

APPENDIX 4
ZONE 4 WINDSOR - LOCAL UNION 527 (WINDSOR)
WAGE SCHEDULES

Effective Dates	May 1/25	May 1/26	May 1/27
Basic Rate	53.04	55.26	57.14
Vacation Pay 10%	5.31	5.53	5.72
Welfare	5.00	4.95	4.90
Pension	8.20	8.48	8.80
Training	0.73	0.73	0.73
S.U.B.	0.25	0.25	0.25
Article 23	0.15	0.15	0.15
Article 30	0.03	0.03	0.03
National Organizing Fund	0.10	0.10	0.10
De Novo (Article 34)	0.05	0.05	0.05
MRF	2.75	2.50	2.50
Helmets to Hardhats	0.01	0.01	0.01
O.P.T.P.F. (Article 20)	incl.	incl.	incl.
OCS	incl.	incl.	incl.
Union Field Dues	incl.	incl.	incl.
Contingency Fund	incl.	incl.	incl.
TOTAL	75.62	78.04	80.38
Zone Association Fund	0.38	0.38	0.38
De Novo	0.05	0.05	0.05
MIAC Fund	0.01	0.01	0.01
WTF Fund	0.04	0.04	0.04
OCS (Employer)	0.01	0.01	0.01
TOTAL	76.11	78.53	80.87
After Tax Deductions:			
Union Field Dues	0.72	0.75	0.80
Contingency Fund	0.51	0.51	0.51
O.P.T.P.F.	0.29	0.29	0.29

Local 527 Southwestern Ontario have included in their Base Rate the "Ontario Pipe Trades Promotion Fund", "Union Field Dues", "OCS (Ontario Construction Secretariat) Fund" and Contingency Fund. After tax the full amount of each fund is deducted from Base Rate and remitted in accordance with the local Appendix. The MIAC/WTF Funds are GST/HST taxable; GST/HST Registration number for these funds is: 124252065RT0001. See Schedule A (Re: Payroll Change Over Date).

Foreperson	plus 11%	Area Foreperson	plus 16%
Work Week	36 hours (Industrial)	40 hours (Commercial and Institutional)	
Article No.	Title	Schedule	Title
101	Hiring	A	Wages
102	Show-up Time	B	Vacation & Statutory Holiday Pay
103	Job Steward	C	Welfare Fund
104	Work Break	D	Pension Fund
105	Job Site Accommodation	E	Training Fund
106	Tools	F	Supplementary Unemployment Benefit
107	Emergency Repairs	G	Industry Fund
108	Hours of Work	H	Union Field Dues and/or Promo. Fund
109	Overtime	I	Travel Allowance
110	Shift Work	J	Board Allowance
111	Forepersons	K	Payment of Funds
112	Apprentice & Journeyperson Training		

Article No.	Title	Schedule	Title
113	General	M	Market Recovery
114	Height Pay	N	Contingency Fund
115	Stabilization Fund	O	Parking
		P	Special Hiring Provisions
		Q	L of U Re: Safety & Training

Note: Numbered Articles and/or Schedules that are left blank are for standard reference only and do not apply to this Appendix.

APPENDIX 4 ZONE 4 WINDSOR - LOCAL UNION 527 (WINDSOR)

Article 101 HIRING

101.1 The employer agrees to employ only members of Local Union 527 and in recognition that the Union is the sole agent for the supply of employees, the employer shall ascertain that no employee commences work in the jurisdiction of the Union unless such employee has been dispatched from the Union Office.

101.2 Contractors shall give preference in employment to members of the Union.

101.3 A copy of the work referral shall be provided to the employer by electronic means. In the event this is not possible, a paper referral will be provided.

101.4 Any employee, properly referred from the Union, who reports for work at the direction of the employer on the day requested and is not hired, will receive 8 hours pay at the prevailing rate of pay plus all applicable benefits. The employer may without prejudice put in writing the reason for the non hire without pay.

101.5 Should the Union be unable to supply journeypersons or apprentices, then the contractor may hire others, who as a condition of employment shall be required to obtain clearance from the Union office. Also refer to Schedule P special hiring provisions.

101.6 A contractor shall have the right to review the unemployed list of journeypersons upon request via email.

101.7 Refer to Standard Article 36 Re: Standard Hiring and Mobility provisions – which supersede any conflicting provisions in this Article 101.

101.8 Any employee who reports to work on the date of hiring with a contractor and does not have proper documentation will be sent away without pay and not hired on by the contractor until the following proper documentation is provided:

- C of Q/Apprenticeship Contract
- Valid OCOT/STO Membership Card
- Worker Awareness in 4 steps
- WHMIS (Site Specific Training by Individual Employer)
- Working at Heights
- Any new legislated mandatory safety training prescribed Provincially or Federally
- See schedule Q – Letter of Understanding

101.9 Should it be necessary to reduce the work force within a company, the employer shall lay off his/her employees in the following sequence:

- Permit Members
- Travel Cards
- Retirees as per UA Local 527 bylaw 1.7

(For all members of Local 527 who elect to retire after October 1, 2006 and then subsequently return to work the following rules will apply: the pensioner will continue to receive their pension regardless of whether they are working or not). (No restriction on the amount of hours worked). The pensioner will only be offered work when all “active members” on their trade out-of-work list have been called. When layoffs occur the pensioner will be laid off prior to any “active member” of their trade employed on the project, but after permit members and travel cards. No name hires will be allowed for pensioners under this system. Under the scenario the “Active Member” refers to a non pensioner member of Local 527 and includes probationary apprentices.

Article 102

SHOW-UP TIME

102.1 Any employee reporting for work at the regular starting time, unless verbally notified or electronically notified and confirmed prior to the start of the shift, shall receive 2 hours pay at the prevailing wage rate and all other applicable benefits (defined in Article 1.9) whether or not work is available. The employee shall remain on the job for 2 hours unless released by the contractor or the contractors representative on the job.

