the Apprentice is scheduled to attend the next level school session.

ARTICLE 29

CLEAN UP TIME

29.01 - Employees shall be allowed five minutes with pay immediately prior to lunch time and five minutes immediately prior to quitting time for cleaning up purposes except Spray Painters and Sand Blasters who shall, in each case, be allowed fifteen minutes with pay.

ARTICLE 30

ACCRETION

30.01 This Agreement shall apply to all present and subsequently acquired operations of the Employer and to all accretions to the bargaining unit including but not limited to newly established or acquired operations.

ARTICLE 31

NON - AFFILIATION

31.01 It shall not be considered a violation of this Agreement when workers working under the terms of this Agreement refuse to work with other tradespersons who are not affiliated with the Local Building and Construction Trades Council and/or the Provincial Building Trades Council of Ontario AFL-CIO-CLC.

ARTICLE 32

SHOP WORK

32.01 On any sandblasting, cleaning and/or painting that is done within the Employer's shop or within the confines of the area or compound, which would be generally known as "The Shop", all overtime will be paid at double time.

ARTICLE 33**MARKET RECOVERY PROVISIONS**

33.01 The terms and conditions of this Collective Agreement may be changed or amended by written agreement between the Local Chapter of OPCA of the Employers and the Local Union in the geographic area. Any changes or amendments agreed to by the Local Chapter and the Local Union in that geographic area shall not be effective unless and until such change or amendment has been reduced in writing and executed by all parties.

Effective June 1, 1998 the following will apply for re-paint work in all universities (except University of Toronto), community colleges, hotels/motels, churches, nursing homes, hospitals, schools and school boards (except the Toronto and North York Boards of Education, Kitchener/Waterloo Separate School Board, and the Canadian National Exhibition). The Windsor area is exempt from this clause.

- (a) Wages will be paid at the rate of \$17.00 per hour plus all benefits as per Collective Agreement.
- (b) For any job sites utilizing municipal, provincial, or federal fair wage, the prevailing fair wage rate for those sites will apply.
Hours of work shall be 40 hours per week, Monday to Friday.
- (c) Employees for this work must be hired through the Union Hall, on a name-hire basis. Employers who have no work for current employees may offer this work to them with the understanding that when regular work becomes available, current employees will return to such work and additional employees will be hired from the Union Hall.
- (e) Anyone working under this clause must receive a referral slip from the Union hiring hall prior to starting work, including any Employer using any current employees. Failure to receive a referral slip will result in the Employer paying full commercial rate.

33.02 Employer requesting enabling will register through the OPCA office who will file with the Local Union in the geographical area for each individual job to be considered for enabling. Such registration will be by written request on the approved form and must be submitted at least four (4) days and approved within two (2) days prior to the job closing date.

33.03 All information will be copied as a generic request to the Ontario Council of Painters by the OPCA office.

33.04 Employers requesting enabling MUST communicate to the OPCA office the results of the tender. Failure to do so will eliminate them from this program until said Employer complies with this clause.

33.05 Referral slips must be issued from the Local Union office for jobs successfully enabled and will include location of job, rate of pay, Employer's name and Employee's name. Copies will be submitted to the OPCA office from the Local Union office.

33.06 This clause will be reviewed locally every six months.

ARTICLE 34

WATER TANKS AND WATER TOWERS ONLY

- 34.01 (a) it has been agreed by both parties that for the life of this Agreement, Employers performing work on water tanks and/or water towers will have full mobility of employees in the Province of Ontario with the understanding that the Employer will call the Local Business Representative where the work is being performed to have a referral slip issued.
- (b) No overtime provisions will apply on water tanks and/or water towers for the life of this Agreement.

ARTICLE 35

APPENDICES

35.01 The Appendices attached hereto contain the provisions of the Agreement (Appendix A) relating to particular geographic areas of the Province and apply to an Employer when he performs work or carries on business in those areas. Such appendices shall be deemed to be part of this Agreement.

35.02 For the sake of clarification, the following is a complete list of the Local Union members of the Council together with their area jurisdictions:


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|-----|----------------|--|
| (1) | D.C.46 (557) - | Toronto In Halton (R.M.) That portion east of the 8th line and south of Highway 401; Peel (R.M.); York (R.M.); Metropolitan Toronto: County of Simcoe except the Townships of Rama and Mara; District of Muskoka; and in Durham (R.M.) the Township of Uxbridge and the Towns of Ajax, Pickering and Whitby. |
| (2) | Local 114 - | Kingston - Counties of Haliburton, Peterborough, except that portion west of Highway 28 which includes the Township of Cavan, Northumberland, except that portion west of Highway 28 south to Port Hope, Hastings, Prince Edward, Lennox and Addington, Frontenac, Leeds and Grenville, except that portion east of a line drawn beginning at the Town of Smiths Falls (to the north) and running south-easterly to the Town of Brockville (to the south). |
| (3) | Local 200 - | Ottawa Counties of Renfrew, Lanark, Ottawa-Carleton (R.M.), Prescott and Russell, Stormont, Dundas and Glengarry, Leeds and Grenville except that portion west of a line drawn beginning at the Town of Smiths Falls (to the north) and running south-easterly to the Town of Brockville (to the south). |
| (4) | Local 205 - | Hamilton-Wentworth (R.M.); in the Regional Municipality of Haldimand, Norfolk and Niagara, an area bounded on the west by a line drawn southeasterly along the road from Hartford, past Varence and continuing onto the shore of Lake Erie and on the east by a line commencing on the shore of Lake Ontario at the boundary of the town of Grimsby and the town of Lincoln and running southwesterly to Evans Point on the shore of Lake Erie. In Halton (R.M.) all except that portion east of the 8th line and south of Highway 401. |

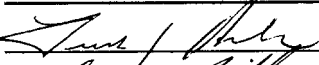
- (5) Local 205 - **Niagara Region** - In Niagara (R.M.) the part east of a line commencing on the shore of Lake Ontario at the boundary of the town of Grimsby and the town of Lincoln and running southeasterly on a line towards Evans Point on the short of Lake Erie.
- (6) Local 1494 - **Windsor** - Counties of Essex and Kent
- (7) Local 1590 (L1783) - London Counties of Bruce, Huron, Perth, Oxford, Elgin and Middlesex.
- (8) Local 1590 - **Sarnia** - County of Lambton
- (9) Local 1671 - **Thunder Bay** - District of Cochrane, except that portion south of the 49th Parallel, District of Algoma, except that portion south of the 47th Parallel, Districts of Kenora (including Patricia portion), District of Rainy River, and District of Thunder Bay (including White River).
- (10) D.C. 46 (1824) - **Grand Valley (R.M.)** - Counties of Grey, Dufferin, Wellington, Waterloo (R.M.), Brant, and in Haldimand-Norfolk (R.M.), that portion west of a line drawn beginning at the boundary line of the County of Brant (to the north) and running south-easterly along the road from the town of Hartford past the town of Varency and continuing onto the shore of Lake Erie (to the south).
- (11) D.C. 46 (557) - **Oshawa** - County of Victoria, County of Durham except township of Uxbridge and the Towns of Ajax, Pickering and Whitby; in the County of Peterborough, that portion west of Highway 28 which includes the Township of Cavan, in the County of Northumberland, that portion west of Highway 28 to Port Hope, and the townships of Rama and Mara in the County of Simcoe.
- (12) Local 1904 - **Sault Ste. Marie** - County of Algoma
- (13) Local 1904 - **Sudbury** - Districts of Parry Sound, Nipissing, Manitoulin, Sudbury, Temiskaming, Timmins and the District of Cochrane south of the 49th Parallel.

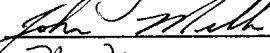
Dated at Toronto this 19 day of Oct, 1998

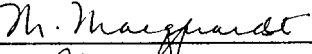
ONTARIO PAINTING
CONTRACTORS ASSOCIATION


THE INTERNATIONAL BROTHERHOOD
OF PAINTERS AND ALLIED TRADES
AND THE ONTARIO COUNCIL OF THE
INTERNATIONAL BROTHERHOOD OF
PAINTERS AND ALLIED TRADES

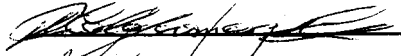


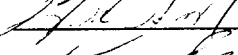















LETTER OF UNDERSTANDING RE APPRENTICESHIP


Due to the Pending Legislation from the Ministry of Education and Training, it is agreed by the Parties that in the near future, the issue of funding for Apprenticeship Training, ie Tuition Fees and expenses of Apprentices attending school must be addressed. We recognize that such legislation will directly affect the stakeholders of our industry.

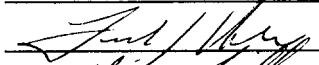
To ensure continuity in our apprenticeship training, it is agreed that upon written request by either party that during the term of this agreement and within thirty (30) days of such written request, Appendix "A" be opened for the sole purpose of resolving any and all issues pertaining to the legislative changes that affect funding arrangements for training.


Dated at Toronto, Ontario, this 19 day of Oct, 1998

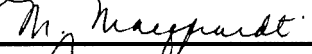
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For The Union

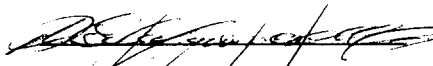


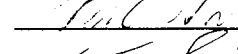















HIGH PRESSURE WATER-BLASTING AND WET AND DRY VACUUMING

The following terms and conditions apply only to the work of High Pressure Water-Blasting and Wet and Dry Vacuuming:

- (a) Overtime will be at the rate of time and one-half (1 1/2x) after 40 hours of work.
- (b) Travelling Time will be at a straight time rate on a computed lump sum at least equal to straight time.
- (c) Overtime Permits will not be required.
- (d) Local employee ratios will not be required but it will be necessary to report all jobs to the Ontario Council prior to their commencement.
- (e) All benefits to be same as the painters.

(f) WAGE SCHEDULE:

CLASS III Probationary Waterblaster Trainee

Starting Wage	\$9.00/hour
Vacation Pay	6%
Promotion to Class II after 900 Hours satisfactory working time	

CLASS II Waterblaster

Base Wage	60% of journeyman painter
Vacation Pay	8%
Promotion to Class I Waterblaster after 1 year service and has obtained Class D Drivers Licence.	

CLASS I Waterblaster

Base wage	75% of journeyman painter
Vacation Pay	10%

Foreman-Superintendent

Wage Rate - \$1 .00 per hour above Class I rate with same benefits.

Shop Rate

When Class I or Class II Waterblaster is requested to report to the shop for equipment servicing or job waiting time, his rate at the shop location will be 75% of the base rate.

- (g) All other terms and conditions as detailed in the Painters Agreement including incidental paint preparatory work as outlined in Article 2:01 therein shall apply.
- (h) With respect to High Pressure Water Blasting and Wet and Dry vacuuming in the areas of Sudbury, Sault Ste. Marie and Timmins, the provisions contained in the Local Collective Agreements shall prevail.
- (i) The work of High Pressure Water-Blasting and Wet and Dry Vacuuming shall be negotiated by the firms actually engaged in this work, under the control of the negotiating committee of the Ontario Painting Contractors Association.

DISTRICT COUNCIL 46 (557)

Territorial Jurisdiction as follows: In Halton (R.M.) that portion east of the 8th line and south of Highway 401; Peel (R.M.); York (R.M.); Metropolitan Toronto; County of Simcoe except the Townships of Rama and Mara; District of Muskoka; and in Durham (R.M.), the Township of Uxbridge and Towns of Ajax, Pickering and Whitby.

SCHEDULE "A"

STANDARD HOURS OF WORK AND SHIFT WORK

1. The regular hours of productive labour for all employees shall be as follows:

(a) A regular working day shall consist of not more than eight hours employment to be performed between the hours of 8:00 a.m. and 5:00 p.m. on Monday, Tuesday, Wednesday and Thursday.

A regular working day on a Friday shall consist of not more than 5 1/2 hours employment to be performed between the hours of 8:00 a.m. and 2:00 p.m. Fridays may be extended by 2 1/2 hours at a \$3.00 per hour premium.

Except that these hours may be varied by up to three hours by mutual consent between the Union Representative and the Employer under special circumstances.

For work that is of such nature that it cannot be performed between the hours of 8:00 a.m. and 5:00 p.m. parties to this Agreement will consider that a regular working day shall consist of not more than 7 1/2 hours on one shift performed on night work for 8 1/2 hours pay regardless Of starting time:

Work performed between Saturday from 12:01 a.m. to Sunday 11:59 p.m. shall be paid at overtime rates.

SCHEDULE "B"

WAGE RATES

1. The basic hourly rates shall be as follows:

	INDUSTRIAL	COMMERCIAL
Effective June 1,1998	\$26.62 per hour	\$26.12 per hour
Effective November 1,2000	\$26.85 per hour	\$26.35 per hour

2. (a) Swing Stage Men, Paperhangers, Fabric Hangers and Signwriters shall receive Fifty Cents (\$0.50) above the basic rate.

(b) Foremen, Sub-Foremen, Spraymen and Sandblasters shall receive One Dollar (\$1 .00) above the hourly rate.

(c) At **least** one apprentice or journeyperson must accompany all spray painters and sandblasters working in the Industrial sector.

3. All work on Swing Stage, Bosun Chair interior and exterior, and exterior work on Scaffolding and Ladders:

50 feet or over	50 cents hourly premium
150 feet or over	\$1 .00 hourly premium

These premiums are in addition to those premiums in Clauses 2(a) and 2(b) above and shall be cumulative.

SCHEDULE "C"

OVERTIME WORK AND STATUTORY HOLIDAYS

1. The first two hours of overtime per day, Monday through Thursday, will be paid at time and one-half. All other overtime will be as per the Collective Agreement SEE ARTICLE 13, APPENDIX "A"

SCHEDULE "D"

TRAVELLING TIME AND TRANSPORTATION

1. SEE ARTICLE 14. APPENDIX "A"

2. All work performed within a 40 km zone area radiating from Toronto City Hall shall be paid travelling expenses as follows:

Zone 1	0- 8km	\$1 .00 Travel Expense
Zone 2	8 -16km	\$1.50 Travel Expense
Zone 3	16- 24km	\$2.50 Travel Expense
Zone 4	24 - 32 km	\$3.50 Travel Expense
Zone 5	32 - 40 km	\$4.50 Travel Expense

All work performed beyond Zone 5 shall be paid the \$4.50 Daily Zone Travel Expense plus an additional road mileage of sixteen cents (\$0.16) per km each way from the perimeter of zone 5 to the destination and return thereto up to 64 km outside the 40 km zone. Beyond the 64 km outside of the zone, Room and Board shall prevail. It is agreed the Company will supply transportation beyond the zone limit or pay thirty one cents (\$0.31) per km for the use of the vehicle.

ROOM AND BOARD ALLOWANCE

1. SEE ARTICLE 15, APPENDIX "A"

SCHEDULE "E"

PENSION PLAN

1. SEE ARTICLE 16 AND ARTICLE 21 FOR METHOD OF PAYMENT

SCHEDULE "F"

VACATION AND STATUTORY HOLIDAY PAY

1. SEE ARTICLE 17 AND ARTICLE 21 FOR METHOD OF PAYMENT

SCHEDULE "G"

WELFARE TRUST

1. SEE ARTICLE 19 AND ARTICLE 21 FOR METHOD OF PAYMENT

ADMINISTRATIVE DUES

1. The Employer shall deduct administrative dues based on 3% of income on which Vacation Pay is computed.
2. SEE ARTICLE 21 FOR METHOD OF PAYMENT.

KINGSTON LOCAL 114

Territorial Jurisdiction as follows: Counties of Haliburton, Peterborough, except that portion west of Highway 28 which includes the Township of Cavan, Northumberland, except that portion west of Highway 28 south to Port Hope, Hastings, Prince Edward, Lennox and Addington, Frontenac, Leeds and Grenville, except that portion east of a line drawn beginning at the Town of Smiths Falls (to the north) and running south-easterly to the Town of Brockville (to the south).

SCHEDULE "A"

STANDARD HOURS OF WORK AND SHIFT WORK

1. The regular hours of productive labour for all employees shall be as follows:

(a) A regular working day **shall** consist of not more than eight hours employment to be performed between the hours of 8:00 a.m. and 5:00 p.m. Monday, Tuesday, Wednesday and Thursday.

A regular working day on Friday shall consist of not more than 5 1/2 hours employment to be performed between the hours of 8:00 a.m. and 2:00 p.m. Fridays may be extended by 2 1/2 hours at a \$3.00 per hour premium.

Except that these hours may be varied by up to three hours by mutual consent between the Union Representative and the Employer under special circumstances.

(b) For work that is of such nature that it cannot be performed between the hours of 8:00 a.m. and 5:00 p.m. parties to this Agreement will consider that a regular working day shall consist of not more than 7 1/2 hours on one shift performed on night work for 8 1/2 hours pay regardless of starting time.

Work performed between Saturday from 12:01 a.m. to Sunday 11:59 p.m. shall be paid at overtime rates.

SCHEDULE "B"

WAGE RATES

1. The basic hourly rates shall be as follows:

	INDUSTRIAL	COMMERCIAL
Effective June 1,1998	\$23.67 per hour	\$23.17 per hour
Effective November 1,2000	\$23.90 per hour	\$23.40 per hour

2. (a) Swing Stage Men, Paperhangers, Fabric Hangers, and Signwriters shall receive Fifty Cents (\$0.50) above the hourly rate.

