

Offer of Settlement
Between
PRCO Contractors KW
and
United Association Local 527 Southwestern Ontario
For the renewal of the Plumbing Residential Council of Ontario Collective Agreement
Effective May 1, 2025, through April 30, 2028

1) Letters of Understanding,

- Letter of Understanding – Tools
- Letter of Understanding - Safety and Training
- Letter of Understanding - Work Breaks
- Letter of Understanding – Parking
- Letter of Understanding – Day of Truth and Reconciliation
- Letter of Understanding – Foreperson
- Letter of Understanding – Job Conditions
- Letter of Understanding – Travel & Board Allowance
- Letter of Understanding – Active Retired Contributions
- Letter of Understanding – Communal Kitchen
- Letter of Understanding – Apprentices
- Letter of Understanding – Bereavement Leave

2)

A. Monetary

UA Local 527 Journeyman Wage Package for High Rise Residential

Effective May 1, 2025 per hour (ie. Total Package per hour)	\$2.85 Increase
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Effective May 1, 2026 per hour (ie. Total Package per hour)	\$2.73 Increase
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Effective May 1, 2027 per hour (ie. Total Package per hour)	\$2.65 Increase
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B. Monetary

UA Local 527 Journeyman Wage Package for Low Rise Residential

Effective May 1, 2025 per hour (ie. Total Package per hour)	\$7.77 Increase
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Effective May 1, 2026 per hour (ie. Total Package per hour)	\$2.05 Increase
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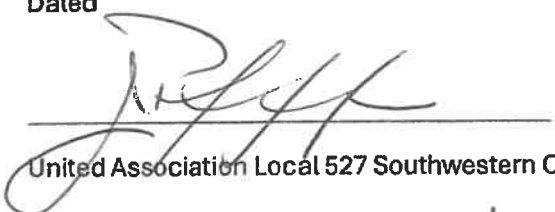
Effective May 1, 2027 per hour (ie. Total Package per hour)	\$1.99 Increase
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LETTER OF UNDERSTANDING - HIRING

1. The Employer must hire through the Local Union Office and no one will be employed unless they have been dispatched from the Local Union Office prior to commencing work.
2. All General Foreman and Foremen shall be within the bargaining unit covered by this agreement and members of the Union.
3. The Employer shall be entitled to full (100%) name hire from Out-of-Worklist of UA Local 527 Southwestern Ontario, all Employees within the bargaining unit (except Apprentices.) Each name-hired employee/member that wishes to return to work with an alternate employer under the ICI Collective Agreement must have been on the Out-of-Work List for two (2) calendar weeks immediately prior to hiring, this does not apply to members who are on the Out-of-Work list due to a normal layoff. The Local Union Business Manager shall have the discretion to waive the two-week condition.

May 8/25

Dated


United Association Local 527 Southwestern Ontario


PRCO Contractors KW

LETTER OF UNDERSTANDING-TOOLS

United Association Local 527 Southwestern Ontario and PRCO Contractors KW bound to the PRCO Residential agreement agree that the need for a common list of tools in both the Low-Rise Section and the High-Rise Section of the collective agreement be merged as one. Both parties agree that this Letter of Understanding will be in effect commencing the date as signed below and be in force until April 30, 2028. Both parties further agree that this letter of understanding should try to be negotiated into the main body of the PRCO agreement during the 2025 round of negotiations. Should this Letter of Understanding not be negotiated into the main body the parties agree that they will revisit this Letter of Understanding during Local negotiations in 2028.

All Journeyperson members working in the residential sector for a contractor signatory to the PRCO Residential agreement shall furnish the following tools when they arrive for work on a residential project. It is agreed that Apprentices that arrive on a residential project for a Contractor signatory to the PRCO Residential agreement shall only be required to furnish the tools marked with an asterisk.

1-Plastic Tube Cutter Rigid RC 1625 or Reed RS2

1-Plastic Tube Cutter Reed 3QP

1- Rigid #101 Midget Copper Cutter or Reed MC3

1- Rigid #15 Copper Cutter or Reed T10

1- Rigid #20 Copper Cutter or Reed T20

1- Rigid #30 Copper Cutter or Reed TC3Q

1- Basin Wrench

*1- Hacksaw

*1- Claw Hammer

1 - 2LB Mini sledgehammer

1-1" Wood Chisel

*1- 9" Torpedo Level

*1-251 Tape Measure

*1-10" Pliers

*1-10" Crescent Wrench

Open End Wrenches 5/16", 7/16", 1/2" 9/16", 3/4"