Article 103

JOB STEWARD

103.1 A Job Steward shall be appointed by the Union Business Representative on any job, shift or shop. The contractor shall be notified in writing of the name of the Steward when the appointment becomes effective.

103.2 It shall be the duty of the Steward to make an effort and give every consideration that the provisions of this agreement are carried out with consideration and fairness to both parties concerned. The Steward shall in no way be discriminated against in the performance of his/her duties.

103.3 A Steward's duties shall pertain only to the particular contractor by whom they are employed. Therefore, such Stewards shall not interfere with other contractors on the job site.

103.4 Upon receiving a complaint or grievance from an employee, the Steward shall be permitted a reasonable amount of time during work hours without loss of pay to investigate the complaint or grievance. The Steward shall not direct the work force under any circumstances.

103.5 It is understood and agreed that the Stewards have their regular work to perform and they shall not absent themselves unduly from this work. There shall be no non-working Stewards.

103.6 Unless by mutual agreement between the union and the contractor, the Steward shall not be laid off or transferred prior to the workforce requirements being reduced to five (5) members, excluding the forepersons, providing the Steward has the trade qualifications for the work to be performed. The contractor shall notify the business representative of the union when a Steward is to be laid off.

103.7 When two (2) or more workpersons are required, excluding a foreperson, the Steward shall be notified and will work all overtime hours that may be in effect on the job site if willing and qualified to perform the work.

103.8 All new employees reporting to the job shall present a work referral slip to the steward before commencing work.

Article 104

WORK BREAK

104.1 Employees shall receive a work break of ten (10) minutes duration. No employee shall work in excess of two (2) hours without a work break, or four (4) hours without a lunch period. When working 4 x 9 hour shifts the breaks and lunch will be shifted to compensate for the longer base workday. This refers to the two (2) standard breaks and lunch period.

104.2 The Contractor or foreperson will arrange the time of the work breaks and lunch period.

104.3 On projects and jobs the lunch period and work breaks shall commence and terminate at the lunch room. Abuses of this clause will be just cause for discipline.

104.4 Employees who have been notified by the previous day to work overtime shall take a one half (1/2) hour lunch period without pay prior to the commencement of overtime.

104.5 Employees who have not been notified the previous day to work overtime will be allowed a half (1/2) hour lunch, the contractor will provide an adequate meal, at the expense of the contractor, to each employee involved in the work. Meal time will be ½ hour in duration and is not part of the hours of work.

104.6 By mutual agreement between the Union and the Employer, where a scheduled ten (10) hour overtime work day is established, the work breaks may either be three (3) breaks of ten (10) minutes each or two (2) breaks of fifteen (15)

minutes each.

104.7 Employees will only be permitted to smoke off site during the course of the scheduled work breaks or lunch periods as prescribed. Abuses of this clause will be just cause for discipline. As per Smoke Free Ontario Act, s.o. 1994, c.10.

104.8 If the work break interferes with the progress of the work, the break may be staggered so that all workers will not be stopped at the same time.

104.9 In the event that 12 or more hours are worked in succession and the member was not notified the previous day, the contractor will provide an adequate meal, at the expense of the contractor, to each employee involved in the work. Meal time be ½ hour in duration and is not part of the hours of work.

Article 105 JOB SITE ACCOMMODATION

105.1 Drinking water shall be supplied by the employer in a sanitary container, along with paper cups, if required, or from an approved potable water faucet on all jobs as laid down in Federal, Provincial or Municipal Government regulations. All such paper cups or empty containers will be deposited in receptacles provided.

105.2 The employer shall provide adequate sanitary facilities on the job site in accordance with Federal, Provincial or Municipal Government regulations.

105.3 The employer shall provide suitable and adequately heated and lit shelters with tables and seating space for the employees in which they can eat their lunch. The shelter shall be maintained in a clean and sanitary condition and the area shall not be used for any other purpose. These shelters will be provided, providing no other suitable area within the building or plant are available.

105.4 If unsanitary conditions with regards to field toilets is discovered on any project and appropriate action has not been taken by the general contractor or the local department of health, then the contractor shall be notified and given 24 hours to have the situation rectified or be liable to provide a separate toilet for his/her workforce with a lock and keys.

Article 106 TOOLS/TOOL CRIBS OR WAREHOUSES

106.1 Tools shall be provided by the contractor with the exception of:

Steamfitters and Apprentices: 1-9" level, 1-25' tape measure, 1-10" pliers

Plumbers and Apprentices: 1-9" level, 1-25' tape measure, 1-10" pliers..

Welders and Apprentices: 1-25' tape measure.

106.2 The Contractor shall furnish all other necessary tools and equipment and the contractor shall furnish the necessary lock-ups, tool boxes, or other safe place for storage. The employee shall be responsible for those tools he/she is issued provided he/she individual control of the lock-up facilities.

106.3 All other tools used on the project shall be supplied by the employer. It shall be the duty and responsibility of every member of Local 527 to return all tools supplied by the employer and to see that all tools are maintained in good working condition. All tools must be kept locked up when not in use, in such containers or tool cribs as designated by the employer, to prevent theft.

106.4 It shall be the duty of the foreperson in charge on any project to maintain a close scrutiny and control over all tools supplied by the employer and to see that a record is kept.

106.5 All members of Local 527 shall report, without fail, the loss of any such tools to the job foreperson, immediately upon discovery of the missing tool(s). Any broken or damaged tools shall be returned to the foreperson prior to the completion of the working day, in order that the necessary repairs and/or replacement may be carried out.