(b) Foremen, SubForemen, Spraymen, and Sandblasters shall receive One Dollar (\$1 .00) above the hourly rate.

(c) At least one apprentice or journeyperson must accompany all spray painters and sandblasters working in the Industrial sector.

3. All work on Swing Stage, Bosun Chair, interior and exterior, and exterior work on Scaffolding and Ladders:

50 feet or over	50 cents hourly premium
150 feet or over	\$1 .00 hourly premium

These premiums are in addition to those premiums in clause 2(a) and 2(b) above and shall be cumulative.

SCHEDULE "C"

OVERTIME WORK AND STATUTORY HOLIDAYS

1. SEE ARTICLE 13, APPENDIX "A".

SCHEDULE "D"

TRAVELLING TIME AND TRANSPORTATION

1. SEE ARTICLE 14, APPENDIX "A".
2. For a member to obtain resident status, he or she must reside in the particular free zone, which shall begin at the appropriate City Hall, prior to the start of employment. There shall be a 24 km free zone for employees residing in the towns of Peterborough, Belleville, Kingston and Brockville. Beyond the 24 km free zone and up to 105 km from the free zone, daily travel expense to and from the job shall be paid for by the company at the rate of sixteen cents (\$0.16) per km providing the employee is on the job at starting time and works a full shift unless prevented from doing so by conditions beyond his control. It is agreed the company will supply transportation beyond the 24 km free zone or pay thirty-one cents (\$0.31) per km for the use of their vehicle.
3. On all work performed beyond the 105 km, Room and Board shall apply.

ROOM AND BOARD ALLOWANCE

1. SEE ARTICLE 15, APPENDIX "A".

SCHEDULE "E"

PENSION PLAN

1. SEE ARTICLE 16 AND ARTICLE 21 FOR METHOD OF PAYMENT.

SCHEDULE "F"

VACATION AND STATUTORY HOLIDAY PAY

1. SEE ARTICLE 17 AND ARTICLE 21 FOR METHOD OF PAYMENT.

SCHEDULE "G"

WELFARE TRUST

1. SEE ARTICLE 19 AND ARTICLE 21 FOR METHOD OF PAYMENT.

ADMINISTRATIVE DUES

1. The Employer shall deduct administrative dues based on 3% of income on which Vacation Pay is computed.
2. SEE ARTICLE 21 FOR METHOD OF PAYMENT.

OTTAWA LOCAL 200

Territorial Jurisdiction as follows: Counties of Renfrew, Lanark, Ottawa-Carleton (R.M.), Prescott and Russell, Stormont, Dundas and Glengarry, Leeds and Grenville except that portion west of a line drawn beginning at the Town of Smiths Falls (to the north) and running south-easterly to the Town of Brockville (to the south).

SCHEDULE "A"

STANDARD HOURS OF WORK AND SHIFT WORK

1. The following hours of productive labour for all employees shall be as follows:

(a) A regular working day shall consist of not more than eight hours employment to be performed between the hours of 8:00 a.m. and 5:00 p.m. on Monday, Tuesday, Wednesday, Thursday and Friday.

Except that these hours may be varied by up to three hours by mutual consent between the Union Representative and the Employer under special circumstances.

(b) For work that is of such nature that it cannot be performed between the hours of 8:00 a.m. and 5:00 p.m. parties to this Agreement will consider that a regular working day shall consist of not more than eight hours on one shift performed on night work for nine hours pay regardless of starting time.

Work performed between Saturday from 12:01 a.m. to Sunday 11:59 p.m. shall be paid at overtime rates.

SCHEDULE "B"

WAGE RATES

1. The basic hourly wage rate shall be as follows:

	INDUSTRIAL	COMMERCIAL
Effective June 1,1998	\$23.23 per hour	\$22.73 per hour
Effective November 1,2000	\$23.46 per hour	\$22.96 per hour

2. (a) Swing Stage Men, Paperhangers, Fabric Hanger, Signwriters and night work shall receive Fifty cents (\$0.50) above the basic rate.

(b) Foremen, Sub-Foremen, Spraymen, and Sandblasters shall receive One Dollar (\$1 .00) above the basic rate.

(c) At least one apprentice or journeyman must accompany all spray painters and sandblasters working in the Industrial sector.

3. All work on Swing Stage, Bosun Chair, interior and exterior, and exterior work on Scaffolding and Ladders:

50 feet or over	50 cents hourly premium
150 feet or over	\$1 .00 hourly premium

These premiums are in addition to those premiums in Clauses 2(a) and 2(b) above and shall be cumulative.

SCHEDULE "C"

OVERTIME WORK AND STATUTORY HOLIDAYS

1. All other overtime will be as per the Collective Agreement. Overtime shall be paid at the rate of time and one-half for the first four hours in excess of the regular working day and at double time thereafter.
2. SEE ARTICLE 13.02, APPENDIX "A".
3. SEE ARTICLE 13.03, APPENDIX "A".

SCHEDULE "D"

TRAVELLING TIME AND TRANSPORTATION

1. SEE ARTICLE 14, APPENDIX "A".
2. There will be a 16 km free zone from City Hall. On all work performed beyond the 16 km free zone and up to 105 km from City Hall daily travel expense to and from the job shall be paid for by the company at the rate of sixteen cents (\$0.16) per km providing the employee is on the job at starting time and works a full shift unless prevented from doing so by conditions beyond his control. It is agreed the company will supply transportation beyond the 16 km zone or pay thirty-one cents (\$0.31) per km for the use of the vehicle.
3. On all work performed beyond 105 km from City Hall, Room and Board as defined in Article 15 shall prevail.

ROOM AND BOARD ALLOWANCE

1. SEE ARTICLE 15, APPENDIX "A".

SCHEDULE "E"

PENSION PLAN

1. SEE ARTICLE 16 AND ARTICLE 21 FOR METHOD OF PAYMENT

SCHEDULE "F"

VACATION PAY AND STATUTORY HOLIDAY PAY

1. SEE ARTICLE 17 AND ARTICLE 21 FOR METHOD OF PAYMENT

SCHEDULE "G"

WELFARE TRUST

1. SEE ARTICLE 10 AND ARTICLE 21 FOR METHOD OF PAYMENT.

ADMINISTRATIVE DUES

1. The Employer shall deduct administrative dues based on 3% of income on which Vacation Pay is computed.
2. SEE ARTICLE 21 FOR METHOD OF PAYMENT.

HAMILTON LOCAL 205

Territorial Jurisdiction as follows: GEOGRAPHIC AREA: Hamilton-Wentworth (R.M.): in the Regional Municipality of Haldimand, Norfolk and Niagara, and area bounded on the west by a line drawn southeasterly along the road from Hartford, past Varencey and continuing onto the shore of Lake Erie and on the east by a line commencing on the shore of Lake Ontario at the boundary of the town of Grimsby and the town of Lincoln and running southwesterly to Evans Point on the shore of Lake Erie In Halton (R.M.) all except that portion east of the 8th line and south of Highway 401,

SCHEDULE "A"

HOURS OF WORK AND SHIFT WORK

1. The regular hours of productive labour for all employees shall be as follows

(a) A regular working day shall consist of not more than eight hours employment to be performed between the hours of 8:00 a.m. and 5:00 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

Except that these hours may be varied by up to three hours by mutual consent between the Union Representative and the Employer under special circumstances.

(b) For work that is of such nature that it cannot be performed between the hours of 8:00 a.m. and 5:00 pm. parties to this Agreement will consider that a regular working day shall consist of not more than 7 1/2 hours on one shift performed on night work for 8 1/2 hours pay regardless of starting time.

Work performed between Saturday from 12:01 a.m. to Sunday 11:59 pm shall be paid at overtime rates.

SCHEDULE "B"

WAGE RATES

1. The basic hourly rates shall be as follows:

	INDUSTRIAL	COMMERCIAL
Effective June 1,1998	\$25.13 per hour	\$24.63 per hour
Effective November 1,2000	\$25.36 per hour	\$24.86 per hour

It is agreed that the previous Agreement of maintaining a differential of 10% of the **above** rates on work in new apartment construction shall continue during the term of this Agreement.

2. (a) Swing Stage Men, Paperhangers, Fabric Hangers, and Signwriters shall receive Fifty cents (\$0.50) above the hourly rate.

(b) Foremen, Sub-Foremen, Spraymen, and Sandblasters shall receive One Dollar (\$1 .00) above the hourly rate

(c) At least one apprentice or journeyperson must accompany all spray painters and sandblasters working in the Industrial sector.

3. All work on Swing Stage, Bosun Chair, interior and exterior, and exterior work on Scaffolding and Ladders:

50 feet or over	50 cents hourly premium
150 feet or over	\$1 .00 hourly premium

These premiums are in addition to those premiums in Clause 2(a) and 2(b) above and shall be cumulative.

Special premiums not covered above may be negotiated between the Employer and the Business Representative.

SCHEDULE "C"

OVERTIME WORK AND STATUTORY HOLIDAYS

1. The first two hours of overtime per day, Monday through Thursday, will be paid at time and one-half. All other overtime will be as per the Collective Agreement. SEE ARTICLE 13, APPENDIX "A".

SCHEDULE "D"

TRAVELLING TIME AND TRANSPORTATION

1. SEE ARTICLE 14, APPENDIX "A"

2. All work performed within a 56 km zone radiating from Main and Sherman, Hamilton, there will be a six zone system as follows:

Zone 1	0 - 8 km radius	No Travel Expense
Zone 2	8 - 16 km radius	\$1 .00 Travel Expense
Zone 3	16 - 24 km radius	\$2.00 Travel Expense
Zone 4	24 - 32 km radius	\$3.00 Travel Expense
Zone 5	32 - 40 km radius	\$4.00 Travel Expense
Zone 6	40 - 56 km radius	\$7.50 Travel Expense

(Which shall also include the Nantlcoke Area)

The above Travel Expenses are to be paid regardless of point of residence.

3. All work performed beyond Zone 6 shall be paid at \$7.50 Daily Zone Travel Expense plus an additional road mileage of sixteen cents (\$0.16) per km each way from the perimeter of Zone 6 to the destination and return thereto up to 48 km outside the 56 km zone. Beyond the 48 km outside of the zone, Room and Board shall prevail. It is agreed the Company will supply transportation beyond the zone limit or pay thirty-one cents (\$0.31) per km for the use of the vehicle.

ROOM AND BOARD ALLOWANCE

1. SEE ARTICLE 15, APPENDIX "A"

SCHEDULE "E"

PENSION PLAN

1. SEE ARTICLE 16 AND ARTICLE 21 FOR METHOD OF PAYMENT

SCHEDULE "F"

VACATION AND STATUTORY HOLIDAY PAY

1. SEE ARTICLE 17 AND ARTICLE 21 FOR METHOD OF PAYMENT.

SCHEDULE "G"

WELFARE TRUST

1. SEE ARTICLE 19 AND ARTICLE 21 FOR METHOD OF PAYMENT

ADMINISTRATIVE DUES

1. The Employer shall deduct administrative dues based on 3% of income on which Vacation Pay is computed.
2. SEE ARTICLE 21 FOR METHOD OF PAYMENT

NIAGARA REGION LOCAL 205

Territorial Jurisdiction as follows: In Niagara (R.M.) the part east of a line commencing on the shore of Lake Ontario at the boundary of the town of Grimsby and the town of Lincoln and running southeasterly on a line towards Evans Point on the shore of Lake Erie.

SCHEDULE "A"

HOURS OF WORK AND SHIFT WORK

1. The regular hours of productive labour for all employees shall be as follows:

(a) A regular working day shall consist of not more than eight hours employment to be performed between the hours of 8:00 a.m. and 5:00 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

Except that these hours may be varied by up to three hours by mutual consent between the Union Representative and the Employer under special circumstances.

(b) For work that is of such nature that it cannot be performed between the hours of 8:00 a.m. and 5:00 p.m. **parties** to this Agreement will consider that a regular working **day** shall consist of not more than 7 1/2 hours on one shift performed on night work for 8 1/2 hours pay regardless of starting time.

Work performed between Saturday from 12:01 a.m. to Sunday 11:59 p.m. shall be paid at overtime rates.

SCHEDULE "B"

WAGE RATES

1. The basic hourly rates shall be as follows:

	INDUSTRIAL	COMMERCIAL
Effective June 1, 1998	\$25.13 per hour	\$24.63 per hour
Effective November 1, 2000	\$25.36 per hour	\$24.86 per hour

It is agreed that the previous Agreement of maintaining a differential of 10% of the above rates or work in new **apartment** construction shall continue during the term of this Agreement.

2. (a) Swing Stage Men, Paperhangers, Fabric Hangers, and Signwriters shall receive Fifty cents (\$0.50) above the hourly rate.

(b) Foremen, Sub-Foremen, Spraymen, and Sandblasters shall receive One Dollar (\$1.00) above the hourly rate.

(c) At least one apprentice or journeyperson must accompany all spray painters and sandblasters working in the Industrial sector.

3. All work on Swing Stage, Bosun Chair, interior and exterior, and exterior work on Scaffolding and Ladders:

50 feet or over	50 cents hourly premium
150 feet or over	\$1.00 hourly premium

These premiums are in addition to those premiums in Clause 2(a) and 2(b) above and shall be cumulative.

Special premiums not covered above may be negotiated between the Employer and the Business Representative.

SCHEDULE "C"

OVERTIME WORK AND STATUTORY HOLIDAYS

1. The first two hours of overtime per day, Monday through Thursday, will be paid at time and one-half. All other overtime will be as per the Collective Agreement. SEE ARTICLE 13, APPENDIX "A".

SCHEDULE "D"

TRAVELLING TIME AND TRANSPORTATION

1. SEE ARTICLE 14, APPENDIX "A"

2. All work performed within a 56 km zone area radiating from the City Hall of every Town where shop is located shall be paid travelling expenses as follows:

Zone 1	0 - 8 km radius	No Travel Expense
Zone 2	8 - 16 km radius	\$1 .00 Travel Expense
Zone 3	16 - 24 km radius	\$2.00 Travel Expense
Zone 4	24 - 32 km radius	\$3.00 Travel Expense
Zone 5	32 - 40 km radius	\$4.00 Travel Expense
Zone 6	40 - 56 km radius	\$7.00 Travel Expense

The above Travel Expenses are to be paid regardless of point of residence.

3. All work performed beyond Zone 6 shall be paid the \$7.00 Dally Zone Travel Expense plus an additional road mileage of sixteen cents (\$0.16) per km each way from the perimeter of Zone 6 to the destination and return thereto up to 48 km outside the 56 km zone. Beyond the 48 km outside of the zone, Room and Board shall prevail. It is agreed the Company will supply transportation beyond the zone limit or pay thirty-one cents (\$0.31) per km for the use of the vehicle.

ROOM AND BOARD ALLOWANCE

1. SEE ARTICLE 15, APPENDIX "A"

SCHEDULE "E"

PENSION PLAN

1. SEE ARTICLE 16 AND ARTICLE 21 FOR METHOD OF PAYMENT.

SCHEDULE "F"

VACATION AND STATUTORY HOLIDAY PAY

1. SEE ARTICLE 17 AND ARTICLE 21 FOR METHOD OF PAYMENT.

SCHEDULE "G"

WELFARE TRUST

1. SEE ARTICLE 19 AND ARTICLE 21 FOR METHOD OF PAYMENT.

ADMINISTRATIVE DUES

1. The Employer shall deduct administrative dues based on 3% of income on which Vacation Pay is computed.
2. SEE ARTICLE 21 FOR METHOD OF PAYMENT.

WINDSOR LOCAL 1494

Territorial Jurisdiction: Counties of Essex and Kent

SCHEDULE "A"

HOURS OF WORK AND SHIFT WORK

1. The regular hours of productive labour for all employees shall be as follows:

(a) A regular working day shall consist of not more than eight hours employment to be performed between the hours of 8: 00 a.m. and 5: 00 p.m. Monday, Tuesday, Wednesday, Thursday and Friday.

Except that these hours may be varied by up to three hours by mutual consent between the Union Representative and the Employer under special circumstances.

(b) For work that is of such nature that it cannot be performed between the hours of 8:00 a.m. and 5:00 p.m. parties to this Agreement will consider that a regular working day shall consist of not more than eight hours on one shift performed on night work for nine hours pay regardless of starting time.

Work performed between Saturday from 12:01 a.m. to Sunday 11:59 p.m. shall be paid at overtime rates.

SCHEDULE "B"

WAGE RATES

1. The basic hourly rates shall be as follows:

	INDUSTRIAL	COMMERCIAL
Effective June 1,1998	\$23.71 per hour	\$23.21 per hour
Effective November 1,2000	\$23.94 per hour	\$23.44 per hour

2. (a) Paperhangers, Fabric Hangers, Swing and Bosun Chair shall receive Fifty cents (\$0.50) above the hourly rate.

(b) Foremen, Sub-Foremen, Spraymen, and Sandblasters shall receive One Dollar (\$1 .00) above the hourly rate.

(c) At least one apprentice or journeyman must accompany all spray painters and sandblasters working in the Industrial sector.

3. When employees are using a Swing Stage or Bosun Chair or free hanging scaffold they shall receive an additional Fifty cents (\$0.50) per hour for over one hundred and fifty feet.