*1-Set of Screwdrivers to include

1 - flat screwdriver

1 - #1, #2, #3 Robertson screwdriver

1 -Phillips screwdriver

1-1" cold chisel

*1-Tool Box/Pouch with Lock

1- 5/16" Deep Socket with 3/8" Drive

1- 3/8" Ratchet Handle

May 8/25

Dated



United Association Local 527 Southwestern Ontario



PRCO Contractors KW

LETTER OF UNDERSTANDING - WORK BREAKS

United Association Local 527 Southwestern Ontario and the PRCO Contractors KW bound to PRCO Residential agreement, agree within the geographical areas of UA Local 527 Southwestern Ontario that strides need to be made to help keep Contractors competitive when bidding work in the residential sector. To aid with this competitiveness work breaks within UA Local 527's Geographical area will be as follows:

During the course of an eight (8) hour workday, employees will be permitted two (2) breaks of ten (10) minutes in duration and one (1) lunch period of thirty (30) minutes in duration. The employer has the right to establish the times that these breaks will take place through the workday. All breaks and lunch periods will commence and terminate at the lunch trailer or designated lunch area for the project.

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May 8/25

Dated



United Association Local 527 Southwestern Ontario



PRCO Contractors KW

LETTER OF UNDERSTANDING - SAFETY AND TRAINING

Any employee who reports to work on the date of hiring with a contractor without the required documentation will be sent away without pay and not hired on by the contractor until the required documentation is provided,

C of Q/apprenticeship contract

Valid STO membership card or governing body equivalent

Worker awareness in 4 steps

WHIMS (site specific training by individual employer)

Working at heights

Any new legislated mandatory safety training prescribed provincially or federally

As both the United Association and the Mechanical Contractor's Association agree there is a need for elevated work platform training, UA Local 527 Southwestern Ontario 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 Southwestern Ontario will, to the best of their ability, take 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 Southwestern Ontario and the MCA Zone 4, Zone 6 and Zone 7 will work together to identify all existing members of UA local 527 Southwestern Ontario, 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 training needed 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.

May 8/25

Dated



United Association Local 527 Southwestern Ontario



PRCO Contractors KW

LETTER OF UNDERSTANDING-PARKING

United Association Local 527 Southwestern Ontario and the PRCO Contractors bound to PRCO residential agreement, agree within the geographical areas of UA Local 527 Southwestern Ontario that strides need to be made to help keep Contractors competitive when bidding work in the residential sector and to aid with this competitiveness, parking rates within UA Local 527's Geographical area will be as follows:

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. This mutually agreed upon location shall be the preferred option for employee parking and will be utilized prior to any reimbursement for paid parking, provided there is adequate space available. Should no parking facility as described above be available, the contractor shall reimburse the employees to a maximum of \$17.00 effective May 1, 2025, \$18.00 effective May 1, 2026, \$19.00 effective May 1, 2027 per day worked upon the employee producing original receipts.

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May 8/25

Dated

United Association Local 527 Southwestern Ontario

PRCO Contractors KW

LETTER OF UNDERSTANDING – TRUTH & RECONCILIATION

1. The United Association and the Contractors bound by the PRCO residential Agreement jointly agree to recognize the Day for Truth and Reconciliation in observance of those who have died or been affected by the legacy of the Canadian Residential School System, as a Statutory Holiday and shall be added to the list of holidays in 12.03 and HR 12.04 and treated the same.
2. Should a statutory holiday in addition to those listed in 12.03 or HR 12.04 be proclaimed by the Provincial or Federal Governments, then such holiday shall be added to these lists and recognized in the same manner as those listed. When falling on a Saturday or Sunday, such Holiday shall be observed on the following working days or as proclaimed by the Municipal, Provincial or Federal Government as a holiday.

Both parties agree that this Letter of Understanding will be in effect commencing the date signed below and be in force until April 30, 2028. Both parties further agree to endeavour to ensure the terms of this Letter of Understanding are accepted into the main body of this agreement during the next round of negotiations.

May 8/25

Dated



United Association Local 527 Southwestern Ontario



PRCO Contractors KW

LETTER OF UNDERSTANDING - FOREPERSON

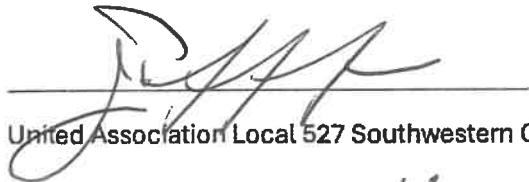
The United Association Local 527 Southwestern Ontario and PRCO Contractors KW jointly recognize the need to ensure fair and adequate compensation is provided to those employees elevated to the position of foreperson and entrusted with the responsibility of directing the workforce and maintaining a safe and productive, harassment free work environment.

1. A foreperson shall mean a qualified journeyperson who is elevated by their employer to promote and ensure that Regulatory and Employer safety policies and working rules are adhered to by those under their direct supervision.
2. The duties of a foreperson shall include but not be limited to the laying out of work and instruction of employees in their duties.
3. A foreperson that has nine (9) employees or less under their direct supervision, shall receive eleven percent (11%) above the journeyperson's base rate. A foreperson that has ten (10) or more employees under their direct supervision, shall receive sixteen percent (16%) above the journeyperson's base rate
4. 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.