106.6 Members employed under the terms of this agreement shall not use their car or vehicle to transport tools, equipment or materials for the contractor. It is further agreed that the members shall not rent, supply, lease or loan any tools, equipment or vehicles to any contractor.

106.7 On job sites where a tool crib is established for the checking of tools used on the work of the jurisdiction of this agreement, it is agreed that only members of Local 527 will be employed.

106.8 In instances when warehouses and/or stockpiles are established on the job sites, then the checking and handling of pipe, material and equipment shall be the work of the members of Local 527.

Article 107 EMERGENCY REPAIRS (NEW CONSTRUCTION ONLY)

107.1 This article will only apply when the business representative agrees with the contractor involved that a true emergency occurred.

107.2 All overtime work of an emergency nature where life is endangered or property damaged shall be paid at one and one half (1 ½) the base rate including all applicable benefits.

Article 108 HOURS OF WORK

108.1 The regular hours of work Monday through Friday inclusive from 7:00 a.m. to 3:30 p.m., plus or minus (+/-) one (1) hour on start time with one half (1/2) hour for lunch, for a work week of forty (40) hours. This clause will apply to all commercial and institutional work in Zone 4 Windsor and Zone 7 Kitchener. Further it will also apply to the full ICI sector in Zone 6 London.

108.2 The regular hours of work Monday through Thursday inclusive from 7:00 a.m. to 3:30 p.m., plus or minus (+/-) one (1) hour on start time with one half (1/2) hour for lunch. On Fridays only regular hours of work will be from 7:00 a.m. to 11:00 a.m., plus or minus (+/-) one (1) hour on start time for a work week of thirty six (36) hours. This clause will apply to industrial work in Zone 4 Windsor and Zone 7 Kitchener.

108.3 Any variation from the above stipulated hours shall be by mutual agreement in writing between the contractor and the union.

108.4 Refer to Standard Article 33 regarding flexibility in scheduling work hours and Standard Article 39 regarding provision for forty (40) hour work week on mutual agreement.

Article 109 OVERTIME

109.1 On commercial, institutional and industrial projects, overtime beyond the normal work hours per day, Monday to Friday, will be paid at the rate of time and one half the full rate of pay for the first two hours, and at double time thereafter. On commercial and institutional projects, Saturday overtime is at the rate of time and one half the full rate of pay, however, effective January 1, 2023, any overtime on Saturdays, will be paid at the rate of time and one half for the first 8 hours, and at double time thereafter. All overtime on industrial projects shall be paid at the rate of double time the full rate of pay on Saturdays. All work on Sundays and statutory holidays on ICI projects shall be paid at double time the full rate of pay.

109.2 All union members shall have the right to refuse to work overtime, and no contractor shall penalize or discriminate against a member of the union in any way for exercising this right.

109.3 When overtime is necessary it shall be equally and impartially divided by the contractor among the journeypersons and apprentices on the project who are members of the union, with the exception of forepersons. Members not working on the particular project during regular working hours shall not be brought from other projects and placed on overtime work while any of the regular crew are available, providing those members on the project have the necessary training and/or certifications for the overtime work to be done.

Article 110 SHIFT WORK

110.1 If shift work becomes necessary in addition to the ordinary hours of work, one (1) full additional shift must be worked in each twenty four (24) hour period. Refer to Standard Article 32 regarding special condition hours of work.

110.2 Shift work must be worked for at least four (4) consecutive work days. These may be based on consecutive regular work days, weekends or holidays, providing the applicable weekend and/or holiday premiums are paid.

110.3 The second shift shall receive pay for hours worked plus a premium of fifteen (15) percent of the basic rate. Second shift shall be one that starts on or after 9:00 a.m. and before 7:00 p.m..

110.4 The third shift shall receive pay for hours worked plus a premium of twenty five (25) percent of the basic rate. Third shift shall be one that starts on or after 7:00 p.m. and before 2:00 a.m..

110.5 When work cannot be done during regular working hours, such work be considered shift work providing the contractor notifies the union. Employees shall receive pay for hours worked plus a premium as outlined in Article 110.3 and 110.4.

110.6 All hours in excess of the regular shift hours shall be paid at prescribed overtime rates as outlined in Article 109 plus applicable premiums as outlined in Articles 110.3 and 110.4.

Article 111 FOREPERSONS

111.1 Job forepersons shall mean a qualified journeyman who is elevated by his/her employer to promote and ensure that: Regulatory and employer safety policies and working rules are adhered to. A foreperson's duties shall include but not be limited to the laying out of work and instructing employees in their duties. He/she shall protect the interests of the contractor at all times, within the terms of this agreement.

111.2 Forepersons, Area Forepersons, Welding Forepersons and General Forepersons must be qualified journeymen members of Local 527, except where the provisions of Article 36B apply.

111.3 The contractor shall appoint or demote forepersons at his/her discretion as may be required.

111.4 Contractors from outside the union's jurisdictional area shall be allowed to bring in one (1) foreperson for the project. Any variations in this will be at the discretion of business manager and/or business agent.

111.5 The extent to which the foreperson shall work with the tools of the trade shall be at the discretion of the contractor or his/her representative.

111.6 He/she shall protect and promote the interest of the contractor on the job or in the shop at all times within the terms of this agreement.

111.7 On a project that has nine (9) employees or less the foreperson will receive eleven percent (11%) above the journeyman's base rate. On a project that has 10 or more employees the foreperson will receive sixteen percent (16%) above the journeyman's base rate.

111.8 A foreperson may be allowed to work one (1) additional hour per regular workday on administrative tasks if required. If worked, this additional hour shall be paid at the regular full rate of pay.