These premiums are in addition to those premiums in Clause 2(a) and 2(b) above and shall be cumulative.

Special premiums not covered above may be negotiated between the Employer and the Business Representative.

SCHEDULE "C"

OVERTIME WORK AND STATUTORY HOLIDAYS

1. SEE ARTICLE 13. APPENDIX "A"

SCHEDULE "D"

TRAVELLING TIME AND TRANSPORTATION

1. SEE ARTICLE 14, APPENDIX "A".
2. There will be a 24 km free zone from the City Hall where the Employer's shop is located in either Windsor or Chatham. On all work performed beyond the 24 km free zone and up to 105 km from the appropriate City Hall daily travel expense to and from the job shall be paid for by the company at the rate of sixteen cents (\$0.16) per km providing the employee is on the job at starting time and works a full shift unless prevented from doing so by conditions beyond his control. It is agreed the company will supply transportation beyond the 24 km zone or pay thirty-one cents (\$0.31) per km for the use of the vehicle.
3. On all work performed beyond 105 km from City Hall, Room and Board as defined in Article 15 shall prevail.

ROOM AND BOARD ALLOWANCE

1. SEE ARTICLE 15. APPENDIX "A".

SCHEDULE "E"

PENSION PLAN

1. SEE ARTICLE 16 AND ARTICLE 21 FOR METHOD OF PAYMENT

SCHEDULE "F"

VACATION AND STATUTORY HOLIDAY PAY

1. SEE ARTICLE 17 AND ARTICLE 21, APPENDIX "A", FOR METHOD OF PAYMENT.

SCHEDULE "G"

WELFARE TRUST

1. SEE ARTICLE 19 AND ARTICLE 21 FOR METHOD OF PAYMENT.

ADMINISTRATIVE DUES

1. The Employer shall deduct administrative dues based on 3% of income on which Vacation Pay is computed.
2. SEE ARTICLE 21 FOR METHOD OF PAYMENT.

LONDON LOCAL 1590 (L1783)

Territorial Jurisdiction as follows: Counties of Bruce, Huron, Perth, Oxford, Elgin and Middlesex.

SCHEDULE "A"

STANDARD HOURS OF WORK AND SHIFT WORK

1. The regular hours of productive labour for all employees shall be as follows:

(a) A regular working day shall consist of not more than eight hours employment to be performed between the hours of 8:00 a.m. and 5:00 p.m. on Monday, Tuesday, Wednesday, Thursday.

A regular working day on Friday shall consist of not more than 5 1/2 hours employment to be performed between the hours of 8:00 a.m. and 1:30 p.m.

Except that these hours may be varied by up to three hours by mutual consent between the Union Representative and the Employer under special circumstances.

(b) For work that is of such nature that it cannot be performed between the hours of 8:00 a.m. and 5:00 p.m. parties to this Agreement will consider that a regular working day shall consist of not more than 7 1/2 hours on one shift performed on night work for 8 1/2 hour pay regardless of starting time.

Work performed between Saturday 12:01 a.m. to Sunday 11:59 p.m. shall be paid at overtime rates.

SCHEDULE "B"

WAGE RATES

1. The basic hourly rates shall be as follows:

	INDUSTRIAL	COMMERCIAL
Effective June 1, 1998	\$25.13 per hour	\$24.63 per hour
Effective November 1, 2000	\$25.36 per hour	\$24.86 per hour

2. (a) Swing Stage Men, Paperhangers, Fabric Hangers, and Signwriters shall receive Fifty cents (\$0.50) above the hourly rate.

(b) Foremen, Sub-Foremen, Spraymen, and Sandblasters shall receive One Dollar (\$1 .00) above the hourly rate.

(c) At least one apprentice or journeyman must accompany all spray painters and sandblasters working in the Industrial sector.

3. All work on Swing Stage, Bosun Chair, interior and exterior, and exterior work on Scaffolding and Ladders:

50 feet or over	50 cents hourly premium
150 feet or over	\$1 .00 hourly premium

These premiums are in addition to those premiums in Clause 2(a) and 2(b) above and shall be cumulative.

SCHEDULE "C"

OVERTIME WORK AND STATUTORY HOLIDAYS

1. SEE ARTICLE 13, APPENDIX "A".

SCHEDULE "D"

TRAVELLING TIME AND TRANSPORTATION

1. SEE ARTICLE 14, APPENDIX "A".
2. There shall be a 24 km free zone from City Hall. On all work performed beyond the 24 km free zone and up to 105 km from City Hall, daily travel expense to and from the job shall be paid for by the company at the rate of sixteen cents (\$0.16) per km providing the employee is on the job at starting time and works a full shift unless prevented from doing so by conditions beyond his control. It is agreed the company will supply transportation beyond the 24 km zone or pay thirty-one cents (\$0.31) per km for the use of the vehicle.
3. On all work performed beyond 105 km from City Hall, Room and Board as defined in Article 15 shall prevail.

ROOM AND BOARD ALLOWANCE

1. SEE ARTICLE 15. APPENDIX "A"

SCHEDULE "E"

PENSION PLAN

1. SEE ARTICLE 16 AND ARTICLE 21 FOR METHOD OF PAYMENT

SCHEDULE "F"

VACATION AND STATUTORY HOLIDAY PAY

1. SEE ARTICLE 17 AND ARTICLE 21 IN THE MASTER AGREEMENT FOR METHOD OF PAYMENT.

SCHEDULE "G"

WELFARE TRUST

1. SEE ARTICLE 19 AND ARTICLE 21 FOR METHOD OF PAYMENT

ADMINISTRATIVE DUES

1. The Employer shall deduct administrative dues based on 3% of income on which Vacation Pay is computed.
2. SEE ARTICLE 21 FOR METHOD OF PAYMENT.

SARNIA LOCAL 1590

Territorial Jurisdiction: County of Lambton

SCHEDULE "A"

STANDARD HOURS OF WORK AND SHIFT WORK

1. The regular hours of productive labour for all employees shall be as follows:

(a) A regular working day shall consist of not more than eight hours employment to be performed between the hours of 8:00 a.m. and 5:00 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

Except that these hours may be varied by up to three hours by mutual consent between the Union Representative and the Employer under special circumstances.

(b) When work cannot be properly done during the regular working day hours, it may be done after such hours at the single time rates plus (\$0.25) twenty-five cents per hour for all industry. Overtime rates shall apply on these rates after the standard eight hour period. If bus service is not available, the Employer shall furnish transportation.

Work performed between Saturday from 12:01 a.m. to Sunday 11:59 p.m. shall be paid at overtime rates.

SCHEDULE "B"

WAGE RATES

1. The basic hourly rates shall be as follows:

	INDUSTRIAL	COMMERCIAL
Effective June 1,1998	525.21 per hour	\$24.71 per hour
Effective November 1,2000	\$25.44 per hour	\$24.94 per hour

2. (a) Swing Stage Men, Paperhangers, Fabric Hangers, and Signwriters shall receive Fifty cents (50.50) above the hourly rate.

(b) Foremen, Sub-Foremen, Spraymen, and Sandblasters shall receive One Dollar (\$1 .00) above the hourly rate.

(c) If Spray Painters spray more than one hour they shall receive the spray rate for the day. Spray painters shall be allowed one-half hour on the last work day of the week to clean up Employer's equipment, and shall be furnished with proper respirators or other effective masks and suitable face creams or other suitable preparation by the Employer.

(d) All Sandblasters will have fresh air hood with filters and gloves supplied by Employer. All Sandblasters' machines to be equipped with dead-man controls.

(e) When applying all mastics (Bitumastic), Insulcolor or Arabol and all Coal Tar Epoxy, Single- or Multi-Packages, a premium of twenty-five cents (\$0.25) above spray rate will apply.

(f) At least one apprentice or journeyman must accompany all spray painters and sandblasters working in the Industrial sector.

3. All work on Swing Stage, Bosun Chair, interior and exterior, and exterior work on Scaffolding and Ladders:

50 feet or over	50 cents hourly premium
150 feet or over	\$1 .00 hourly premium

4. When sandblasting or spray painting inside of tanks or vessels which are enclosed, the premium will be One Dollar (\$1 .00) over the basic rate.

5. These premiums are in addition to those in Clauses Z(a) and 2(b) above and shall be cumulative.

SCHEDULE "C"

OVERTIME WORK AND STATUTORY HOLIDAYS

1. SEE ARTICLE 13, APPENDIX "A".
2. Employees required to work more than ten hours (two hours overtime) if not notified previously shall be furnished with a hot meal and allowed one-half hour with pay to eat same.
3. For work on bridges and marine work the first two hours of overtime shall be at 1 1/2 times the regular rate.

SCHEDULE "D"

TRAVELLING TIME AND TRANSPORTATION

1. SEE ARTICLE 14, APPENDIX "A".
2. FREE ZONE for travel will extend to coincide with the Electrical Agreement which Includes the C.I.L. plant.

ZONE A is the remainder of Lambton County and the rate shall be \$6.75 per day for work in this zone.

FREE ZONE is defined as the City of Sarnia and Point Edward east of the St. Clair River south to the north side of the first Sombra Township road south of the Canadian Industries Limited easterly to Highway No. 21 and north of Highway No.21 to the junction of Highways No. 402 and 21. Then north to Lake Huron on Plympton Side Road No. 15 including any jobs or projects with direct access to Highway No. 21 or Plympton Side Road No. 15.

3. On all work performed beyond the free zone and up to 105 km from City Hall daily travel expense to and from the job shall be paid for by the company at the rate of sixteen cents (\$0.16) per km providing the employee is on the job at starting time and works a full shift unless prevented from doing so by conditions beyond his control. It is agreed the company will supply transportation beyond the free zone or pay thirty-one cents (\$0.31) per km for the use of the vehicle.

ROOM AND BOARD ALLOWANCE

1. SEE ARTICLE 15. APPENDIX "A".

SCHEDULE "E"

PENSION PLAN

1. SEE ARTICLE 16 AND ARTICLE 21 FOR METHOD OF PAYMENT

SCHEDULE "F"

VACATION AND STATUTORY HOLIDAY PAY

1. SEE ARTICLE 17 AND ARTICLE 21 FOR METHOD OF PAYMENT.

SCHEDULE "G"

WELFARE TRUST

1. SEE ARTICLE 19 AND ARTICLE 21 FOR METHOD OF PAYMENT.

ADMINISTRATIVE DUES

1. The Employer shall deduct administrative dues based on 3% of income on which Vacation Pay is computed.
2. SEE ARTICLE 21 FOR METHOD OF PAYMENT.

SHOW-UP TIME

During the time period of May 1 to October 31, there can be up to three one-hour show-up times per month paid to each employee. This does not include Apprentices and unqualified persons.

THUNDER BAY LOCAL 1671

Territorial Jurisdiction as follows: District of Cochrane, except that portion south of the 49th Parallel, District of Algoma, except that portion south of the 47th Parallel, Districts of Kenora (including Patricia portion), District of Rainy River, and District of Thunder Bay (including White River).

SCHEDULE "A"

HOURS OF WORK

1. A standard working day shall consist of a maximum of eight hours to be worked consecutively between 8:00 a.m. and 5:00 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday except that these hours may be varied by up to three hours by mutual consent between the Union Representative and the Employer under special circumstances.
2. Any employee requested to work "split-shift" shall be paid a premium of Fifty (\$0.50) cents over the regular rate.
3. Any employee requested to work night shift between 5:00 p.m. Monday and 12:01 a.m. Saturday shall receive a premium of Fifty (\$0.50) cents per hour over his regular rate. No shift shall commence after 8:00 p.m. Friday except that overtime provisions prevail.

Work performed between Saturday from 12:01 a.m. to Sunday 11:59 p.m. shall be paid at overtime rates.

SCHEDULE "B"

WAGE RATES

1. The basic hourly rates shall be as follows:

	INDUSTRIAL	COMMERCIAL
Effective June 1, 1998	\$23.84 per hour	\$23.34 per hour
Effective November 1, 2000	\$24.07 per hour	\$23.57 per hour

2. (a) Paperhangers, Fabric Hangers, and Signwriters shall receive Fifty cents (\$0.50) per hour over the regular Journeyman rates. At least one Apprentice or Journeyman must accompany all Spray Painters.
 - (b) Foremen, Sub-Foremen, Spraymen, and Sandblasters shall receive One Dollar (\$1 .00) above the hourly rate.
 - (c) At least one apprentice or journeyperson must accompany all spray painters and sandblasters working in the Industrial sector.
3. All work on Swing Stage, Bosun Chair, interior and exterior, and exterior work on Scaffolding and Ladders:

50 feet or over	50 cents hourly premium
150 feet or over	\$1 .00 hourly premium

These premiums are in addition to those premiums in Clause 2(a) and 2(b) above and shall be cumulative.

SCHEDULE "C"

OVERTIME WORK AND STATUTORY HOLIDAYS

1. SEE ARTICLE 13, APPENDIX "A"

SCHEDULE "D"

TRAVELLING TIME AND TRANSPORTATION

1. SEE ARTICLE 14, APPENDIX "A".
2. (a) In the following paragraphs, for a member to obtain resident status, he or she must reside in that particular free zone prior to the starting of employment.
(b) There will be a 24 km free zone for employees residing in the towns of Kenora, Dryden, Fort Frances, Terrace Bay, Smooth Rock Falls, Marathon and Kapuskasing. It is agreed the Company will supply transportation beyond the 24 km zone or pay thirty-one cents (\$0.31) per km for the use of a personal vehicle. On all work performed beyond the 24 km zone, room and board as defined in Article 15 shall prevail.
(c) There will be a 24 km free zone from the Thunder Bay City Hall. On all work performed beyond the 24 km free zone and up to 105 km from Thunder Bay City Hall daily travel expense to and from the job shall be paid for by the company at the rate of sixteen cents (\$0.16) per km providing the employee is on the job at starting time and works a full shift unless prevented from doing so by conditions beyond his control. It is agreed the company will supply transportation beyond the 24 km zone or pay thirty-one cents (\$0.31) per km for the use of the vehicle.
3. On all work performed beyond 105 km from City Hall, Room and Board as defined in Article 15 shall prevail.
4. Employees shall be paid twenty cents (\$0.20) per km to and from out of town jobs on a once a month basis.

ROOM AND BOARD ALLOWANCE

1. SEE ARTICLE 15, APPENDIX "A"

SCHEDULE "E"

PENSION PLAN

1. SEE ARTICLE 16 AND ARTICLE 21 FOR METHOD OF PAYMENT

SCHEDULE "F"

VACATION AND STATUTORY HOLIDAY PAY

1. SEE ARTICLE 17 AND ARTICLE 21 FOR METHOD OF PAYMENT.

SCHEDULE "G"

WELFARE TRUST

1. SEE ARTICLE 19 AND ARTICLE 21 FOR METHOD OF PAYMENT OF FUND

ADMINISTRATIVE DUES

1. The Employer shall deduct administrative dues based on 3% of income on which Vacation Pay is computed.
2. SEE ARTICLE 21 FOR METHOD OF PAYMENT

DISTRICT COUNCIL 46 (1824) - GRAND VALLEY

Territorial Jurisdiction as follows: Grand Valley (R.M.) - Counties of Grey, Dufferin, Wellington, Waterloo (R.M.), Brant and in Haldimand-Norfolk (R.M.) that portion west of a line drawn beginning at the boundary line of the County of Brant (to the north) and running south-easterly along the road from the Town of Hartford past the Town of Varency and continuing on to the shore of Lake Erie (to the south).

SCHEDULE "A"

HOURS OF WORK

1. The regular hours of productive labour for all employees shall be as follows:

(a) A regular working day shall consist of not more than eight hours employment to be performed between the hours of 8:00 a.m. and 5:00 p.m. on Monday, Tuesday, Wednesday, and Thursday.

A regular working day on Friday shall consist of not more than 5 1/2 hours of employment to be performed between the hours of 8:00 a.m. and 2:00 p.m. Fridays may be extended by 2 1/2 hours at a \$3.00 per hour premium.

Except that these hours may be varied by up to three hours by mutual consent between the Union Representative and the Employer under special circumstances.

(b) For work that is of such nature that it cannot be performed between the hours of 8:00 a.m. and 5:00 p.m. parties to this Agreement will consider that a regular working day shall consist of not more than eight hours on one shift performed on night work for nine hours pay regardless of starting time.

Work performed between Saturday from 12:01 a.m. to Sunday 11:59 p.m. shall be paid at overtimes rates.

SCHEDULE "B"

WAGE RATES

1. The basic hourly rates shall be as follows:

	INDUSTRIAL	COMMERCIAL
Effective June 1, 1998	\$22.88 per hour	\$22.18 per hour
Effective November 1, 2000	\$22.89 per hour	\$22.39 per hour

2. (a) Swing Stage Men, Paperhangers, Fabric Hangers, and Signwriters shall receive Fifty cents (\$0.50) above the hourly rate.

(b) Foremen, Sub-Foremen, Spraymen, and Sandblasters shall receive One Dollar (\$1 .00) above the hourly rate.

(c) At least one apprentice or journeyman must accompany all spray painters and sandblasters working in the Industrial sector.

