

**APPENDIX 6
ZONE 6 LONDON - LOCAL UNION 527 (LONDON)
WAGE SCHEDULES**

Effective Dates	May 1/25	May 1/26	May 1/27
Basic Rate	52.13	54.32	56.17
Vacation Pay 10%	5.21	5.43	5.62
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.
Union Field Dues	incl.	incl.	incl.
Contingency Fund	incl.	incl.	incl.
OCS	incl.	incl.	incl.
TOTAL	74.61	77.00	79.31
Zone Association			
Fund/OCS	0.43	0.44	0.45
MIAC/WTF Funds	0.05	0.05	0.05
De Novo	0.05	0.05	0.05
TOTAL	75.14	77.54	79.86
After Tax Deductions:			
Union Field Dues	0.72	0.75	0.80
O.P.T.P.F.	0.29	0.29	0.29
Contingency Fund	0.51	0.51	0.51
OCS (Employee)	0.01	0.01	0.01

Local 527 Southwestern Ontario have included in their Base Rate the "Ontario Pipe Trades Promotion Fund", "Union Field Dues", "Contingency Fund", and "OCS (Ontario Construction Secretariat) 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 - see Article 111.7

WORK WEEK - 40 hours

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. Funds
109	Overtime	I	Travel Allowance
110	Shift Work	J	Board Allowance
111	Forepersons	K	Payment of Funds
112	Apprentices & Journeyman Training		

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 employees 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.

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 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 workhours 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 Jan 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 any time between 9:00 a.m. and 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 any time between 7:00 p.m. and 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 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 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 Ontario Trades and Apprenticeship Act 2009 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 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 JOURNEYPERSON 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 journeyperson's rate for a welding journeyperson.

112D.5 The ratio of journeypersons 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 60' 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 Services or otherwise directed by UA Local 527.

SCHEDULES

A WAGES AND CONTRIBUTIONS

1. The minimum regular hourly rate of wages for all journeyperson members of Local 527 (London) covered by this Agreement shall be as follows:

From May 1, 2025 to April 30, 2026	\$52.13 per hour
From May 1, 2026 to April 30, 2027	\$54.32 per hour
From May 1, 2027 to April 30, 2028	\$56.17 per hour

2. The applicable pay percentages for plumbing apprentices and steamfitting apprentices will be as listed below:

First Term	40%	Journeyperson's Basic Rate
Second Term	50%	Journeyperson's Basic Rate
Third Term	60%	Journeyperson's Basic Rate
Fourth Term	70%	Journeyperson's Basic Rate
Fifth Term	80%	Journeyperson's Basic Rate

But upon ratification any apprentice receiving a previously negotiated pay percentage will continue to receive said percentage until moving into the next percentage of their Apprenticeship.

3. 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.

The applicable pay percentages for welding apprentices will be as listed below:

First Term	60%	Journeyperson's Basic Rate
Second Term	70%	Journeyperson's Basic Rate
Third Term	80%	Journeyperson's Basic Rate

But upon ratification any apprentice receiving a previously negotiated pay percentage will continue to receive said percentage until moving into the next pay percentage of their Apprenticeship.

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 E.I. 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. All members of Local 527 and all other employees coming under the jurisdiction of Local 527 (Zone 6 London) shall be covered by a Group Insurance Plan through

an Employer contribution into a trust account at the rate of \$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.

2. All monies contributed to this plan shall be used exclusively to provide fully paid premiums for the following benefits:

(a) Group Life and Long Term Disability

(b) Any supplementary benefits negotiated in future as approved by the Trustees

3. It is agreed and understood, by both parties to this Agreement, that monies paid by way of employer contributions in excess of that amount that may be required by future legislation will be added to the wage rate used for additional benefits in accordance with the wishes of the Union membership.

4. 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. All members of Local 527 (London) and all other employees coming under the jurisdiction of Local 527 (London) shall be covered by a pension plan through a contribution into a trust account by the employer at the rate of \$8.20 for each hour earned by each journey person; \$8.48 effective May 1, 2026; \$8.80 effective May 1, 2027 for all regular working hours.

2. Contributions for premium hours worked will be paid equal to the relationship of premium rate of wages to regular rate.

3. 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.

G

INDUSTRY FUND

1. The employer shall contribute forty three (43) cents per hour; forty four (44) cents per hour effective May 1, 2026; forty five (45) cents per hour effective May 1, 2027 for each hour paid to the employee into the Mechanical Contractors Association of London Industry Fund. Contributions for premium hours worked will be paid in accordance with Schedule D2. All of the moneys contributed to this fund shall be used exclusively for the benefit, promotion, expansion and protection of the Plumbing and Pipe Industry and at no time may any of the moneys so contributed be used in any way to the detriment of the Union or its members.