Article 112A APPRENTICESHIP AND JOURNEYPERSONS TRAINING COMMITTEE

112A.1 The Joint Training Committee shall operate under the U.A. Local 527 Southwestern Ontario Training Trust Fund agreement with the expressed purpose of assuring the industry of an adequate supply of properly trained and skilled mechanics.

112A.2 This Committee shall be responsible for:

(a) An Apprenticeship Program under which the local Apprenticeship standards shall be administered and also co-ordinate with the Building Opportunities in the Skilled Trades Act of Ontario, 2021 and amendments thereto, and

(b) A Journeyman Training Program under which advanced training programs will be administered and co-ordinate for the purpose of enabling Local Union 527 journeymen to acquire a full and complete knowledge of the advancement, new techniques and skills in their crafts.

112A.3 All probationary Apprentices shall register with the Joint Training Committee at the Union office before commencing work.

112A.4 The L.A.C. shall forward all reports to the Joint Training Committee to assist in determining whether apprentices are qualified in their trade.

112A.5 It is required as a condition of employment that each Apprentice attends classes as arranged by the Joint Training Committee in addition to those arranged

by the Ministry of Training, Colleges and Universities, Apprenticeship and Client Services Branch.

112A.6 No Apprentice shall work overtime if it interferes with attending classes of any kind.

112A.7 Upon the successful completion of his/her exam and providing he/she has completed their Apprenticeship Contract, the Apprentice shall receive journeyperson's wages. If the Apprentice fails the exam, the journeyperson's rate will not be effective until the date of passing.

112A.8 One apprentice per trade may be employed in any shop where one (1) journeyperson of that trade is regularly employed. The ratio for any additional apprentices shall be one (1) apprentice to each additional two (2) journeypersons regularly employed.

112A.9 Each Apprentice must be under the supervision of a Journeyperson.

112A.10 When an Apprentice is laid off, other than for just cause, by the Contractor, that said Contractor may not hire a new Apprentice with the same trade year and trade in his/her place while that Apprentice is unemployed.

112A.11 Both Union and Contractor shall strive to maintain a balanced Apprenticeship program. This shall apply to each branch of the trade.

112A.12 All new 1st term apprentices for the first 900 hours of their Apprenticeship will be paid as per schedule A at 40% with the exception of pension contributions. Pension contributions will not be paid to a 1st term apprentice until a first year apprentice reaches 901 hours.

Article 112B LOCAL APPRENTICESHIP COMMITTEE (L.A.C.)

112B.1 There shall be a Local Apprenticeship Committee (L.A.C.) as prescribed by the Ministry of Training, Colleges and Universities.

112B.2 This Committee shall have equal representation from all three zones (Zone 4, Zone 6 and Zone 7) from both union and contractor and adhere to the number of committee members and their duties as per the UA Local 527 Southwestern Joint Training Committee Trust Agreement. In addition the Training Coordinator of Local 527 shall act as a Recording Secretary. Other members shall be appointed as prescribed or determined by the L.A.C..

112B.3 The L.A.C. shall be empowered to act as an employer for the purpose of signing Contracts of Apprenticeship.

112B.4 The standard education required by qualifying candidates for Apprenticeship shall be a grade twelve (12) diploma or equivalent.

112B.5 All probationary Apprentices shall be indentured to the L.A.C.. The Contractors and the Union agree to abide by the "Apprenticeship Protocol" established by the Local Apprenticeship Committee. The union will not unreasonably hold up an approval of a contractor's selection for an apprenticeship recommendation.

112B.6 The L.A.C. shall perform its duties and exercise its responsibilities as set out on the Terms of Reference filed with the Ministry of Training, Colleges and Universities.

Article 112C APPRENTICESHIP AND JOURNEYPELSON SAFETY TRAINING

112C.1 The Joint Apprenticeship Training Committee shall act on behalf of U.A. Local 527 Southwestern Ontario, MCA Zone 7 Kitchener, MCA Zone 4 Windsor and MCA Zone 6 London to deliver the training as agreed as required.

112C.2 The JTC shall provide to new apprentices and new members along with existing members the following preliminary safety training: WHMIS, Working at Heights, Worker Awareness. Also see Schedule Q: Letter of Understanding Safety and Training.

112C.3 The classes in Article 112C.2 shall be scheduled every three months, or as deemed necessary or prescribed by Federal, Provincial or Municipal Regulations.

112C.4 This agreement shall apply for any new legislated mandatory safety training under the OHSA of Ontario.

Article 112D

WELDING APPRENTICES

112D.1 All rules under Article 112 will comply with the welding apprentices.

112D.2 All welding apprentices must have a current F3/F4 T.S.S.A. weld ticket before he/she can be dispatched for work.

112D.3 All new welding apprentices when dispatched to work will be paid at the rate of the current I.C.I. third year apprentice ratio.

112D.4 All new welding apprentices must complete three (3) 1800 hour terms with the JTC. When the apprentice completes their first 1800 hours they will then be paid the current fourth year apprentice I.C.I. rate, upon completion of the proceeding 1800 hours they will be paid the current fifth year apprentice I.C.I. rate. Upon completion of their final 1800 hours and proof of successful completion of the Red Seal Welding Program, they will be paid the current journeypersons rate for a welding journeyperson.

112D.5 The ratio of journeyperson welders to apprentice welders will be two (2) journeypersons to one (1) apprentice welder per company. The local Business Manager has full discretion to reduce this ratio when he/she sees fit.

Article 113

GENERAL

113.1 No member shall be permitted to contract any of the work coming under the jurisdiction of this agreement without the permission from the Union Business Manager and the contractor.

113.2 No member of the union shall be required to take any time sheets or any job records to the contractors office on the employees own time. This clause does not apply to servicemen.