3. All work on Swing Stage, Bosun Chair, interior and exterior, and exterior work on Scaffolding and Ladders:

50 feet or over	50 cents hourly premium
150 feet or over	\$1 .00 hourly premium

These premiums are in addition to those premiums in Clause 2(a) and 2(b) above and shall be cumulative.

SCHEDULE "C"**OVERTIME WORK AND STATUTORY HOLIDAYS**

1. The first two hours of overtime per day, Monday through Thursday, will be paid at time and one-half. All other overtime will be as per the Collective Agreement.

Overtime work will be construed to mean all hours worked in excess of those stipulated in Standard Hours of Work and Shift Work Clause and shall be paid at time and one-half the regular rate, and such overtime, if worked, shall be on a voluntary basis, and no employee shall be penalized for exercising this right.

2. All work performed on Sundays and the following Statutory Holidays, New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day, shall be paid at double the regular rate of each employee. The Employer agrees that no employee shall be required to work on Labour Day except in case of emergency. Holidays that fall on a Saturday or Sunday shall be observed on the following Monday.

3. SEE ARTICLE 13.03. APPENDIX "A"

SCHEDULE "D"**TRAVELLING TIME AND TRANSPORTATION**

1. SEE ARTICLE 14, APPENDIX "A".
2. There will be a 24 km free zone from City Hall. On all work performed beyond the 24 km free zone and up to 105 km from City Hall daily travel expense to and from the job shall be paid for by the company at the rate of sixteen cents (\$0.16) per km providing the employee is on the job at starting time and works a full shift unless prevented from doing so by conditions beyond his control. It is agreed the company will supply transportation beyond the 24 km zone or pay thirty-one cents (\$0.31) per km for the use of the vehicle.
3. On all work performed beyond 105 km from City Hall, Room and Board as defined in Article 15 shall prevail.

ROOM AND BOARD ALLOWANCE

1. SEE ARTICLE 15. APPENDIX "A".

SCHEDULE "E"**PENSION PLAN**

1. SEE ARTICLE 16 AND 21 FOR METHOD OF PAYMENT.

SCHEDULE "F"**VACATION AND STATUTORY HOLIDAY PAY**

1. SEE ARTICLE 17 AND ARTICLE 21 FOR METHOD OF PAYMENT.

SCHEDULE "G"**WELFARE TRUST**

1. SEE ARTICLE 19 AND ARTICLE 21 FOR METHOD OF PAYMENT

ADMINISTRATIVE DUES

1. The Employer shall deduct administrative dues based on 3% of income on which Vacation Pay is computed.
2. SEE ARTICLE 21 FOR METHOD OF PAYMENT.

SCHEDULE "H"

Grand Valley Stabilization Fund

Pursuant to Article 9 of the Master Agreement, all Employers bound by this Agreement performing work in the jurisdiction of Grand Valley, must submit \$1.03 per man hour to the Local 1824 Stabilization Fund. Contribution amounts may be altered from time to time by the Union. This amount is to be deducted from the current wage package and remitted by the 20th of the month following the work month completed on the prescribed remittance form, available from the Local 1824 office.

In the event that this Fund is discontinued for any reason, the hourly contributions herein agreed will become part of the hourly wages of the employee on whose behalf they have been contributed.

The purpose of the Stabilization Fund is to assist the signatory Employers with a subsidy paid from the Fund for hours worked on cost-sensitive jobs agreed to by Local 1824, International Brotherhood of Painters & Allied Trades and Grand Valley Painting Contractors Association designated representatives.

The Fund is to be jointly administered by four Trustees: two members of the Grand Valley Painting Contractors Association and two members of Local 1824. One Trustee from each side will be designated by mutual agreement to grant subsidies on any work they deem necessary. The other two Trustees will act as alternates with the same authority in case of absence.

When a subsidy is granted, it shall be put in writing and signed by the designated Trustees.

Employers seeking subsidy will be registered with Local 1824 and will be notified of jobs as they are subsidized. The Ontario Painting Contractors Association will be immediately notified by fax with a copy of the written Agreement.

The subsidy will be paid to the Employer on receipt of an invoice outlining the particulars required. This must be accompanied by all time slips as completed by the employees for hours worked covered by said invoice.

Dated at Kitchener, Ontario this 1st day of May, 1998

Signed:

"Ken Reid"

Ken Reid, Business Representative
& Financial Secretary, D.C. 46, Local 1824,
International Brotherhood of Painters
& Allied Trades

Signed:

"Hugh McMahon"

Hugh McMahon, President
Grand Valley Painting Contractors Association

DISTRICT COUNCIL 46 (557) - OSHAWA

Territorial Jurisdiction as follows: County of Victoria, County of Durham except Township of Uxbridge and the Towns of Ajax, Pickering and Whitby; in the County of Peterborough, that portion west of Highway 28 which includes the Township of Cavan, in the County of Northumberland, that portion west of Highway 28 to Port Hope, and the Townships of Rama and Mara in the County of Simcoe.

SCHEDULE "A"

HOURS OF WORK AND SHIFT WORK

1. The regular hours of productive labour for all employees shall be as follows:

(a) A regular working day shall consist of not more than eight hours employment to be performed between the hours of 8:00 a.m. and 5:00 p.m. on Monday, Tuesday, Wednesday, and Thursday.

A regular working day on Friday shall consist of not more than 5 1/2 hours employment to be performed between the hours of 8:00 a.m. and 2:00 p.m. Fridays may be extended by 2 1/2 hours at a \$3.00 per hour premium.

Except that these hours may be varied by up to three hours by mutual consent between the Union Representative and the Employer under special circumstances.

(b) For work that is of such nature that it cannot be performed between the hours of 8:00 a.m. and 5:00 p.m. parties to this Agreement will consider that a regular working day shall consist of not more than 7 1/2 hours on one shift performed on night work for 8 1/2 hours pay regardless of starting time.

Work performed between Saturday from 12:01 a.m. to Sunday 11:59 p.m. shall be paid at overtime rates,

SCHEDULE "B"

WAGE RATES

1. The basic hourly rates shall be as follows:

	INDUSTRIAL	COMMERCIAL
Effective June 1,1998	\$26.62 per hour	\$26.12 per hour
Effective November 1,2000	\$26.85 per hour	\$26.35 per hour

2. (a) Swing Stage Men, Paper hangers, Fabric Hangers, and Signwriters shall receive Fifty cents (\$0.50) above the hourly rate.

(b) Foremen, Sub-Foremen, Spraymen, and Sandblasters shall receive One Dollar (\$1 .00) above the hourly rate.

(c) At least one apprentice or journeyman must accompany all spray painters and sandblasters working in the Industrial sector.

3. All work on Swing Stage, Bosun Chair, interior and exterior, and exterior work on Scaffolding and Ladders:

50 feet or over	50 cents hourly premium
150 feet or over	\$1 .00 hourly premium

These premiums are in addition to those premiums in Clause 2(a) and 2(b) above and shall be cumulative.

SCHEDULE "C"

OVERTIME WORK AND STATUTORY HOLIDAYS

1. The first two hours of overtime per day, Monday through Thursday, will be paid at time and one-half. All other overtime will be as per the Collective Agreement. SEE ARTICLE 13, APPENDIX "A".

SCHEDULE "D"

TRAVELLING TIME AND TRANSPORTATION

1. SEE ARTICLE 14, APPENDIX "A".
2. There will be a 16 km free zone from City Hall. On all work performed beyond the 16 km free zone and up to 105 km from City Hall daily travel expense to and from the job shall be paid for by the company at the rate of sixteen cents (\$0.16) per km providing the employee is on the job at starting time and works a full shift unless prevented from doing so by conditions beyond his control. It is agreed the company will supply transportation beyond the 16 km zone or pay thirty-one cents (\$0.31) per km for the use of the vehicle.
3. On all work performed beyond 105 km from City Hall, Room and Board as defined in Article 15 shall prevail.

ROOM AND BOARD ALLOWANCE

1. SEE ARTICLE 15. APPENDIX "A".

SCHEDULE "E"

PENSION PLAN

1. SEE ARTICLE 16 AND ARTICLE 21 FOR METHOD OF PAYMENT.

SCHEDULE "F"

VACATION AND STATUTORY HOLIDAY PAY

1. SEE ARTICLE 17 AND ARTICLE 21 FOR METHOD OF PAYMENT.

SCHEDULE "G"

WELFARE TRUST

1. SEE ARTICLE 19 AND ARTICLE 21 FOR METHOD OF PAYMENT.

ADMINISTRATIVE DUES

1. The Employer shall deduct administrative dues based on 3% of income on which Vacation Pay is computed.
2. SEE ARTICLE 21 FOR METHOD OF PAYMENT

SAULT STE. MARIE LOCAL 1904

Territorial Jurisdiction: County of Algoma

SCHEDULE "A"

STANDARD HOURS OF WORK AND SHIFT WORK

1. The regular hours of productive labour for all employees shall be as follows:

(a) A regular working day shall consist of not more than eight hours employment to be performed between the hours of 8:00 a.m. and 5:00 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

Except that these hours may be varied by up to three hours by mutual consent between the Union Representative and the Employer under special circumstances.

(b) For work that is of such nature that it cannot be performed between the hours of 8:00 a.m. and 5:00 p.m. parties to this Agreement will consider that a regular working day shall consist of not more than eight hours on one shift performed on night work for nine hours pay regardless of starting time. In order to complete a full week on night shift work, it is agreed that straight time rates shall be paid for hours worked after midnight on Sunday to the completion of the shift with the express purpose of ensuring the employees engaged on Sandblasting and Painting will be given an opportunity to complete a forty hour work week.

Work performed between Saturday from 12:01 a.m. to Sunday 11:59 p.m. shall be paid at overtime rates.

SCHEDULE "B"

WAGE RATES

1. The basic hourly rates shall be as follows:

	INDUSTRIAL	COMMERCIAL
Effective June 1, 1998	\$23.03 per hour	\$22.53 per hour
Effective November 1, 2000	\$23.26 per hour	\$22.76 per hour

2. (a) Swing Stage Men, Paperhangers, Fabric Hangers, and Signwriters shall receive Fifty cents (\$0.50) above the hourly rate.

(b) Foremen, Sub-Foremen, Spraymen, and Sandblasters shall receive One Dollar (\$1 .00) above the hourly rate.

(c) At least one apprentice or journeyman must accompany all Spray Painters and Sandblasters working in the Industrial sector.

3. All work on Swing Stage, Bosun Chair, interior and exterior, and exterior work on Scaffolding and Ladders,

50 feet or over	50 cents hourly premium
150 feet or over	\$1 .00 hourly premium

These premiums are in addition to those premiums in Clause 2(a) and 2(b) above and shall be cumulative.

SCHEDULE "C"

OVERTIME WORK AND STATUTORY HOLIDAYS

1. Overtime work will be construed to mean all hours worked in excess of those stipulated in Standard Hours of Work and Shift Work Clause and shall be paid at time and one-half the regular rate, and such overtime, if worked, shall be on a voluntary basis, and no employee shall be penalized for exercising this right.
2. All work performed on Sundays and the following Statutory Holidays, New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day, shall be paid at double the regular rate of each employee. The Employer agrees that no employee shall be required to work on Labour Day except in case of emergency. Holidays that fall on a Saturday or Sunday shall be observed the following Monday.
3. SEE ARTICLE 13.03, APPENDIX "A"

SCHEDULE "D"

TRAVELLING TIME AND TRANSPORTATION

1. SEE ARTICLE 14. APPENDIX "A"
2.
 - (a) In the following paragraphs, for a member to obtain residence status, he or she must reside in that particular free zone prior to the starting of employment.
 - (b) There will be a 24 km free zone for members residing in the towns of Manitoulin, Timmins, North Bay and Elliott Lake. It is agreed the company will supply transportation beyond the 24 km zone or pay thirty-one cents (\$0.31) per km for the use of a personal vehicle. On all work performed beyond the 24 km zone, Room and Board as defined in Article 15 shall prevail.
 - (c) There will be a 24 km free zone from Sault Ste. Marie City Hall. On all work performed beyond the 24 km free zone and up to 105 km from Sault Ste. Marie City Hall daily travel expense to and from the job shall be paid for by the company at the rate of sixteen cents (\$0.16) per km providing the employee is on the job at starting time and works a full shift unless prevented from doing so by conditions beyond his control. It is agreed the company will supply transportation beyond the 24 km zone or pay thirty-one cents (\$0.31) per km for the use of the vehicle.
3. On all work performed beyond 105 km from City Hall, Room and Board as defined in Article 15 shall prevail.
4. Employees shall be paid twenty cents (\$0.20) per km to and from out of town jobs on a once-a-month basis.

ROOM AND BOARD ALLOWANCE

1. SEE ARTICLE 15, APPENDIX "A".

SCHEDULE "E"

PENSION PLAN

1. SEE ARTICLE 16 AND ARTICLE 21 FOR METHOD OF PAYMENT.

SCHEDULE "F"

VACATION AND STATUTORY HOLIDAY PAY

1. SEE ARTICLE 17 AND ARTICLE 21 FOR METHOD OF PAYMENT.

SCHEDULE "G"

WELFARE TRUST

1. SEE ARTICLE 19 AND ARTICLE 21 FOR METHOD OF PAYMENT

ADMINISTRATIVE DUES

1. The **Employer shall** deduct administrative dues based on 3% of income on which Vacation Pay is computed.
2. SEE ARTICLE 21 FOR METHOD OF PAYMENT.

SUDBURY LOCAL 1904

Territorial Jurisdiction: Districts of Parry Sound, Nipissing, Manitoulin, Sudbury, Temiskaming, Timmins and the District of Cochrane south of the 49th parallel.

SCHEDULE "A"

STANDARD HOURS OF WORK AND SHIFT WORK

1. The regular hours of productive labour for all employees shall be as follows:

(a) A regular working day shall consist of not more than eight hours employment to be performed between the hours of 8:00 a.m. and 5:00 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

Except that these hours may be varied by up to three hours by mutual consent between the Union Representative and the Employer under special circumstances.

(b) For work that is of such nature that it cannot be performed between the hours of 8:00 a.m. and 5:00 p.m. parties to this Agreement will consider that a regular working day shall consist of not more than eight hours on one shift performed on night work for nine hours pay regardless of starting time. In order to complete a full week on night shift work, it is agreed that straight time rates shall be paid for hours worked **after** midnight on Sunday to the completion of the shift with the express purpose of ensuring the employees engaged on Sandblasting and Painting will be given an opportunity to complete a forty hour work week.

Work performed between Saturday from 12:01 a.m. to Sunday 11:59 p.m. shall be paid at overtime rates.

SCHEDULE "B"

WAGE RATES

1. The basic hourly rates shall be as follows:

	INDUSTRIAL	COMMERCIAL
Effective June 1, 1998	\$23.03 per hour	\$22.53 per hour
Effective November 1, 2000	\$23.26 per hour	\$22.76 per hour

2. Swing Stage Men, Paperhangers, Fabric Hangers, and Signwriters shall receive Fifty cents (\$0.50) above the hourly rate.

(b) Foremen, Sub-Foremen, Spraymen, and Sandblasters shall receive One Dollar (\$1 .00) above the hourly rate.

(c) At least one apprentice must accompany all Spray Painters and Sandblasters working in the Industrial sector.

3. All work on Swing Stage, Bosun Chair, interior and exterior, and exterior work on Scaffolding and Ladders:

50 feet or over	50 cents hourly premium
150 feet or over	\$1 .00 hourly premium

These premiums are in addition to those premiums in Clause 2(a) and 2(b) above and shall be cumulative. Special premiums not covered above may be negotiated between the Employer and the Business Representative.

SCHEDULE "C"

OVERTIME WORK AND STATUTORY HOLIDAYS

1. Overtime work will be construed to mean all hours worked in excess of those stipulated in Standard Hours of Work and Shift Work Clause and shall be paid at time and one-half the regular rate, and such overtime, if worked, shall be on a voluntary basis, and no employee shall be penalized for exercising this right,
2. All work performed on Sundays and the following Statutory Holidays, New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day, shall be paid at double the regular rate of each employee. The Employer agrees that no employee shall be required to work on Labour Day except in case of emergency. Holidays that fall on a Saturday or Sunday shall be observed on the following Monday.
3. SEE ARTICLE 13.03, APPENDIX "A".

SCHEDULE "D"

TRAVELLING TIME AND TRANSPORTATION

1. SEE ARTICLE 14, APPENDIX "A"
2. (a) In the following paragraphs, for a member to obtain residence status, he or she must reside in that particular free zone prior to the starting of employment.
 - (b) There will be a 24 km free zone for members residing in the towns of Manitoulin, Timmins, North Bay and Elliott Lake. It is agreed the company will supply transportation beyond the 24 km zone or pay thirty-one cents (\$0.31) per km for the use of a personal vehicle. On all work performed beyond the 24 km zone, Room and Board as defined in Article 15 shall prevail.
 - (c) There will be a 24 km free zone from Sudbury City Hall. On all work performed beyond the 24 km free zone and up to 105 km from Sudbury City Hall daily travel expense to and from the job shall be paid for by the company at the rate of sixteen cents (\$0.16) per km providing the employee is on the job at starting time and works a full shift unless prevented from doing so by conditions beyond his control. It is agreed the company will supply transportation beyond the 24 km zone or pay thirty-one cents (\$0.31) per km for the use of the vehicle.
3. On all work performed beyond 105 km from City Hall, Room and Board as defined in Article 15 shall prevail.
4. Employees shall be paid twenty cents (\$0.20) per km to and from out of town jobs on a once-a-month basis.