2. Contributions to the Industry Fund shall be paid to the Administrator of the Welfare and Pension plans stated in Article 115 and shall be submitted on the same official contributions form. The Administrator shall keep the Industry Fund moneys separate from the other contributions called for in Article 115 and shall deposit these moneys in a designated trust account as designated by the Zone Association.

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	.75	.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:

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

1. Zone #1

1.1 Zone number one (#1) shall be that area having a radius of twenty-five (25) km measured from the intersection of highways numbered two and four (2 and 4), (Dundas/Richmond Streets), in the city of London.

1.2 Any Contractor within the geographical area of the Union who has a permanent place of business located outside Zone #1 as defined in 1.1. will have a travel free zone of twenty-five (25) radius km from his/her place of business

1.3 All employees working in this zone shall supply their own transportation to and from the projects or work site unless otherwise stipulated in this Schedule.

2. Zone #2

Zone number two (#2) shall be that area between the twenty-five (25) and forty-eight km (48) radius. All employees performing any work in the zone shall receive travel expense at the rate of \$28.47 effective May 1, 2025.

3. Zone #3

Zone number three (#3) shall be that area between the forty-eight (48) and sixty-six (66) km radius. All employees performing any work in this zone shall receive travel expense at the rate of \$43.68 effective May 1, 2025. The cities of Stratford and Tillsonburg in their entirety shall be deemed to be included in Zone #3.

4. Zone #4

Zone number four (#4) shall be that area between the sixty-six (66) and eighty-four (84) km radius. All employees performing any work in this zone shall receive travel expenses at the rate of \$56.16 effective May 1, 2025.

5. Zone #5

Zone number five (#5) shall be that area between the eighty-four (84) and one

hundred (100) km radius. All employees performing work in this zone shall receive travel expenses at the rate of \$68.64 effective May 1, 2025.

6. All employees who report for work at the beginning of any work shift and are transferred to another work site shall be paid travel expenses at the rate of 66 cents per km travelled.

7. Any employee who is sent to work on a project outside the twenty-five (25) km zone for a period of three (3) days or less shall be paid travel expenses from the 25 km free travel zone boundary to and from the project daily at the rate of 66 cents per km travelled.

If the employee chooses to stay in the area of the project he/she shall be paid one (1) round trip at the mileage rate and reasonable expenses for room and board.

8. In all cases where mileage is paid, the most direct and practical route shall be used in calculating expenses.

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

BOARD ALLOWANCE

1. Employees working in the jurisdiction area of Local 527 (London) beyond zone number five (#5) as spelled out in Schedule I & J (paragraph 5) shall receive board allowance at the rate of \$135.00 per day effective May 1, 2025.

2. If a holiday falls during a normal work week, board allowance shall be paid for that day providing the employee is available for the work shift prior to the holiday and the work shift following the holiday.

3. Members of Local 527 (London) required to work outside the jurisdiction of Local 527 London shall be paid mileage calculated at 66 cents per km from the intersection of highways two and four (2 and 4) to the project and the same mileage when returning at the end of the project.

4. In the event the project as spelled out in paragraph 11 of this Schedule is one hundred and sixty (160) km or more from the intersection of highway two and four (2 and 4) in the city of London, the members of Local 527 London shall receive a return trip calculated at 66 cents per km every thirty (30) days during the life of the project.

5. Members of Local 527 (London) working outside the Local 527 (London) jurisdictional boundaries and beyond 100 km from the intersection of highways numbered two and four (2 and 4), (Dundas/Richmond Streets), in the city of London, shall receive \$135.00 per day board allowance or the allowance contained in the applicable agreement in the area where the project is located whichever is the highest.

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 the intersection of Dundas and Richmond Street (Hwy 2 and Hwy 4) in the city of London, 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 the intersection of Dundas and Richmond Street (Hwy 2 and Hwy 4) in the city of London or from the Contractor's place of business, 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 fifty (50) radius kilometer travel free zone centering on the intersection of Dundas and Richmond Street (Hwy 2 and Hwy 4) in the city of London, or from the Contractor’s place of business or as outlined under option “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 fifty radius 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, 2025	A -	\$ 0.00 PER DAY
April 30, 2028	B -	54.00 PER DAY
	C -	90.00 PER DAY
	D -	135.00 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 \$.66 per km; 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 the intersection of Dundas and Richmond Street (Hwy 2 & 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. All such statements shall be countersigned by the President of the MCA Zones.

****All 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.**

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):

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.