113.3 Officers of the union plus two additional members shall be granted leave of absence, without pay, when required for union business. Twenty-four (24) hours notice will be given to the contractor. Members shall not be discriminated against for such activity. No more than the above mentioned shall have leaves of absence on any one project unless consent has been given by the contractor.

113.4 On any day when rain or wet snow prevails on the job site, the contractor shall supply rubber boots, rubber pants and rubber jackets complete with rainproof pullover hoods at the contractors expense to all the employees requested to work in areas affected by these elements.

113.5 Contractors shall be responsible for the replacement of employees clothing for any damages which may occur while their clothing is on the contractors premises or jobsite when such damage is caused by fire, acid, chemicals or theft by forcible entry. This clause to exclude damage to the employees clothing caused by the proven negligence of the employee or fellow employees.

113.6 The contractor and the union agree to abide by the "Standard for Excellence" established by the Union.

113.7 Any Employer requiring employees to wear clothing or uniforms of the employers choice shall supply the clothing or uniforms at no cost to the employees.

113.8 An unpaid leave of absence of up to five (5) days may be granted upon the death of an immediate family member (spouse, mother, father, brother, sister, or child). This leave of absence shall not be unreasonably withheld.

Article 114

HEIGHT PAY

114.1 Where workpersons are required to work sixty (60) feet and over from the ground on supporting structures or open platforms including trusses, stacks, towers, tanks, bosun chairs, swing or rolling scaffolds, or similar equipment where a workperson is subject to a direct fall to the ground, a premium of \$1.00 per hour above his/her regular rate will be paid. Article 114.1 is not applicable to Rope Access work as defined and compensated for in Article 45 of the Standard Articles.

Article 115

STABILIZATION FUND

115.1 UA Local 527 Southwestern Stabilization Fund, has been established to assist in the employers competitiveness when there is non-union competition in the following areas of jurisdiction; MCA Zone 7 Kitchener, MCA Zone 4 Windsor and MCA Zone 6 London.

115.2 In the event that the United Association Local 527 Southwestern Stabilization Fund is wound-up the employer contribution will be added to the base hourly journeyperson rate of the employees.

115.3 The Fund will be administered by the Waterloo office location of UA Local 527 Southwestern Ontario. All enquiries and information on procedures will be directed to this location.

115.4 Effective May 1, 2022 each employer that has employees working in the UA Local 527 Southwestern Ontario will contribute the sum of \$3.00 per each hour earned. Apprentices will be prorated at the same percentage as per Schedule A. This Fund is payable to Trustees of Plumbers and Steamfitters Local 527 Employee Benefit Trust and remitted to the Union Benefits Plan Administrators or otherwise directed by UA Local 527.

SCHEDULES WAGES

A

1. The Base Rate of Pay shall be:

Effective	May 1/25	May 1/26	May 1/27
Journeyperson	\$53.04	\$55.26	\$57.14
Foreperson	\$58.87	\$61.34	\$63.43
Area Foreperson	\$61.53	\$64.10	\$66.28

2. Windsor Zone 4 Apprentices Base Rate of Pay:

Effective	May 1/25	May 1/26	May 1/27
1 st year - Probation	\$21.22	\$22.10	\$22.86
1 st year - 40%	\$21.22	\$22.10	\$22.86
2 nd year - 50%	\$26.52	\$27.63	\$28.57
3 rd year - 60%	\$31.82	\$33.16	\$34.28
4 th year - 70%	\$37.13	\$38.68	\$40.00
5 th year - 80%	\$42.43	\$44.21	\$45.71

An updated spread sheet of complete rates will be available from the Zone 4 Association Office or the UA 527 (Windsor) Union Hall.

The effective "payroll change over date" shall be the closest Sunday to the Wage Schedules' Effective Date.

Refer to Standard Article 35 for additional information regarding Apprentice Wages and Benefits.

3. Forepersons shall receive the premium of eleven percent (11%) over and above the basic Journeyperson rate. Area Forepersons shall receive the premium rate of sixteen percent (16%) over and above the basic Journeyperson rate. Fringe benefits are not to be included when calculating the Foreperson and Area Foreperson wage rate.

4. Apprentices Base Rates are arrived at by multiplying the respective percentages (noted in 2. above) by the journeyperson Base Rate of Pay. Pension and Stabilizing rates for apprentices are arrived at by multiplying respective percent rates in 2 above by the respective Pension and Stabilization rates for journeypersons.

5. Premium Rates

Second Shift: Shall receive pay for hours worked plus a premium of 15% of the Basic Rate of Pay. Third Shift: Shall receive pay for hours worked plus a premium of 25% of the Basic Rate of Pay.

6. Should any portion of wage rate or increase be directed to benefits, fringes, or supplementary unemployment benefit fund during the term of this Agreement, then one month notice shall be given to the Mechanical Contractors Association of Windsor by the Union.

B

VACATION PAY

1. The contractor agrees that the employees covered by this agreement shall be permitted to take four (4) weeks vacation yearly exclusive of statutory holidays, providing that a minimum of four (4) weeks notice is given by the employee to the contractor. Any variance to this procedure will be by mutual agreement between the contractor and the employee.

2. Allowance for vacation pay will be paid at the rate of four (4) percent of the employees gross wages. Allowance for statutory holidays will be paid at the rate of six (6) percent of the employees gross wages. See Article 6.4 for payment method.
3. Vacation and Statutory allowances shall be clearly indicated on the employees U.I.C. record of employment form.

C WELFARE FUND

Should UA Local 527 be successful during the life of this agreement to move to a common health and welfare and/or pension fund with a common administrator or continue to operate with three separate health and welfare and/or pension funds under one administrator. As per the applicable wage schedule for each zone, all welfare monies shall be forwarded to Union Benefit Plan Services or such other Administrator as may be designated by Local 527. Union Benefit Plan Services shall then forward the contributions to the employees' Welfare Fund. All contractors agree to remit the prescribed amounts to the Administrator on behalf of all UA Local 527 members covered by this agreement.