ROOM AND BOARD ALLOWANCE

1. SEE ARTICLE 15, APPENDIX "A"

SCHEDULE "E"

PENSION PLAN

1. SEE ARTICLE 16 AND ARTICLE 21 FOR METHOD OF PAYMENT

SCHEDULE "F"

VACATION AND STATUTORY HOLIDAY PAY

1. SEE ARTICLE 17 AND ARTICLE 21 FOR METHOD OF PAYMENT.

SCHEDULE "G"

WELFARE TRUST

1. SEE ARTICLE 19 AND ARTICLE 21 FOR METHOD OF PAYMENT

ADMINISTRATIVE DUES

1. The Employer shall deduct administrative dues based on 3% of income on which Vacation Pay is computed.
2. SEE ARTICLE 21 FOR METHOD OF PAYMENT.

APPENDIX "B"

BETWEEN.

ACOUSTICAL ASSOCIATION ONTARIO

and

INTERIOR SYSTEMS CONTRACTORS ASSOCIATION OF ONTARIO

by and on behalf of its member Employers

(hereinafter called the "Association")

OF THE FIRST PART

- and -

INTERNATIONAL BROTHERHOOD OF PAINTERS AND ALLIED TRADES

and

**ONTARIO COUNCIL OF THE INTERNATIONAL BROTHERHOOD OF
PAINTERS AND ALLIED TRADES - DISTRICT COUNCIL 46 (LOCAL UNION 1891)**

(hereinafter called the "Union")

OF THE SECOND PART

WHEREAS the Association and the Union desire to enter into a Collective Agreement with respect to employees of the Employers engaged as drywall tapers, plasterers, fireproofing applicators, acoustical sprayers, asbestos removers, Exterior Insulated Finishing System, Exterior Stucco, and Air/Vapour Barrier workers and their respective apprentices or trainees and working foremen:

AND WHEREAS the Employers have duly vested appropriate authority in the Association to enable it to discharge the responsibilities as their bargaining agent and enter into this Collective Agreement;

AND WHEREAS the general purpose of this Agreement is to establish mutually satisfactory relations between the Union, the Association, the Employers and their employees and to provide a means for the prompt and equitable disposition of grievances and to establish and maintain satisfactory working conditions, hours of work and wages for employees who are covered by this Agreement:

The Association and the Union hereby covenant and agree each with the other as follows:

ARTICLE 1

RECOGNITION

1.01 The Association for and on behalf of the Employer, recognizes the Union as the sole and exclusive bargaining agent for all journeymen drywall tapers, journeymen plasterers, journeymen fireproofing applicators, acoustical sprayers, asbestos removers, fire stopping, Exterior Insulated Finishing System, Exterior Stucco and Air/Vapour Barrier workers and their respective apprentices and trainees and working foremen engaged within the Province of Ontario.

1.02 If an Employer is a partnership or a corporation, no member of the firm shall work with the tools.

1.03 All employees covered by this Agreement shall be hired through the offices of the Union. It is further agreed that the Employer may recall employees through the Union's office, provided the employee is unemployed and registered at the Union's office on the date of recall. The Employer may name hire any employee listed on the Union's unemployed list.

1.04 The Employer agrees to hire only employees who are members in good standing of the Union.

ARTICLE 2

SCOPE OF AGREEMENT

2.01 This Agreement shall be applicable to and effective within the Province of Ontario and shall inure to the benefit of, and be binding upon all other parties executing this Agreement.

ARTICLE 3

TRADE JURISDICTION

3.01 The Association recognizes the trade jurisdiction of the Union and agrees to assign the work of such jurisdiction to the employees covered by this Agreement.

3.02 The trade jurisdiction of the Union shall consist of, but not be limited to the following:

The preparation and application of the interior and exterior surfaces for the purpose of receiving paint finishes, including pigmentations, monolithic design for finished wall treatment not limited to stone, glass, plastic, gypsum products, architectural finishes, epoxy, catalyst, polyester fillers, binders, additives of any combination formalization, regardless of density and consistency. Installation of strengthening membranes for the purpose of holding or binding together the various applications using the tools of the trade or manufacturers recommended. All work involved in fireproofing, drywall taping, plastering, acoustical spraying, asbestos removal, fire stopping, or related work, including spray or trowelling or cementitious, fibre, urethane, cellulose materials for said purposes.

3.03 No limitation shall be placed on the work covered by this trade jurisdiction by reason of the surface or texture or purpose for which the material described herein is used, designed or intended.

3.04 The trade jurisdiction includes the handling of all materials listed in the section of this Article and all materials and/or equipment required to carry out the work covered by the trade jurisdiction from the job stock piles.

ARTICLE 4

SUBCONTRACTING

4.01 An Employer shall not sub-contract work covered by this Agreement except to a contractor bound by this Agreement.

4.02 The Union shall not permit its members to undertake any work covered by this Agreement other than for a contractor bound by this Agreement.

4.03 The Union agrees to take all reasonable steps to enforce compliance with the provisions of Article 4.01 and 4.02.

4.04 Where the Union receives notice of a situation where there is an existing breach of any of the provisions of Article 4.01 it shall forthwith commence and thereafter diligently prosecute the appropriate steps under the appropriate grievance and arbitration provisions or under its own constitution.

4.05 No member of the Union shall engage as a contractor unless he has first become bound to this Collective Agreement. If an employee does engage as a contractor without first becoming so bound, he shall immediately lose his membership in the Union together with all rights of union membership including the right under any Trust Agreement to self-pay any benefits.

ARTICLE 5

PAYMENT OF WAGES

5.01 All payrolls to be closed weekly

5.02 Employees to be paid in cash or by cheque at par within 72 hours of closing time books. Payment by cheque to be made on or before Thursday of any week.

5.03 When an employee is laid off or dismissed he shall receive all monies and records due to him by the Employer by no later than the next regular pay day. All employees will receive one hour's notice with pay. If the Employer fails to give the employee one hour's notice in advance of lay-off, then the employee shall be paid an additional one hour's pay.

5.04 When an employee is discharged for just cause, the Employer shall forward his pay to him by registered mail within 72 hours from time of discharge

5.05 When it is not possible to process the requisite government document forms at the time of discharge or lay-off, the Employer agrees to send them to the employee by registered mail within 72 hours from the time of termination.

5.06 (a) All pay whether in cash or by cheque shall be accompanied by a pay slip or cheque stub which shall contain the following information:

- 1) hours worked;
- 2) rate of pay per hour;
- 3) income tax deducted;
- 4) CPP;
- 5) EI;
- 6) vacation pay;
- 7) all contributions and deductions to be made in accordance with the terms of this Agreement.

- (b) Employees working in new apartments, stack-townhouses, houses and townhouses on a piece work basis must receive properly completed Work Sheet forms, along with their cheques, in accordance with the Collective Agreement. (See copy attached to the Collective Agreement.)
- (c) Should no pay slip or Work Sheet or cheque stub be issued or should it not contain the information as stated in Article 5.06 (a) and (b), then provided the matter is raised within 28 days of the delivery of the pay, the Employer shall be required to pay to the Joint Trade Board Committee as liquidated damages, a sum equal to the amount of the cheque for each pay period. In addition, the employee shall be fined by the Union the sum of \$500. 00 per pay period which sum shall be paid to the Joint Trade Board Committee. No claim shall be made for any period exceeding 28 days.

ARTICLE 6

UNION AND EMPLOYER JOINT TRADE BOARD COMMITTEE

6.01 The parties hereto agree that a Committee shall be established upon the signing of this Agreement known as the Union and Employer Joint Trade Board Committee. This Committee shall be composed of three representatives appointed by the Employer and three representatives appointed by the Union. One of the members so appointed shall be elected Chairman of the Committee and one person shall be elected Secretary of the Committee provided that when the Chairman is from the Employer nominees the Secretary shall be from the Union nominees and vice versa.

The Chairman and the Secretary shall rotate annually.

A quorum consists of 4 representatives - two being nominees from the Employers and two from the Union.

6.02 It shall be the duty of this Committee, in keeping with the intent of harmonious relations:

- (a) to administer and enforce this Agreement;
- (b) to meet monthly;
- (c) to deal with grievances and/or problems in the industry. When dealing with grievances a unanimous decision of the Committee shall be binding on the parties to the grievance. Notices of such meetings shall be sent to all interested parties including the Employer Bargaining Agencies at least 10 days before the scheduled meeting. Such Notices shall be by fax or registered mail.
- (e) Regular meetings shall be scheduled monthly and the calendar thereof distributed to the parties.
- (f) If in a grievance matter no unanimous decision is reached, then any of the parties may pursue any other available remedy.

6.03 The Committee shall not be constituted so long as Article 26 herein continues to form part of this Agreement.

ARTICLE 7

JOINT APPRENTICESHIP COMMITTEE

7.01 To assure the Industry of an adequate supply of properly trained and skilled mechanics there shall be a Joint Training and Apprenticeship Committee/Local Apprenticeship Committee to which each of the Associations and Local 1891 shall appoint four representatives

7.02 The Committee shall be responsible for:

- (a) An Apprenticeship Program under which the Local Apprenticeship standards shall be administered and also co-ordinated with the Apprenticeship and Tradesmen's Qualification Act, R.S.O. 1990 and Amendments thereto, and
- (b) A Journeyman Training program under which advanced training programs will be administered and co-ordinated for the purpose of enabling journeymen to acquire a full and complete knowledge of the advancements, new techniques and skills in their craft.

7.03 The Committee shall meet as required. Four members of the committee shall constitute a quorum except that where, at the request of either Chairman of the respective committee, a special summoned meeting is called, two representatives of each party shall constitute a quorum.

ARTICLE 8

APPRENTICES

8.01 The minimum rate of wages for apprentices shall be as follows:

0-1200 hours worked	Wages	\$11 .00 per hour
	Vacation Pay	10% of gross wages earned
	Benefits	All benefits except pension
1201-2400 hours worked	Wages	50% of Journeyman rate
	Vacation Pay	10% of gross wages earned
	Benefits	All benefits
2401-3600 hours worked	Wages	60% of journeyman rate
	Vacation Pay	10% of gross wages earned
	Benefits	All benefits
3601-5400 hours worked	Wages	80% of journeyman rate
	Vacation Pay	10% of gross wages earned
	Benefits	All benefits

8.02 The training period for apprentices shall be 5400 hours work period

8.03 The ratio of apprentices to journeymen must be one apprentice to every three journeymen, on the payroll, if available. Changes to the ratio of apprentices to journeymen may be recommended by the Joint Apprenticeship Board.

8.04 It shall be the responsibility of the officers of the Union District Council 46 (Local 1891) to advise contractors employing men in their jurisdictional area, of the status of apprentices as determined by the Joint Training and Apprenticeship Committee or Local Apprenticeship Committee if in place.

8.05 The Employer agrees that there shall be at least one apprentice paid on an hourly basis employed at each apartment building.

ARTICLE 9

STATUTORY HOLIDAYS

9.01 Whenever work is performed on Saturday, Sunday and the following Statutory holidays, namely,

- New Years Day
- Good Friday
- Victoria Day
- Canada Day
- August Civic Holiday
- Labour Day
- Thanksgiving Day
- Christmas Day
- Boxing Day

employees shall be paid double their regular rate of pay.

ARTICLE 10

TOOLS

10.01 A tool lock-up sufficient to hold all employees' tools shall be provided by the Employer on all jobs. An Employer failing to provide a satisfactory lock-up for tools of the members shall be held financially responsible for their replacement in the event of theft.

10.02 The parties agree to work together and co-operate in accident control and prevention and the job steward will report to the foreman for immediate corrective action, any unsafe conditions, unsafe acts or violations of safety regulations.

10.03 Foremen, Journeymen, and Apprentices shall supply themselves with and wear at all times on the job, an approved safety helmet, goggles, safety shoes and face masks when required. A one hundred foot extension cord with light bulb is to be supplied by the employee. All other safety devices and equipment shall be supplied by the Employer

ARTICLE 11

BUSINESS REPRESENTATIVE

11.01 The Employer will not object to the Business Representative of the Union having access to all jobs during working hours, but in no case shall his visits interfere with the progress of the work. When visiting a job he will advise the Employer's representative on the job.

ARTICLE 12

WORK WEEK, WORK DAY FOR THE FOLLOWING TERRITORIAL
 JURISDICTIONS AND GEOGRAPHIC AREAS:
 COUNTY OF HALTON, PEEL, YORK, ONTARIO AND DURHAM - O.L.R.B. AREA 8
 (Toronto & Vicinity)

12 01 The regular hours of work, subject to variation by mutual consent of the parties shall be between 8:00 a.m. and 4:30 p.m. from Monday to Thursday and 8:00 a.m. and 1:30 p.m. on Friday. Any work done outside these hours shall be overtime or shift work. The maximum number of working hours per day shall be eight hours from Monday to Thursday, and five and one-half hours on Friday, save and except the Residential sector which shall be forty (40) hours per week from Monday to Friday, and between 8:00 a.m. and 4:30 p.m. from Monday to Friday, and save and except the provisions of the Agreement relating to shift work

ARTICLE 13

SHIFT WORK - OVERTIME FOR THE FOLLOWING
 TERRITORIAL JURISDICTIONS AND GEOGRAPHIC AREAS:
COUNTY OF HALTON, PEEL YORK, ONTARIO AND DURHAM
 (Toronto & Vicinity)

13.01 Any extra daily shift on any particular job shall be of not more than seven hours daily between midnight Sunday to midnight Friday of the same week. No employees, except the foreman, shall be permitted to work more than one shift in any twenty-four hours. When such shift system is worked, the rate of wages shall be:

Day shift	8:00 a.m to 4:30 p.m. regular straight time
2nd shift	Time and one-seventh the regular rate
3rd shift	Time and one-half the regular rate

1302 The normal starting and quitting times may be varied, if in the opinion of both parties, It would be beneficial to the industry to do so. When these conditions apply, eight continuous working hours per day shall be worked. Any work performed under these conditions outside of the regular working hours of 8:00 a.m. to 4:30 p.m. shall be paid for at the rate of one and one-eighth times the regular rate of pay, save and except when overtime rates apply

1303 All work performed in excess of the regular working day of eight (8) hours from Monday to Thursday and five and one-half (5 1/2) hours on Friday shall be deemed to be overtime work, and in the Residential Sector all work in excess of eight (8) hours from Monday to Friday shall be deemed to be overtime work. The rate of wages for the first three (3) hours of overtime in any one regular working day shall be time and one-half and work performed after three hours of overtime shall be double time. When overtime is performed on the 2nd or 3rd shift, the rate of pay for such overtime shall be one and one-half (1 1/2) times the shift rate after the first three (3) hours of overtime. The Employer shall distribute all overtime as equally as possible among the employees regularly doing the work.

13.04 The Employer agrees to notify the Union of all overtime work

ARTICLE 14

WORK WEEK, WORK DAY

14.01 The regular hours of work in the Province of Ontario subject to variation by mutual consent of the parties shall be between 8:00 a.m. and 4:30 p.m. from Monday to Friday. Any work done outside these hours shall be overtime or shift work. The maximum number of working hours per week shall be forty (40) hours. This article does not apply in the County of Halton, Peel, York, Ontario and Durham.

ARTICLE 15

SHIFT WORK, WORK DAY

15.01 Any extra daily shift on any particular job shall be of not more than seven hours daily between midnight Sunday to midnight Friday of the same week. No employee except the foreman, shall be permitted to work more than one shift in any twenty-four hours. When such shift system is worked, the rate of wages shall be:

Day shift	8:00 a.m. to 4:30 p.m. at regular straight time
2nd shift	Time and one-seventh the regular rate.
3rd shift	Time and one-half the regular rate.

15.02 The normal starting and quitting times may be varied, if in the opinion of both parties, it would be beneficial to the industry to do so. When these conditions apply, eight (8) continuous working hours per day shall be worked. Any work performed under these conditions outside of the regular working hours of 8:00 a.m. to 4:30 p.m. shall be paid for at the rate of one and one-eighth times the regular rate of pay, save and except when overtime rates apply.

15.03 All work performed in excess of the regular working day of eight (8) hours from Monday to Friday the rate of wages for the first three (3) hours of overtime in any one regular day shall be time and one-half, except London, Windsor and Thunder Bay, Ontario where overtime is all double time, and work performed after three (3) hours of overtime shall be double time. This Article does not apply in the County of Halton, Peel, York, Ontario and Durham (Toronto & Vicinity.)

15.04 **Occupied Premises** - In occupied premises where the Employer cannot work regular work shifts as set out in Article 12:01 due to job conditions and/or owner/tenant requirements, or the area in which the work is to be performed is used for its usual business purposes during the day, a regular work period or periods of eight (8) consecutive hours in any twenty-four hour period may be worked for five (5) consecutive twenty-four hour periods. Work performed during the above noted (5) consecutive twenty-four hour periods will be paid at the regular day shift wage rate. The next two (2) consecutive twenty-four hour periods will be fixed at the sixth and seventh periods and if worked by the employee shall be paid at double time as if for Saturday and Sunday work. This Article shall apply to the County of Halton, Peel, York, Ontario and Durham (Toronto and Vicinity).