1. \$5.00 for each hour earned by each employee; ; \$4.95 effective May 1, 2026; \$4.90 effective May 1, 2027 shall be forwarded to the Administrator for the Welfare Plan. Refer to Article 30 for additional contributions related to continuation of benefits.

D PENSION FUND

Should UA Local 527 be successful during the life of this agreement to move to a common health and welfare and/or pension fund with a common administrator or continue to operate with three separate health and welfare and/or pension funds under one administrator. As per the applicable wage schedule for each zone, all pension monies shall be forwarded to Union Benefit Plan Services or such other Administrator as may be designated by Local 527. Union Benefit Plan Services shall then forward the contributions to the employees' Pension Plan. All contractors agree to remit the prescribed amounts to the Administrator on behalf of all UA Local 527 members covered by this agreement.

1. \$8.20 for each hour earned by each journey person; \$8.48 effective May 1, 2026; \$8.80 effective May 1, 2027 shall be forwarded to the Administrator for the Pension Plan. Pension rates for apprentices are arrived at by multiplying the respective percentage rates in Schedule A by the respective pension rates for journey persons.
2. See Article 5.4 regarding special provisions related to individuals for whom pension plan contributions are prohibited by the Income Tax Regulations.

E TRAINING FUND

1. There shall be a Training Fund known as the Local Union 527 Training Fund.
2. Contractor contributions to the Training Fund shall be \$0.73 per hour; and Training Fund payments shall be remitted for all employees employed under the terms and conditions of this Agreement. Refer to Standard Article 23 for additional Training Fund.
3. Schedule of Training Fund Payments (cents per hour):

Straight Time	\$0.73
Time and One Half	\$1.10
Double Time	\$1.46
4. Monies for the Training Fund shall be paid into the Fund to the Trustees under the terms and conditions of this Agreement.

F SUPPLEMENTARY UNEMPLOYMENT BENEFIT

Should UA Local 527 be successful during the life of this agreement to move to a common health and welfare and/or pension fund with a common administrator or continue to operate with three separate health and welfare and/or pension funds under one administrator. As per the applicable wage schedule for each zone, all Supplementary Unemployment Benefit monies shall be forwarded to Union Benefit Plan Services or such other Administrator as may be designated by Local 527. Union Benefit Plan Services shall then forward the contributions to the

employees' Supplementary Unemployment Benefit Plan. All contractors agree to remit the prescribed amounts to the Administrator on behalf of all UA Local 527 members covered by this agreement.

1. Each Contractor shall contribute as part of the members wage package to the Local 527 Supplementary Unemployment Benefit Fund a sum equal to twenty-five (25 cents) for each hour's pay earned by each of his/her employees.

2. The Fund shall be administered by a Board of Trustees.

3. Schedule of Supplementary Unemployment Benefit Payments:

Straight time	\$0.25
Time and One Half	\$0.38
Double Time	\$0.50

G INDUSTRY FUND

1. Each employer bound by this agreement working in Zone 4 shall contribute a total of 43 cents per hour for each hour earned by each employee covered by this Agreement. This 43 cents is broken down as follows: 38 cents to an Industry Fund, 4 cents for the WTF contribution and 1 cent for the employer OCS contribution.

2. The amounts required to be paid hereunder shall be paid monthly to the Windsor Zone Association Office, made payable to the Mechanical Contractors Association of Windsor on the remittance form provided by them and are being paid as each employer's contribution for the general purposes of the Zone Association including the costs of negotiating and administering this Collective Agreement.

3. The amounts required to be paid hereunder shall be due and payable monthly and each employer shall send the required monthly payment to the Zone Association office by the 15th day of each month next following the month for which the payment is being made. Each such payment shall be accompanied by a report identifying each employee with respect to whom a payment is being made, the number of hours which that employee earned in that month and the amount being remitted with respect to that employee for that month.

In addition, each employer shall include with the monthly report aforesaid, a true copy of the document(s) filed with the Union for that month on which the employer's remittances to the Union for that month as required by the Collective Agreement were calculated and such document(s) shall be the basis on which that employer's contribution to the Industry Fund for that month is determined.

4. Contributions made to this fund shall be used exclusively for the benefit, promotion, expansion and protection of the Plumbing and Pipefitting Industry and at no time may any of the contributions be used in any way to the detriment of the Union or its members.

H SUPPLEMENTAL FIELD DUES

1. There shall be supplemental field dues in addition to all other funds as herein set out.

2. Each Contractor agrees to deduct and remit for each employee the sum of (cents per hour):

	May 1/25	May 1/26	May 1/27
Straight Time	\$0.72	\$0.75	\$0.80
Time and One Half	\$1.08	\$1.13	\$1.20
Double Time	\$1.44	\$1.50	\$1.60

or part thereof worked by each employee and agrees to remit said amount directly to Local 527 by cheque or money order accompanied with a complete list of the employees' names, hours paid and the total amount submitted. These moneys shall be administered by the executive of the union.

I & J TRAVEL AND BOARD ALLOWANCE

INDUSTRIAL WORK:

1. There shall be a free Zone extending forty one (41) km beyond the City Hall of Windsor; and there shall be a free zone extending twenty five (25) km beyond the City Hall of Chatham. It is agreed that when Windsor, Local 527, employees

cross into the free Zone of Chatham and when Chatham Local 527 employees cross into Windsor free Zone, such free Zone does not apply.

The Windsor free Zone shall apply to resident members in Essex County, and the Chatham free Zone shall apply to resident members in Kent County.

Refer to Article 37 Re: the Standard Provincial Travel Free Zone – which supersedes this Schedule, where in conflict.