15.05 The Employer agrees to notify the Union of all overtime work.

ARTICLE 16

REST PERIODS

16.01 The Employer agrees that all employees covered by this Agreement will be allowed a 10 minute refreshment break in each four hour period at the work place.

ARTICLE 17

TRAVELLING EXPENSE - ROOM AND BOARD

17.01 The Employer shall pay employees who are required to travel to and from jobs each day. The travelling allowances are set out in the following tables. Radius is to be defined from the City Hall or Municipal Buildings of the locality wherein the Employer's principal business office is established.

17.02	Up to 48 km	Nil
	48 - 64 km	\$6.05 per day worked
	64 - 96 km	\$18.18 per day worked
	96- 160 km	\$24.25 per day worked
	160 - 240 km	\$36.38 per day worked

and over 240 km the employee shall be paid \$36.38 per 7 day week providing the employee is available for work the day before and the day following the weekend.

17.03 On projects located more than 96 km radius, an employee shall receive, in addition to room and board, an allowance of twenty-three (\$0.23) cents per km over the 96 km at the start and completion of the project or termination of his employment.

17.04 Mileage shall be paid at twenty-three (\$0.23) cents per km for any employee using his own vehicle at the request of the Employer. However, no employee is obligated to use his car on company business.

ARTICLE 17A

BASIC WAGE RATE

The following are the Territorial Jurisdictions and Geographic Areas together with the Wage Rates for all Drywall Tapers, Plasterers, Fire-Proofing Insulators, Acoustic Sprayers, Asbestos Removers, Exterior Insulated Finishing Systems, Exterior Stucco and Air/Vapour Barrier Workers and their appropriate Apprentices and Trainees in the Province of Ontario:

1. Toronto and Vicinity

Territorial Jurisdiction as follows: Counties of York, Halton, Peel, Ontario and Durham as per O.L.R.B. Area 8.

Effective July 20, 1998	\$27.00 per hour
Effective November 1, 1998	\$27.32 per hour

IA. Hamilton, Niagara Falls, Oshawa and Barrie

Territorial Jurisdiction as follows: Counties of Welland, Lincoln, Wentworth, Halton, Peel, Simcoe, Ontario, Durham, Victoria and Muskoka.

Effective July 20, 1998	\$26.15 per hour
Effective November 1, 1998	\$26.40 per hour

2. **Kitchener**

Territorial Jurisdiction as follows: Counties of Waterloo, Wellington, Dufferin, Grey, Haldimand and Norfolk.

Effective July 20, 1998	\$23.25 per hour
Effective November 1, 1998	\$23.50 per hour

3. **London, Windsor, Sarnia, Cobourg, Belleville, Kingston, Sault Ste. Marie, Sudbury and Thunder Bay**

Territorial Jurisdiction as follows: Counties of Bruce, Huron, Perth, Oxford, Elgin, Middlesex, Essex, Kent, Lambton, Northumberland, Hastings, Lennox, Addington, Frontenac, Algoma, District of Parry Sound, Nippissing, Manitoulin, Sudbury, Temiskaming, District of Cochrane south of the 49th Parallel, District of Kenora, Rainy River, Thunder Bay and District of Cochrane north of the 49th Parallel.

Effective July 20, 1998	\$24.40 per hour
Effective November 1, 1998	\$24.65 per hour

4. **Peterborough**

Territorial Jurisdiction as follows: Counties of Peterborough and Haliburton

Effective July 20, 1998	\$24.15 per hour
Effective November 1, 1998	\$24.40 per hour

5. **Ottawa, Cornwall**

Territorial Jurisdiction as follows: Counties of Lanark, Leeds, Grenville, Dundas, Carlton, Russell, Stormont, Prescott, Glengarry.

Effective July 20, 1998	\$24.50 per hour
Effective November 1, 1998	\$24.75 per hour

6. **Asbestos Removers for the Province of Ontario**

Effective July 20, 1998	\$18.00 per hour
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7. **Exterior insulated Finishing System, Exterior Stucco and Air/Vapour Barriers**

See Article 24.

a. **Premium**

- (a) Effective October 2, 1995 the minimum hourly rate for a working foreman shall be the journeyman rate plus one dollar (\$1 .00) per hour premium for all hours worked including shift work in Section 13.01 and 15.01.
- (b) Fifty-cents (\$0.50) per hour premium for work done on swing-stage.

ARTICLE 18

HEALTH, WELFARE, INDUSTRY FUND, PENSION FUND,
ADMINISTRATIVE DUES CHECK-OFF, UNION DUES, VACATION PAY,
SECRETARIAT FUND, HEALTH & SAFETY FUND,
LABOUR MANAGEMENT COOPERATION FUND AND
TRAINING AND APPRENTICESHIP FUND

18.01 Welfare Trust Fund

(a) Commencing with the payroll following the effective date of this Agreement and continuing thereafter for the life of this Agreement, the Employers agree to pay into the Welfare Trust Fund contributions in the amount and under conditions as shown below to the Administrator.

(b) Effective August 1, 1998, the Employer agrees to pay one dollar and thirty-five cents (\$1.35) for each hour worked for each employee covered by this Agreement, and effective November 1, 1999 this amount shall be increased to one dollar and forty cents (\$1.40) for each hour worked. The above amounts include provincial Retail Sales Tax (R.S.T.).

(c) It is further agreed that the welfare contributions shall be remitted to the Welfare Trust Administrator by the 20th day of the month following the month in which the hours were worked.

18.02 Pension Plan

(a) Effective August 1, 1998 the Employer agrees to pay pension contributions in the amount of two dollars and twenty cents (\$2.20) per hour for each hour worked by each employee covered by this Agreement. Effective November 1, 2000 this amount shall be increased to two dollars and forty cents (\$2.40) per hour for each hour worked by each employee covered by this Collective Agreement.

(b) Effective August 1, 1998 ninety cents (\$0.90) of the above contribution will be forwarded by the Trustees of the Pension Trust Fund to the International Brotherhood of Painters and Allied Trades Union and Industry National Pension Fund (Canada). Effective August 1, 1998, one dollar and thirty cents (\$1.30) of the above contribution and effective November 1, 2000, one dollar and fifty cents (\$1.50) of the above contribution will be forwarded to the Ontario Council - International Brotherhood of Painters and Allied Trades.

(c) It is further agreed that the pension contributions shall be remitted to the Administrator of the Painters Pension Plan Trust Fund by the 20th day of the month following the month in which the hours were worked.

18.03 Vacation Pay and Statutory Holiday Pay

(a) The Employer agrees to pay 4% Vacation Pay and 6% Statutory Holiday Pay, for a total of 10% on gross wages earned by each employee paid on an hourly basis.

(b) It is further agreed that the vacation pay shall be remitted to the Vacation Trust Fund Administrator by the 20th day of the month following the month in which the hours were worked.

(c) The interest accrued from the monies in the Vacation Pay Fund shall be used as follows, and in the following order of priority:

1. To defray the cost of administering the Vacation Pay Fund.
2. To make good Vacation Pay Fund monies defaulted by any Employer
3. To accrue to the benefit of, and be paid to the Association and the Union at regular intervals not exceeding one year.

10.04 Trustees

It is agreed that the International Brotherhood of Painters and Allied Trades, province of Ontario Trust Funds (i.e., Health and Welfare Trust Fund, Pension Plan Trust Fund and Vacation Pay trust Fund) shall be administered by a **Board** of eighteen (18) trustees, three (3) of whom shall be appointed by Interior Systems Contractors Association (I.S.C.A.) and the Acoustical Association of Ontario (A.A.O.) and three (3) of whom shall be appointed by the Ontario Council of the International Brotherhood of Painters and Allied Trades.

18.05 Industry Fund

(a) Effective August 1, 1998 the Employer shall contribute for the Industry Fund thirty-five cents (\$0.35) for each hour worked by each employee covered by this Agreement. Twenty cents (\$0.20) of the above sum shall be remitted to the appropriate Association and fifteen cents (\$0.15) to the Ontario Council - International Brotherhood of Painters and Allied Trades.

(b) The Fund shall be administered by the Board of Directors of the Associations and remitted to the appropriate association. The cost involved for the administration shall be the responsibility of the Associations.

(c) Industry Fund -Windsor Construction Only

1. Each Employer to whom the provisions of this Agreement apply shall contribute an amount of five (\$0.05) cents to the Welfare Fund for each hour worked by the members of the Union in his employ and this shall constitute an Industry Fund which shall be remitted by the Administrator of the Fund to the Windsor Construction Association.
2. Contributions made to this Fund shall be used exclusively for the benefit, promotion, and expansion and protection of the drywall industry.
3. The administration cost of this Fund shall be borne by the Windsor Construction Association.

18.06 Labour Management Cooperation Fund

Effective August 1, 1998 each Employer shall contribute two cents (0.02) for each hour worked by each employee to the Labour Management Cooperation Fund and remit in accordance with Article 19.

18.07 Ontario Construction Secretariat

Each Employer shall contribute to the Ontario Construction Secretariat two cents (\$0.02) representing one cent on behalf of the employer and one cent on behalf of the employee for each hour worked by each employee in the Industrial, Commercial and Institutional and remit in accordance with Article 19.

18.08 Health & Safety Fund

Each Employer shall contribute one cent (\$0.01) for each hour worked by each employee to the Health & Safety Fund of the International Brotherhood of Painters and Allied Trades and remitted as per Article 19.

18.09 Training and Apprenticeship Fund

Effective August 1, 1998, the Employer shall contribute twenty-two (\$0.22) per hour worked by each employee to the Training and Apprenticeship Fund. Twenty cents (\$0.20) of this sum shall be remitted to the Training Trust Fund and two cents (\$0.02) shall be remitted to the International Joint painting, Decorating, Drywall Apprenticeship and Manpower Training Fund.

18.10 Administrative Dues Check-Off

(a) Effective August 1, 1998 the Employer shall deduct sixty-five cents (\$0.65) per hour from the wages of each employee covered by this Agreement for the Administrative Dues Check-Off. The Employer shall remit a cheque for same together with a list of employees from whose wages the deduction was made to the Administrator of the Union's Welfare Trust Fund on or before the 20th day of the month following for which the deductions were made.

18.11 Dues Collection

The Employer will deduct from the first pay period of each month Union dues of all hourly and piecework employees coming within the scope of this Agreement in the amount prescribed by the Local Union under whose jurisdiction the Employer is performing work and promptly remit same together with a list of the names of the hourly and piecework employees on whose behalf deductions are made in accordance with Article 19.

ARTICLE 19**METHOD OF PAYMENT**

19.01 Commencing with the month following the effective date of this Agreement and continuous thereafter for the life of this Agreement, the Employers agree to pay into the Welfare Trust Fund, the Industry Fund, the Secretariat Fund, the Labour Management Cooperation Fund, the Health & Safety Fund, the Administrative Dues Check-Off, the Union Dues, the Pension Trust Fund, the Vacation Pay Trust Fund, the Training and Apprenticeship Fund under the conditions stipulated below and set out in Article 18, Sections 18.01, 18.02, 18.03, 18.05, 18.06, 18.07, 18.08, 18.09, 18.10 and 18.11. The Employer also agrees to pay into the Union Benefit Funds and under the conditions stipulated below and set out in Article 20, Sections 20.01 (b) and 20.02 (b). The Employer further agrees that these amounts shall be remitted to the Administrator on or before the 20th day of the month following the work month in which the hours were completed.

19.02 All money to be contributed according to Article 18 and Article 20, Sections 20.01(b) and 20.02 (b) shall be considered a Trust Fund in the hands of the Employer until the money is paid to an Administrator designated from time to time by the Employers and the Union signatory to this Collective Agreement.

19.03 Any and all payments relating to the Welfare, Industry Fund, Secretariat Fund, Labour Management Cooperation Fund, Health & Safety Fund, Training and Apprenticeship Fund, Administrative Dues Check-Off, Union Dues, Pension and Vacation Pay set out in Article 18, and all Union Benefit Funds set out in Article 20, Sections 20.01 (b) and 20.02 (b) shall be sent to the Administrator on such forms as designated by the Trustees of such Funds.

19.04 In the event that the aforementioned payments are not made and remitted as specified in Article 19.01 hereof, then the Employer agrees to pay liquidated damages to the requisite Trust Funds at the rate of five percent (5%) per month or fraction thereof (being the equivalent of sixty percent (60%) per annum calculated monthly not in advance) on the gross amount due.

19.05 In the event that it is determined that an Employer has failed to carry out any of its obligations under this Collective Agreement, or has failed to carry any such obligations out within the specified time, such Employer shall forthwith, upon written demand from the Trustees or the Administrator:

(a) Make payment of all such amounts as are determined to be owing whether by way of payments, interest thereon or otherwise;

(b) Complete and remit all such forms, returns or information as may be outstanding

19.06 In the event that the Trustees or the Administrator find it necessary to employ legal counsel for the enforcement of any right under Article 19 or the recovery of any amount due thereunder, then the Employer agrees that it will be liable to make payment of a sum equal to all counsel fees and solicitor and client costs arising out of such employment or action thereby.

19.07 It is agreed that failure to remit the aforementioned payments within the 20 calendar days as specified in article 19.01 will constitute a violation of this Collective Agreement and the Employer will be subject to proceedings by the Union.

19.08 Non-payment in accordance with the foregoing provisions shall not relieve the Employer of the obligation to pay and the Employer agrees that the Trustees or the Administrator shall have authority and capacity to take any action required at law to enforce payment of all such sums as may be due and unpaid.

ARTICLE 20

PIECEWORKERS - DRYWALL TAPERS ONLY

20.01 Apartments and Stack Town-Houses

(a) Rates:

Effective July 20, 1998 the Employer agrees to pay the employee not less than one hundred and fifty-eight dollars (\$158.00) per one thousand square feet (1,000) of drywall. Effective May 1, 1999 this amount shall be increased to one hundred and sixty-seven dollars (\$167.00), and effective May 1, 2000 to one hundred and seventy-eight dollars (\$178.00).

Effective July 20, 1998 the Employer agrees to pay the employee twenty-five cents (\$0.25) per lineal foot of 90 degree corner beads filled.

Effective July 20, 1998 the Employer agrees to pay the employee a premium of ten cents (\$0.10) per square foot for ceiling area only where texture spray is deleted.

Effective July 20, 1998 the Employer agrees to pay the employee fifteen cents (\$0.15) per lineal foot for paper corner beads installed.

Effective July 20, 1998 the Employer agrees to pay the employee a premium of twelve cents (\$0.12) cents per square foot for texture spray. All material and poly included.

Where scaffolding is required, it shall be supplied by the Employer.

Where the Employer supplies all required material, corner beads do not have to be paid

(b) Benefits:

The Employer shall contribute fifteen per cent (15%) of the gross wages earned by each employee covered by this Agreement to the Union Benefit Funds.

20.02 Houses and Town-Houses

(a) **Rates:**

(I) Ceillings up to 8 ft

Effective July 20, 1998 the Employer agrees to pay the employee for ceilings up to eight feet high not less than one hundred and fifty-four dollars (\$154.00) per one thousand square feet (1,000) of drywall. Effective May 1, 1999 this amount shall be increased to one hundred and sixty-three dollars (\$163.00) and effective May 1, 2000 to one hundred and sixty-eight dollars (\$168.00)

(II) Ceillings over 8 feet up to 9 feet

Effective July 20, 1998, the Employer agrees to pay the employees for ceilings over eight feet and up to nine feet not less than one hundred and sixty-two dollars (\$162.00) per one thousand square feet (1,000) of drywall. Effective May 1, 1999, tis amount shall be increased to one hundred and sixty-eight dollars (\$168.00) and effective May 1, 2000, to one hundred and seventy-three dollars (\$173.00).

Effective July 20, 1998 the Employer agrees to pay the employee twenty-five cents (\$0.25) per lineal foot of 90 degree corner beads filled.

Effective July 20, 1998 the Employer agrees to pay the employee fifteen cents (\$0.15) per lineal foot for paper corner beads installed.

Effective July 20, 1998 the Employer agrees to pay the employee a premium of ten cents (\$0.10) cents per square foot for ceiling area only where texture spray is deleted.

Effective July 20, 1998 the Employer agrees to pay the employee a premium of twelve cents (\$0.12) cents per square foot for texture spray. All material and poly included.

Where scaffolding is required, it shall be supplied by the Employer.

Skylights: The drywall tapers shall be paid a premium of fifty dollars (\$50.00) for each 2X4 skylight taped and a premium of one hundred dollars (\$100.00) for each 4X4 skylight taped Rates for larger skylights shall be negotiated between the employee and Employer.

(b) Benefits:

The Employer shall contribute fifteen per cent (15%) of the gross wages earned by each employee covered by this Agreement to the Union Benefit Funds.

20.03 For the purpose of establishing the quantities for Sections 20.01 and 20.02 it shall be deemed to be the total area of drywall shipped and delivered, corner beads installed or filled, and texture spray applied. No backcharges or deductions shall be made after the square footage or lineal footage is established in model units. Tapers to be paid the same square footage as the boardmen.