2. Any Contractor who successfully bids any work in the County of Kent, may use Chatham as the base of operations. The Chatham free zone terms and conditions, as referenced in the zone four (4) appendices of the I.C.I. agreement shall apply to any U.A. member dispatched to such Kent County project.

3. Traveling expenses shall be paid by the rate 66 cents per km for kms beyond the above travel free zone and when the employer does not supply suitable transportation. Maximum travel allowance shall be \$91.21 / day. When mileage is being paid by the employer, the employee will be on the job site at regular starting time and remain until the completion of the work shift.

4. It is understood that there is no option for any employer to provide “suitable transportation” in lieu of travel expenses, to any member of the UA working in the jurisdiction of Local 527 (Windsor), when traveling to any location in Essex and Kent Counties.

5. Job supervisors or forepersons who are supplied with a Contractors vehicle and members of the UA working in the jurisdiction of Local 527 (Windsor), who are willing passengers, can be exempted from sub section four (4) above, at their discretion.

6. All UA 527 (Windsor) members (from Zone 4) while working in the current jurisdictional boundaries of Sarnia UA 663, London UA 527 and Kitchener UA 527, will be paid travel and board per the current applicable local area appendix provisions within the Zone that the work is being completed.

COMMERCIAL AND INSTITUTIONAL WORK:

Refer to Article 37 Re: the Standard Provincial Travel Free Zone – which supersedes this Schedule, where in conflict.

1. Under option “A” or “B”, all travel allowance and/or board shall be paid on a per day worked basis.

2. (A) A travel free zone of fifty (50) radius kilometers centering on Hwy 401 and County Rd 77 (Exit 48) in Zone 4, applies to all Contractors located within this travel Zone as well as all Contractors outside the jurisdictional area of the Union.

3. For jobs outside of this travel free zone, the contractor shall choose to follow either of the following options:

Option A:

(A) If the job is located between 25-50 radius kilometers from Hwy 401 and County Rd 77 (Exit 48) in Zone 4 or from the Contractor’s place of business as outlined in 2(A) above, the employee shall receive daily travel allowance listed as “A” in Article 4.

(B) If the job is located between 50-75 radius kilometers, the employee shall receive daily travel allowance listed as “B” in Article 4.

(C) If the job is located between 75-100 radius kilometers, the employee shall receive daily travel allowance listed as “C” in Article 4.

(D) If the job is located over 100 radius kilometers, the employee shall receive daily board allowance listed as “D” in Article 4.

Option B:

(A) On jobs located outside of the twenty-five (25) radius kilometer travel free zone centering on Hwy 401 and County Rd 77 (Exit 48) in Zone 4 or from the Contractor’s place of business or as outlined under option “A” 2(A), the contractor may choose to center the travel free zone at the job site. If this option is selected, the following will apply:

(B) The contractor shall have a travel free zone which is a circle having a radius of twenty-five kilometers from the job site. If the employee resides within this

circle, no travel will be paid.

(C) If the employee resides within 25-50 radius kilometers of the job site, they will receive daily travel allowance as listed in "A" in Article 4.

(D) If the employee resides within 50-75 radius kilometers of the job site, they will receive daily travel allowance listed as "B" in Article 4.

(E) If the employee resides within 75-100 radius kilometers of the job site, they will receive daily travel allowance listed as "C" in Article 4.

(F) If the employee resides over 100 radius kilometers of the job site, they will receive daily board allowance listed as "D" in Article 4.

4. Schedule of Payments:

May 1, 2019	A -	\$ 0.00 PER DAY
April 30, 2022	B -	54.00 PER DAY
	C -	90.00 PER DAY
	D -	94.00 PER DAY

5. The contractor will meet with the designated representative of the Union prior to the commencement of the job to determine which option they will choose. If the contractor fails to notify the Union previous to the work commencing, option "A" will apply.

6. The appropriate rate of travel will be mutually agreed and will appear on the referral slip for any and all new employees referred to the job site.

7. When working outside the travel free zone, the employee shall be on the job at the regular starting time and work a full regular work day or shift and not be entitled to any wages for travel time.

8. When the employee is transferred between jobs during working hours and provides his/her own transportation, he/she shall be reimbursed by the sum of \$0.66 per km; on first class roads in addition to his/her hourly rate plus all applicable benefits.

9. Employees shall have the right to choose their own accommodations. Allowance for room and board shall be paid for statutory holidays providing the employee worked the scheduled work day preceding the holiday and the scheduled work day following the holiday.

10. If the employee must leave the job during the regular work day due to job conditions, illness, injury or any other legitimate reason, he/she will be paid for the full travel and/or board allowance for said day in accordance with this agreement.

11. When an employee is required to work where room and board is applicable, he/she shall be paid travel allowance of \$0.66 per km effective May 1, 2019 from his/her contractor's free zone perimeter to the project or from the contractor's job site free zone to the employee's residence on commencement of work and also on lay-off or transfer. If the employee terminates his/her employment without giving forty-eight (48) hours notice or is dismissed for just cause, he/she shall not receive the travel allowance for the return trip.

12. All travel and/or board for travel card members shall be paid from the travel free zone at Hwy 401 and County Rd 77 (Exit 48) in Zone 4 or his/her place of residence whichever is closer.

Note: This is an explanation ONLY of how the amount of travel is arrived at in each of the Zones, using \$.43 per km.

1. 0-25 kilometres - Free Zone.

2. 25-50 kilometres - the mid point of 25 to 50 is 37.5 kilometres minus 25 kilometre (Free Zone) = 12.5 km. Mileage is paid each way which is $12.5 \times 2 = 25 \times .43 = \10.75 .