20.04 In the residential sector the employee shall supply all required material, subject to Article 20.01 (a) herein.

20.05 Any increases charged in material costs shall not exceed the percentage increase in the piecework rates noted above.

20.06 For the pieceworkers the Employer shall indicate on the pay slip for the employee how many square feet of drywall and the number of linear feet of corner bead, paper bead, skylights, smooth ceiling and high ceiling, durabond and texture spray has been paid. A Trade Work Sheet must be completed for each employee.

20.07 There will be no service charge in the Residential Sector

ARTICLE 21

BOND GUARANTEE BY EMPLOYER

21.01 If an Employer has been found by the Ontario Labour Relations Board to have breached any of the monetary obligations of this Collective Agreement, for hourly or piece workers, then that Employer shall post a bond or certified cheque or Letter of Credit with the Union for a period of a minimum of one year but not to exceed the term of the current Collective Agreement. The amount of the bond is to be \$500.00 per employee on the maximum number of employees listed on any one of the previous twelve Union monthly reports. The said bond or other security shall be paid within forty-eight (48) hours of receipt of the decision of the Ontario Labour Relations Board, failing which the Union may re-refer the matter to the Ontario Labour Relations Board to enforce payment.

21.02 If in the opinion of the majority of the Joint Trade Board Committee, the Union has failed to enforce the Collective Agreement or failed to expeditiously proceed on information provided to it by any of the parties, or refused to do so, or in any other way failed to meet its obligations under the terms of this Collective Agreement, then the Association(s) may file a grievance against the Union and refer the matter to the Ontario Labour Relations Board. Should the Ontario Labour Relations Board issue a declaration, order or decision against the Union, then the Union shall pay to the Joint Trade Board Committee a sum not to exceed twenty-five thousand dollars (\$25,000.00) as liquidated damages and not as penalty. This Article shall not apply so long as Article 26 herein continues to form part of this Agreement.

ARTICLE 22

EMPLOYEE STATUS

22.01 It is agreed that any employee working on a Piece Work Status can not be transferred to work on an Hourly Rate Status until the following procedures have been complied with:

- (a) The Union shall provide a signed Change of Status on request by the Employer, to such employee;
- (b) Such Change of Status request will then be filed at the Union Office and the Association office, and must be signed by a business representative of the Union.

22.02 Any Employer violating these procedures shall pay the sum of \$2,000.00 by way of liquidated damages and not as penalty, by certified cheque to the credit of the Union and Employer Joint Trade Board Committee and shall be thereafter forfeited to the Association, as established under Article 6, and in the event of any further violations the sum of \$2,000.00 shall be paid as aforesaid for each violation.

22.03 The Union shall put any employee violating this clause on charge and shall if the employee has been found in violation exact a fine, at least equal to the amount of money he has earned by his violation.

ARTICLE 23

ASBESTOS WORKERS AND FIRESTOPPING

(a) Hours of Work:

Working Day	9 hours
2nd shift	9 hours for 8 hours worked
3rd shift	9 hours for 7 1/2 hours worked
Work week shall be 44 hours	

(b) Occupied Buildings

Work week to be any day Monday through Sunday 44 hours regular pay
Time and 1/2 for first 3 hours/day overtime
Double Time for other overtime

(c) Non-Occupied Buildings

Work week - 44 hours regular - 7:00 a.m. to 5:00 p.m.
9 hours per day Monday to Thursday and 8 hours on Friday
Time and 1/2 for first 3 hours/day overtime
Double time for all other time including Saturday and Sunday

(d) Wage Rates

1st 1200 hours worked	Wages Vacation Pay Administrative Dues Benefits	\$10.00 per hour Paid directly to employee \$0.65 paid by the Employer All benefits except Pension
1201-2400 hours worked	Wages Vacation Pay Benefits	\$13.50 per hour Paid directly to employee All benefits except Pension
2401-3600 hours worked	Wages Vacation Pay Benefits	\$15.30 per hour Paid directly to employee All benefits except pension
After 3600 hours worked	Wages Vacation Pay Benefits	\$18.00 per hour Paid directly to employee All benefits

All benefits to be remitted as per Article 19 herein unless otherwise stated above.

- (e) For clarity, fire stopping under this Collective Agreement means the application of materials such as, but not limited to, A/D Firebarrier fire stopping materials to areas such as openings and penetrations through fire-rated wall and floor assemblies, cable tray penetrations, voids between multi cable/pipe installations, perimeter of slabs and top of masonry walls, etc.

ARTICLE 24

EXTERIOR INSULATED FINISHING SYSTEM, EXTERIOR STUCCO, AND AIR/VAPOUR BARRIERS

- 24.01 It is clearly understood this Article is for Exterior only.
- 24.02 The classification of Apprentice and Trainee will be based on skill level and acquired knowledge combined with experience. Hours as stated below. Academic training and accreditation will be administered jointly with the Union Training Program, Exterior Insulated Finish Systems Council and the Contractors Association.
- 24.03 No piece-work will be permitted under this Agreement. See Article 4, Appendix B.
- 24.04 The ratio of Trainees and Apprentices to Journeymen on the payroll for Exterior Insulated Finish System, Exterior Stucco, Air/Vapour Barriers will be as follows:

1 Journeyman 2 Apprentices 2 Trainees

(All other work as per Article 8.)

- 24.05 The minimum rate of wages for apprentices and trainees under this Article shall be as follows:

1st 500 hours worked	Wages Vacation Pay Administrative Dues	\$11 .00 per hour Paid directly to employee \$0.65 paid by the Employer
501-1200 hours worked	Wages Vacation Pay Administrative Dues Benefits	\$11 .00 per hour Paid directly to employee \$0.65 paid by Employer All benefits except Pension
1201-2400 hours worked	Wages Vacation Pay Benefits	\$14.00 per hour Paid directly to employee All benefits except Pension
2401-3600 hour worked	Wages Vacation Pay Benefits	\$16.00 per hour Paid directly to employee All benefits except Pension
After 3600 hour worked (Basic Journeyman rate)	Wages Vacation pay Benefits	\$20.00 per hour Paid directly to employee All benefits

All benefits to be remitted as per Article 19 herein unless otherwise stated above.

- 24.06 The Employer will be solely responsible for enrolling trainee personnel into the Apprenticeship Program provided the individual has demonstrated suitable requirements.
- 24.07 During the period from April 1st through November 1st the employee will be permitted to make up time for lost hours caused by inclement weather conditions by extending the daily and weekly hours without overtime rates.
- 24.08 The wage structure established for current employees of Local 1891 or any local in the province will not be modified and will be paid as per Article 17 - Wages.
- 24.09 Basic wage rates for Journeymen working in the Exterior Insulated Finish System, Exterior Stucco, Exterior Applied Finishing and System Air and Air/Vapour Barriers will be eighteen dollars (\$20.00) per hour.
- 24.10 All employees working under this Article must be members of Local Union 1891 as per Article 1 - Recognition.

ARTICLE 25

SPRAY FIREPROOFERS AND THEIR APPRENTICES AND TRAINEES

- 25.01 The classification of apprentices and trainees will be based on skill level and required knowledge combined with experience. Hours as per Article 8.
- 25.02 No piecework will be permitted under this Agreement. See Article 4, Appendix "B".
- 25.03 The ratio of trainees and apprentices to journeymen on the payroll for spray fireproofers will be as follows:
- | | | |
|-----------------------------------|--------------------|------------------|
| One (1) Journeyman | One (1) Apprentice | Two (2) Trainees |
| (All other work as per Article 8) | | |
- 25.04 Trainees - \$12.00 per hour
No pension, all other benefits apply as per Collective Agreement, Appendix "B".
- 25.05 Apprentice - 1 st 900 hours or six months \$12.00
No pension, all other benefits apply.
- | | |
|-------------------|-----------------------|
| 901 - 2000 hours | \$14.00, all benefits |
| 2001 - 4000 hours | \$16.00, all benefits |
| 4001 - 5400 hours | \$18.00, all benefits |
| 5401 hours & over | Article 17 applies. |

ARTICLE 26

JOINT LABOUR MANAGEMENT COMMITTEE

26.01 There shall be established forthwith a Joint Labour Management Committee ("Committee"). The Committee shall be comprised of two representatives of ISCA, one representative of AAO and three representatives of the Union, Decisions of the Committee shall be by a simple majority. The Committee shall, in exercising its powers, in no way supersede the powers, duties and responsibilities of the Trustees of the Local 1891 Members Benefit Trusts funds.

26.02 Any dispute, difference, controversy or grievance in relation to any monetary clause of the Collective Agreement (which shall include any complaint that an Employer is employing non-union labour) will be referred in the first instance to the Committee.

26.03 The Committee will meet to discuss any such dispute or grievance within three days of the first notice in writing of such dispute or claim of the alleged violation, and shall reach a decision within five days of receiving first notification.

26.04 The Committee shall review at such meeting, any documentation and hear such **representations by the Employer and the Union in relation to the alleged violation. In circumstances** where the Committee has determined that there is a deliberate violation of the Agreement, the Committee shall determine on what basis and upon what terms the matter may be settled. Where the parties all agree with the Committee's decision, Minutes of Settlement shall be entered into and the decision and the Minutes of Settlement shall be final and binding upon all the parties.

26.05 In the event the Committee is unable to agree, or in the event that either the Employer or the Union wishes the matter to be referred to an Arbitrator for determination, the matter shall be referred to the Arbitrator or his alternate as a sole arbitrator.

26.06 On receiving a Notice to Arbitrate, the Arbitrator shall convene a hearing within five working days. The Notice to Arbitrate shall contain a statement of the alleged breach of the Collective Agreement including the Articles breached and relief requested.

The Notice to Arbitrate shall also contain particulars of the alleged breach

26.07 The Arbitrator shall conduct a hearing at the offices of ISCA at a time to be determined by him and shall make such order(s) as he deems appropriate at the conclusion of the hearing and shall supply written reasons within thirty days unless the parties agree that he not do so. The Arbitrator's decision shall be final and binding and enforceable pursuant to the terms related to Arbitrations under the Labour Relations Act.

26.08 In circumstances where no Minutes of Settlement have been entered into, and in which the matter is referred to an Arbitrator, the Committee, with reasonable cause, which shall include those situations where the Committee has decided that there is a deliberate violation of the Agreement, may request that an independent accountant perform an audit to the payroll records of the Employer, Such direction shall include a specified period of time to review not to exceed six months from referral to the Committee as well as specific job or job sites within the specified period of time.

26.09 In the event an Employer is found in deliberate violation of this Agreement, the Arbitrator shall order such Employer to pay an amount equal to the full costs of the Arbitrator, in addition to any damages for which the Employer is liable. Such monies shall be paid into a jointly administered fund call the Joint Labour Management Grievance and Administration Fund as described hereafter.

26.10 The Arbitrator shall order that the Employer shall immediately be required to pay the full amount owing. The Employer shall, within 48 hours, post a cash bond for an amount equal to the full amount found owing. Any Employer found in deliberate violation of the Agreement by the Arbitrator a second time, shall forfeit the said cash bond to the fund, and shall immediately have its membership revoked. Furthermore, the Employer shall be required to deposit cash or an irrevocable Letter of Credit with the Union in an amount equal to \$5,000.00 per employee, based on the highest number of employees reported on its payroll in the preceding four months prior to the violation. If an Employer requires a number of employees greater than the highest number of employees on its payroll in the preceding four month period, it shall deposit with the Union an additional \$5000.00 per employee, required in the form of cash or irrevocable Letter of Credit. After 12 months from the award, the former member may apply for membership as a new member and be required to pay the new membership initiation fee and, if accepted, its cash or irrevocable Letter of Credit shall be returned to it by the Union.

26.11 The Union shall be responsible for collecting the full amount of the award of the Committee and/or Arbitrator from the delinquent Employer and the Employer shall be responsible for payment of same.

26.12 The Union shall notify the Associations of all grievances under the Agreement which it files against any Employers, The Association shall immediately notify the Union of any Employer whose membership is revoked or who, for whatever reasons, withdraws its membership from the appropriate Association.

26.13 The Union shall not settle any of its grievances for delinquency including improper payment of wages which has been referred to the Committee, without first obtaining the approval of the Committee, which approval shall not be unreasonably withheld.

26.14 Any of the parties to this Agreement, being ISCA or AAO or Local Union 1891, shall have the right to revoke this Article in its entirety by giving 10 days written notice of its intention to revoke the said Article to the other party.

26.15 The Committee will also meet on a regular basis to deal with matters of common interest and concern to the Drywall and Acoustic Industry within the Local 1891 geographical jurisdiction. It will meet within three days of either party requesting such a meeting.

26.16 The Committee will also receive requests from Employers and make decisions in relation to those requests on matters relating to labour sensitive projects. Any decision in this regard rendered by the Committee, shall be forwarded in writing forthwith by the Committee to AAO, ISCA and the Union and shall be binding on all parties. Such decisions of the Committee shall be made by a simple majority.

ARTICLE 27**JOINT LABOUR MANAGEMENT AND GRIEVANCE ADMINISTRATION FUND**

27.01 There shall be established forthwith a Joint Labour Management Grievance and Administration Fund ("fund"). The fund shall be administered by two Trustees of ISCA, one Trustee of AAO and three Trustees of the Union. Any decision of the Trustees of the fund shall be by a simple majority. The Trustees of the fund shall in no way exercise their powers to supersede the powers, duties and responsibilities of the Trustees of the Local 1891 Members Benefit Trust funds. The fund is to be comprised of the amount received pursuant to a decision of the Committee or an Arbitrators award but shall not include those amounts which constitute benefits, contributions and/or deductions.

27.02 The Trustees of the fund shall distribute the monies in the fund firstly to fully compensate by way of amounts owing for wages to employees who have brought allegations of violations of the Agreement to the Union and if any amounts are remaining, to pay for the expenses incurred by the Committee which are approved by the Trustees.

27.03 Any employee who has not been paid wages in accordance with the terms of this Collective Agreement must notify the Union within 28 days of his knowledge of the underpayment. If an employee does not do so, he will not be entitled to receive any compensation therefore and any funds recovered shall be for the credit of the Joint Labour Management and Grievance Administration Fund. In relation to benefits, the 28 day period shall be extended to 90 days.

Any employee who has not voluntarily provided information of allegations of violations of the Agreement to the Union will not receive compensation for the difference in his wages. Furthermore, any employee who has not voluntarily come forth with evidence of a violation of the Agreement shall not be permitted by the Union to work for the Employer for who he was working, for a period of up to six months and shall not be given a referral slip to that Employer by the Union, for a period of time as determined by the Union that he shall not work for that Employer. In the event that such an employee subsequently refuses or fails to provide information of allegations in violation of the Agreement to the Union, he may be suspended by the Union for a period to be determined by the Union and he shall not be referred to an employer covered by the terms of this Collective Agreement for such period.

27.04 The Union shall post an irrevocable Letter of Credit to the benefit of the Associations in the sum of \$25,000.00. If in the opinion of the majority of the Joint Labour Management Committee, the Union has failed to enforce the Collective Agreement or failed to expeditiously proceed on information provided to it by the parties, or refused to do so, or in any other way failed to meet its obligations under the terms of this Collective Agreement, the Association may call upon the irrevocable Letter of Credit and the Union shall replace the said Letter of Credit within 48 hours.

ALL ARTICLES FROM ARTICLE 1 TO ARTICLE 11 IN THE MASTER PORTION OF THIS AGREEMENT SHALL APPLY TO APPENDIX "B".

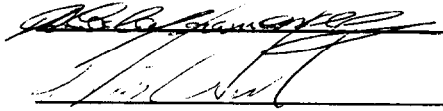
Dated at Toronto this *19* day of *OCT*, 1998.

ACOUSTICAL ASSOCIATION ONTARIO
and
INTERIOR SYSTEMS CONTRACTORS
ASSOCIATION OF ONTARIO





INTERNATIONAL BROTHERHOOD OF
PAINTERS AND ALLIED TRADES
AND ONTARIO COUNCIL OF THE
INTERNATIONAL BROTHERHOOD OF
PAINTERS AND ALLIED TRADES



APPENDIX "C"

THIS AGREEMENT made and entered into this 4th day of September, 1990

BY AND BETWEEN:

JACK'S FLOOR CRAFT
STAR-LITE FLOORING
SUPERIOR FLOORING THUNDER BAY INC.
LAKEHEAD FLOORS DIVISION OF INC.

hereinafter called the "Employer"

AND:

ONTARIO COUNCIL OF THE INTERNATIONAL BROTHERHOOD OF
PAINTERS AND ALLIED TRADES
Floor Coverers Local Union 1671

hereinafter called the "Union"

ARTICLE 1

PURPOSE

1.01 The purpose of this Agreement is to provide for the setting forth of provisions relating to the safety and welfare of employees within the bargaining unit, to establish wage rates, hours of work and certain other conditions of employment as well as a procedure for the prompt disposition of grievances, the whole with the view of establishing and maintaining harmonious relations between the company and the said employees and promoting the efficient operation of the company's business.

ARTICLE 2

RECOGNITION. SCOPE AND JURISDICTIONAL TERRITORY

2.01 The company recognizes the Union as the sole and exclusive bargaining agent for all employees engaged in the laying of resilient tiles, ceramic tiles, hardwood tiles, sheet goods, linoleum and carpets as herein noted:

All work which consists of cutting, sewing, laying, installing, applying, removing, new and old carpets, linoleum, plastic materials, plastic laminations, plastic tiles, conductive tile, non-slip and abrasive materials, brushed, towelled, roller coated, and/or sprayed liquid floor coverings, all underlay materials, rubber, cork, cork-tile, oil cloth mastipave, matting, linen and crash, mastic tile,

linoleum tile, ceramic tile and asphalt tile to original and other types of floor coverings whether in sheets, squares, rolls, or interlocked, drilling holes for sockets and pins, linoleum, for attachment of carpets, rubber and cork carpets on walls and ceilings; fitting devices for attachment of carpets, linoleums, rubber and all other resilient floor coverings, and fittings of metal edgings, metal corner and caps used in the installation of linoleum, rubber and all resilient floor coverings on floors, walls, sinks, counters, table tops, or ceilings or any other place where such material is used and all preparatory work incidental thereto, shall come within the scope of this Agreement unless agreed changes are made.

2.02 All the work covered above, shall apply to the Industrial, Commercial, Construction Institutional Sector and shall include Residential work, as a part of this Agreement.

2.03 Employers signatory to this agreement, shall not sublet, assign or transfer work to any person, firm or corporation, who are not signatory to this agreement, prior commencing work. The sub-contractor must also have employees, who are members in good standing with the union.

2.04 The Jurisdictional territory of this Agreement shall be the geographical districts of Kenora, Kenora-Patricia, Rainy River, District of Thunder Bay (White River incl.) and District of Cochrane.

ARTICLE 2A

EMPLOYER DEFINITION AND QUALIFICATION

(a) It is understood and agreed that each Employer must maintain a working shop and place of business within the territory as defined in Article 2.04 and it is further agreed that all payroll records, daily time sheets, Social Insurance slips, Vacation Pay payments and Workers' Compensation records shall be kept and maintained in this working shop and place of business. The Employer shall carry Workers' Compensation, pay Unemployment Insurance, Canada Pension Plan and Vacation Pay and comply with all Federal Laws pertaining to the Floor Covering Industry.

(b) Each employer signatory to this Agreement, agrees to recognize and deal, in his working shop and place of business, at reasonable hours of the day, with such representatives as the Union may elect or appoint.

Each Employer further agrees to permit the business representative of the Union to visit his working shop and place of business at any reasonable time during the working hours for the purpose of inspecting the list of employees' Payroll records, Time Sheets, Social Insurance slips, Vacation Pay payments, Workers' Compensation records in order to determine whether the shop and business is being conducted in accordance with this Agreement. Any request by the Union to inspect such records must be permitted within 48 hours from the time of such a request except, that Saturday, Sunday or a Statutory Holiday shall not be included in determining the 48 hour period.

(c) Where a contracting firm has more than one Employer or partner, then only one Employer or partner using the tools of the trade may be a non-member of the Union. Second or any subsequent Employer or a partner of the firm working with tools of the trade shall be a member of the Union.

ARTICLE 3

UNION SECURITY

3.01 All employees who are members of the Union at the date of execution of this Agreement shall maintain their membership in good standing as a condition of employment. All other employees shall become members of the Union within fifteen (15) days after the signing of this Agreement or the date of hiring, whichever is later and maintain their membership in good standing as a condition of employment. All workmen hired from areas other than covered by Local 1671 as per Article 2.04 shall be required to immediately notify and join the local Union before commencing any work.

3.02 All persons hired shall present a referral slip from the Union to the Employer and Foreman before starting work.

3.03 Should the Union be unable to furnish workmen within forty-eight (48) hours of **the** time the Union or its representative received the request, (Saturday, Sunday and Holidays excepted) the Employer reserves the right to employ workmen from any other source; however, workmen so hired shall work under the terms, rates and working conditions of this Agreement.

3.04 The Employer shall employ only members in good standing in the Union on all *work* covered by this Agreement except as stated in Article 3.03.

3.05 Union members shall not be permitted to work for non-Union Employers who are not under Agreement with Local 1671.

ARTICLE 4

NO STOPPAGE OR LOCKOUT

4.01 During the life of this Agreement, no employee shall be dismissed without just cause, neither shall there be any lockout, slow down or stoppage of work on the part of the Employer or Union.

4.02 Union members shall not, however, be required to work with non-Union employees other than those specifically permitted to work under the terms of this Agreement, nor shall Union members be required to cross a legal picket Line.

ARTICLE 5

JOB STEWARDS

5.01 Shop and Job Stewards shall be recognized on all jobs and all shops and shall not be discriminated against. When the Employer finds it necessary to discharge or lay off the Shop Steward or Job Steward, the Secretary or the Business Representative of the Union shall be notified prior to layoff or discharge. Shop Stewards shall be supplied a list of employees' names each month.

ARTICLE 6

VACATION PAY

6.01 Vacation Pay shall be paid at the rate of eight (8) percent of gross wages earned, effective September 4th, 1990.

6.02 Vacation Pay shall be paid on the first pay day of July each year except where an employee has terminated his employment and in which case he shall receive his Vacation Pay within seventy-two (72) hours from such termination.

ARTICLE 7

HOURS OF WORK

7.01 The standard work week shall consist of not more than forty (40) hours to be worked during the regular hours of work from Monday to Friday inclusive, except on jobs one hundred (100) km away or over.

7.02 The regular work day shall be from 8:00 a.m. until 5:00 p.m. with one hour for lunch or from 8:00 a.m. until 4:30 p.m. with one-half hour for lunch.

7.03 Shift work shall be paid at eight (8) hours pay for seven (7) hours work. All other hours worked, shall be considered overtime.

ARTICLE 8

OVERTIME

8.01 All hours worked before or after the regular working day (except Shift work noted above) shall be paid for at double time the regular hourly rate of such employee or double the premiums as stated in Article 9A and Article 9.01A for that particular day's work.

8.02 All hours worked by an employee on a Saturday, Sunday or any of the following Statutory Holidays shall be paid at the rate of double the regular hourly rate of such employee:

- New Year's Day
- Good Friday
- Victoria Day
- Dominion Day
- Labour Day
- Civic Holiday
- Thanksgiving Day
- Christmas Day
- Boxing Day

ARTICLE 9

FLOOR COVERERS - INSTALLER RATES OF PAY

9.01	JOURNEYMAN "A"	CLASS "B"
Effective September 4, 1990	\$17.22	\$16.04
May 1, 1991	\$18.25	\$17.07

9.02 Apprentices-Trainees

It is understood and agreed that employees starting work in this trade shall be given full opportunity for gaining varied and all encompassing experience, advancing to the status of Journeymen: and the following progressive scale of wages shall apply:

1st 900 hours	40% of Journeyman's rate of pay
2nd 6 months	65% of Journeyman's rate of pay
3rd 6 months	70% of Journeyman's rate of pay
4th 6 months	80% of Journeyman's rate of pay
5th 6 months	90% of Journeyman's rate of pay
6th 6 months	95% of Journeyman's rate of pay

Thereafter Journeyman's rates shall prevail, provided the employee passes the test, which shall be determined between the management, the employee and the Union. Present Journeyman "A" shall remain at the classification.

9.03 All rates are minimum rates and no employee shall have a reduction in present pay or pay rates as a result of the signing of this Agreement.

9.04 Working foremen shall receive a premium of twenty-five (25) cents per hour.

9.05 There shall be at least one Journeyman on each job where an Apprentice is working.

ARTICLE 9A & 9.01A**PIECE WORKERS**

9A	Residential		Commercial	
	1990	1991	1990	1991
Stretch on Wood	\$ 4.00	4.20 sq.yd.	\$ 3.50	3.70 sq.yd.
Stretch on Concrete	4.30	4.50 sq.yd.	3.75	3.90 sq.yd.
Glue Down	2.85	3.00 sq.yd.	2.30	2.40 sq.yd.
Loose Lay	2.30	2.40 sq.yd.	2.30	2.40 sq.yd.
Stringers	2.30	2.40 lin.ft.	2.30	2.40 lin.ft.
Steps Stretch and Glue	4.40	4.60 per step	4.40	4.60 per step
Stair Treads & Vinyl	5.70	6.00 per step	5.70	6.00 per step
Steps Hollywood	9.90	10.40 per step	9.90	10.40 per step
Steps one end open	6.55	6.90 per step	5.50	5.75 per step
Steps both ends open step		7.60	8.00 per step	6.90 per step
Kitchen 12' material	4.30	4.50 sq.yd.	4.00	4.20 sq.yd.
Kitchen 6' material \$105.00 plus	3.45	3.60 sq.yd.	4.00	4.20 sq.yd.
Glazecraft Tile \$105.00 plus	3.45	3.60 sq.yd.	-	-
Bathroom Minimum	70.00	73.50	-	-
9.01A	Residential		Commercial	
	1990	1991	1990	1991
Bathroom Walls & Tub Enclosures	\$ 80.00	85.00	\$ 80.00	85.00
Hourly Work (etc.)	19.95	20.95	19.95	20.95
V.A. Tile up to 100 ft.	.50	.52 sq.ft.	.37	.37 sq.ft.
over 100 ft.	.42	.44 sq.ft.	.32	.32 sq.ft.
Rubber Base per ft.	.35	.35 lin.ft.	.32	.32 lin.ft.
Gym Flooring			4.00	4.20 per yd.
Heath welding	1.00	1.00 per ft.	1.00	1.00 per ft.
Carpet base and cap	1.30	1.30 lin.ft.	1.05	1.05 lin.ft.
Tear up Carpet, Vinyl & Rubber	19.95	20.95	1.50	1.50 sq.yd.
Jute	1.00	1.00 sq.yd.	1.00	1.00 sq.yd.
Plywood per sheet		\$ 16.80		\$ 15.75
Quarter Round or Base Board	19.95	20.95 per hr.	\$ 19.95	20.95 per hr.
Appliances	15.00	15.00	15.00	15.00
Travel per man	18.50	18.50	18.50	18.50 per hr.
Mileage after 45 km.	.33	.33 per km	.34	.34 per km
Room and Board: one man		\$ 80.00 per day		\$ 85.00 per day
two men		\$105.00 per day		\$110.00 per day

FOLLOWING ARTICLES DO NOT APPLY TO ARTICLE 9A:

ARTICLE 6, 7, 8, 10, 11, 12, 15, 16.

ARTICLE 10

TRANSPORTATION, TRAVELLING TIME, ROOM AND BOARD

10.01 The Employer shall provide transportation to and from all jobs and shall pay for the time spent travelling, from which men return daily at any time before the normal starting time or after the normal quitting time as provided for in Article 7.

10.02 The employee using his own transportation to jobs, shall receive thirty-five (35) cents per kilometre, plus travelling time as in Article 10.01.

10.03 On out of town jobs, where the employee does not return home daily, the Employer shall pay the full expenses for Board and Lodging. Time spent in travel shall be paid at straight time rates and shall not exceed eight (8) hours pay in any day of travel.

10.04 Subsistence allowances need not be paid for any day that employee fails to report for work or is not available for work when called.

10.05 No Employer can demand for any employee that he transport any materials other than his own hand tools, in the employee's own private vehicle.

10.06 No employee may enter into any Agreement to permit the use of his own private vehicle for transporting materials or workmen passengers, unless he be afforded reasonable and just compensation for the use of his vehicle. The Employer will be responsible for any employee, taken to any job, as a passenger in other workman's vehicle.

10.07 On out of town jobs of longer duration the Employer shall provide transportation from the job to the employee's home town and return to the job at no cost to the employee at least once every three (3) weeks. No travelling time shall be paid on such trips.

10.08 The Employer when engaged in work outside the geographical jurisdiction of the Local Union which has jurisdiction within such Employer's place of business, will hire at least 75% of employees from the Local Union which has the jurisdiction where such work is being performed from either the hiring hall or such Local Union, or the Local Unions designated representative. But in all cases with the stipulations as outlined in Articles 3.01; 3.02; 3.03; and 3.04.

ARTICLE 11

PAID STATUTORY HOLIDAYS

11.01 The company agrees to pay for the following Statutory Holidays:

New Year's Day
Christmas Day.

11 (A) Work performed one hundred (100) kilometres or more from the central point Labour Centre, Thunder Bay or Employers place of business, the employee may waive the forty hour per week restriction and work at straight time rates.

11 (B) Any Union Journeyman desiring to go contracting, shall before so doing, give the Local Union thirty (30) days notice in writing of his desire, and thirty (30) days to come back to the Union and such notice shall be made each time during the duration of the Agreement. The Recording Secretary of the Union will then notify the selected Chairman of the Employer (in writing) of said intentions. Anyone breaking this procedure will be fined a minimum of \$100 and/or be suspended for a period of two (2) to six (6) months in accordance with findings of the Grievance Committee.

ARTICLE 12

PAYMENT OF WAGES

12.01 Wages shall be paid weekly or bi-weekly. Wages paid by cheque shall be paid within such time as to allow the employee to cash the cheque during banking hours.

12.02 All wages shall be accompanied by a statement showing the name of Employer and employee, number of hours worked at straight time and showing the hours worked at overtime rates, the period covered and all deductions.

ARTICLE 13

GRIEVANCE PROCEDURE

13.01 Should an employee feel that he has a grievance or complaint or that he has been unfairly treated, he may present the complaint or grievance orally or in writing to the Employer or the Employer's Representative within five (5) days of the alleged complaint, and in so doing, he may have the assistance of the Union Business Agent. Should no satisfactory settlement be reached within forty-eight (48) hours of first presenting the grievance, or any longer period mutually agreed upon, the matter may be carried to the next step.

13.02 Should no settlement be reached under Step 1, or it was the employee's decision to forego that step, the grievance may be taken up with the Employer, and the Union Business Agent or a Union Grievance Committee shall meet the representatives of the Employer to consider the grievance within five (5) days of the alleged complaint. Such meeting shall take place within five (5) days of either party serving notice to the other party that a meeting is desired and the notice shall state the purpose of the meeting. If no settlement is reached within ten (10) days of such notification, or if a meeting fails to take place within five (5) days of either party to Arbitration as provided in Article 14 of this Agreement.

13.03 Employer-Union Grievance - Should a difference arise between an Employer and the Union concerning the interpretation application, violation or alleged violation of any clause in this Agreement, the matter may be taken up and handled by following the procedure outlined in Article 13.02.

ARTICLE 14

ARBITRATION

14.01 Any dispute or grievance remaining unsettled after passing through the procedure for settlement of grievances outlined in Article 13 of this Agreement may be referred by either party to a Board of Arbitration composed and appointed as follows:

14.02 Either party may notify the other of its desires to submit the difference to Arbitration and the notice shall contain the name of the first appointee to the Arbitration Board. The recipient of the notice, shall within five (5) days of notification, inform the other party of the name of its appointee to the Board. The two appointees so selected shall within five (5) days of the appointment of the second of them, appoint a third person who shall be chairman of the Board.

If the recipient of the notice fails to name an appointee or if the two appointees fail to agree upon a Chairman, within the periods specified, the appointment of one or both shall be made by the Minister of Labour for Ontario at the request of either party.

14.03 The Arbitration Board shall hear and determine the difference and shall issue a written decision which shall be final and binding upon any employees or Employers affected by it. The decision of the majority or the decision of the Chairman shall govern.

14.04 The Arbitration Board shall not have the power to alter or change any of the provision or terms of this Agreement or to give any decision inconsistent with the terms or provisions of this Agreement.

14.05 In Arbitration proceedings each of the parties shall bear the expense of their appointees and the expense of the Chairman shall be shared equally by both parties.

ARTICLE 15

CALL IN TIME

15.01 When an employee reports for work on his regular scheduled work day, he shall be guaranteed a minimum of two (2) hours work and/or pay. Any such employee commencing work shall be guaranteed a minimum of four (4) hours pay at the employee's regular rate, except where his work is suspended because of inclement weather or other reasons completely beyond the control of the company.

ARTICLE 16

GENERAL WORK CONDITIONS

16.01 After one week's employment, one day's notice shall be given in the event of lay off, discharge or otherwise, or one day's pay shall be paid in lieu thereof. The employee is required to comply with the same.

16.02 Employees shall be allowed five (5) minutes cleanup time prior to lunch time and five (5) minutes prior to quitting time.

16.03 An employee shall be entitled to a coffee break not in excess of ten minutes between the second and third hour after starting his shift and between the fifth and sixth hour of his shift unless express permission has been granted by the Employer to deviate from the hours contained herein.

16.04 Every employee shall as a condition of employment be required to own his own hand tools.

ARTICLE 17

DURATION OF AGREEMENT

17.01 This Agreement shall be effective September 4, 1990 and shall remain in full force and effect until April 30, 1992 and further periods of one year thereafter unless within ninety (90) days prior to the expiry date of this Agreement, written notice is given by either party signatory to this Agreement.

17.02 Within thirty (30) days of such notice, a joint meeting shall be held for the purpose of considering any changes or amendments.

17.03 If negotiations are in progress at the time of expiration of the Agreement, the same shall remain in effect until the conclusion of such negotiations.

DATED IN THUNDER BAY THIS 4th, day of **SEPTEMBER, 1990.**

FOR THE EMPLOYER:

Andy Kubiak

Frank...

John...

FOR THE UNION:

Larry K... (BUS. REP.)

Mr. Richter

NOTES

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