3. 50-75 kilometres - mid point is 62.5 kilometres minus 25 kilometres = 37.5 kilometres $\times 2 = 75 \times .43 = \32.25 .

4. 75 - 100 kilometres - mid point is 87.5 kilometres minus 25 kilometres = 62.5 kilometres $\times 2 = 125 \times .43 = \53.75 .

5. Over 100 kilometres – employees shall receive board allowance.

K

PAYMENTS OF FUNDS

1. Payment for all funds as outlined in this Agreement shall be made monthly to the Trustees of the funds or as they may designate.
2. Each Contractor shall remit contributions and reports as designated by the Trustees by the 15th of each month next following the month for which they are due.
3. See Article 41 – Funds Remittance Process/Penalties.
4. When a Contractor has not employed any person or persons covered by this Agreement, and therefore, is not required to make contributions hereunder, he/she shall nevertheless submit a report marked "nil".
5. At no time and in no circumstance shall any contributions, deductions or remittances be paid directly to any employee.
6. A statement signed by a member of the Union, a Union Business Representative, a Trustee or an Administrator of a Fund shall constitute conclusive evidence of the number of hours earned by the members of the Union for the Employer and/or the failure to make contributions, allowances and or remittances when required by this agreement, including the Local 527 appendices. This shall also apply for the collection of Funds payable to the Contractor Association such as MIAC and Industry Funds, other than Windsor Zone 4 Industry Fund. All such statements shall be countersigned by the President of the MCA Zones.

****All Union funds to be remitted to UBPS and Union Benefits will direct the funds to the proper administrators of each fund on behalf of the Members covered under this agreement.**

M

MARKET RECOVERY

1. In an attempt to regain a competitive edge in the minor commercial and light industrial areas of the "Industrial, Commercial and Institutional" scope of work, the Mechanical Contractors Association of Windsor and U.A. Local 527 (Windsor) have agreed to terms and conditions covering such work in a document heretofore known as the "Minor Commercial/Light Industrial Schedule M". Full details and particulars regarding these terms and conditions are available to all parties to the provincial agreement through the MCA Windsor and UA Local 527 (Windsor) offices.
2. It is recognized and fully understood by both parties that the use of the terms and conditions of the Schedule "M" will not permanently relieve them of any obligation to the full intent, terms or conditions of the prevailing Provincial I.C.I. collective agreement. It is further understood that the scope of the work referenced in schedule M is an integral part of the current I.C.I. agreement and may only be utilized in the interests of market recovery and in the manner prescribed in Schedule M.
3. Any willful misuse of the terms and conditions contained in Schedule M can result in abrogation of the entire document, with ninety (90) days notice given by either party to the agreement (Complying ongoing contracts excluded to completion). This action may be initiated by either the Mechanical Contractors Association of Windsor or the United Association of Journeypersons and Apprentices Local 527 (Windsor).

N

CONTINGENCY FUND

1. There shall be a contingency fund in addition to all other funds as herein set out.
2. Each Contractor agrees to deduct and remit for each employee the sum of (cents per hour) effective May 1, 2025 to April 30, 2028:

Straight Time	\$0.51
Time and One Half	\$0.77
Double Time	\$1.02

or part thereof worked by each employee and agrees to remit said amount directly to Local Union 527 by cheque or money order accompanied with a complete list of employees' names, hours paid and total amount submitted. These moneys shall be administered by the executive board of the local union.

O

PARKING

1. The contractor shall be responsible for providing parking at no cost to the employee in a designated facility within a, mutually agreed upon, reasonable distance from a project.
2. Should no parking facility as described above be available, the contractor shall reimburse the employees to a maximum of \$10.00 per day worked effective May 1, 2025 upon the employee producing original receipts.

P

SPECIAL HIRING PROVISIONS

1. Both parties to this agreement will strive to streamline the hiring process by adhering to the following:
 - All job requests will be in writing and/or faxed to the local office.
 - The hiring forms as developed and amended by the parties will be utilized.
 - The contractors shall strive to have all hiring requests filled 48 hours prior to the employee commencing work.
 - The union shall strive to fill all employment requests within 48 hours or notify the contractor in a timely manner.

The contractors agree to abide by the UA Local 527 policy dealing with “working retirees” as it applies to lay-off procedures. Retiree Working

For all members of Local 527 who elect to retire after October 1, 2006 and then subsequently return to work the following rules will apply: The pensioner will continue to receive their pension regardless of whether they are working or not. (No restriction on the amount of hours worked). The pensioner will only be offered work when all “Active Members” on their trade out-of-work list have been called. When layoffs occur the pensioner will be laid off prior to any “Active Member” of their trade employed on the project, but after permit members and travel cards. No name hires will be allowed for pensioners under this system. Under the scenario the “Active Member” refers to a non-pensioner member of Local 527 and includes probationary apprentices.

Q LETTER OF UNDERSTANDING RE: SAFETY AND TRAINING

The following letter of understanding was endorsed on March 14, 2013.

As both the United Association and the Mechanical Contractors Association agree there is a need for elevated work platform Training, UA Local 527 will endeavor to secure a Trainer and deliver the proper certification for the operation of elevated work platforms that are used in the ICI Sector.

Once the trainer is secured and the course is available to be administered, UA Local 527 will, to the best of their ability, taking into consideration the length of time needed to deliver this course to all members that may require the training, dispatch members to contractors with elevated platform training.

UA Local 527 and the MCA Zone 4, Zone 6 and Zone 7 will work together to identify all existing members of UA Local 527, through records kept on file at the Local Union Office and from employer history records held by individual contractors, to build into the database potential members that have not been trained in the past.

This cooperative effort will ensure that all employees will have the basic needed training to report to any construction project in the ICI sector. All other training that may be required for site specific projects will be the responsibility of the individual contractor to provide to the employee.