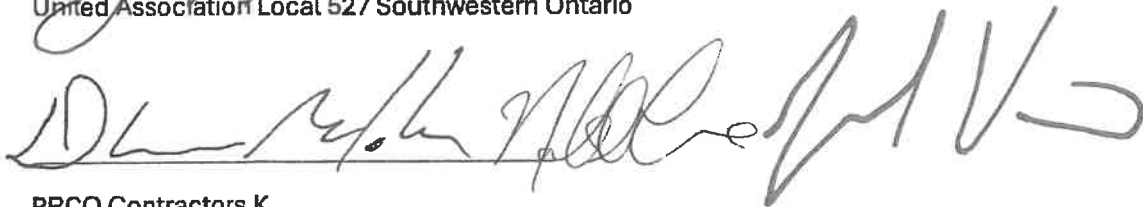
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May 8/25

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United Association Local 527 Southwestern Ontario



PRCO Contractors K

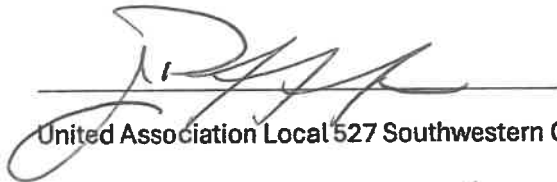
LETTER OF UNDERSTANDING – JOB CONDITION

Potable drinking water shall be supplied by the Employer in a sanitary container, or from an approved potable water faucet on all jobs as laid down in Federal, Provincial or Municipal Government regulations.

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May 8/25

Dated



United Association Local 527 Southwestern Ontario



PRCO Contractors KW

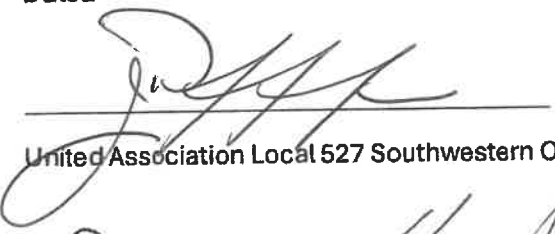
LETTER OF UNDERSTANDING – TRAVEL & BOARD ALLOWANCE

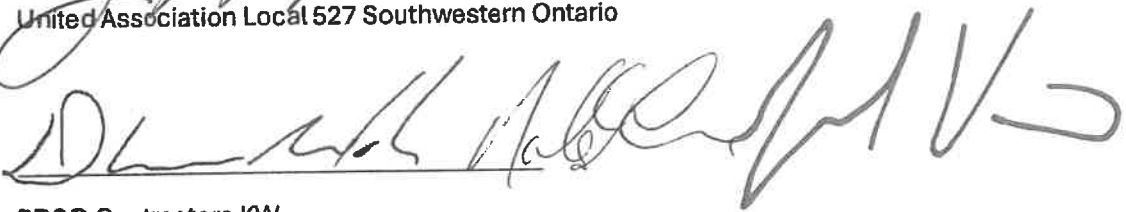
The United Association Local 527 and PRCO Contractors KW jointly recognize the need to ensure fair and adequate compensation is provided to employees required to travel distances to and from their place of employment.

In such case a daily travel amount agreed upon between the Union and the Contractor shall be deemed applicable, when travel to the project exceeds a 50km radius from the Region of Waterloo International Airport. This daily travel amount shall be negotiated and agreed to prior to commencement of the project and shall be applicable for the duration of the project if awarded.

May 8/25

Dated


United Association Local 527 Southwestern Ontario


PRCO Contractors KW

LETTER OF UNDERSTANDING – ACTIVE RETIRED CONTRIBUTIONS

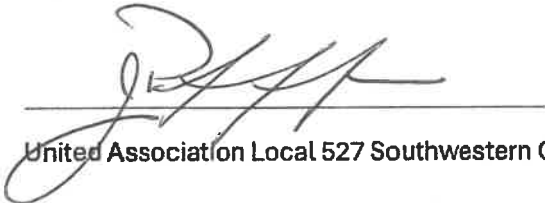
In the event that the pension plan is prohibited by the provisions of paragraph 8510(7)(c) of the *Income Tax Regulations (ITA)*, as amended from accepting any contributions required by the terms of this Agreement on behalf of employees that are in receipt of a monthly pension from the pension plan ("working pensioners") or employees over the age of 71, an amount equal to such contributions shall be paid by the Employer to that employee as additional wages. The increase in vacation pay generated by this change will be drawn from the same pension contribution.

In the event that contributions on behalf of working pensioners or employees over the age of 71 are inadvertently remitted to the pension plan and returned to the Employer, the Employer shall pay an amount equal to the refunded amount to that employee as additional wages.

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May 8/25

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United Association Local 527 Southwestern Ontario



PRCO Contractors KW

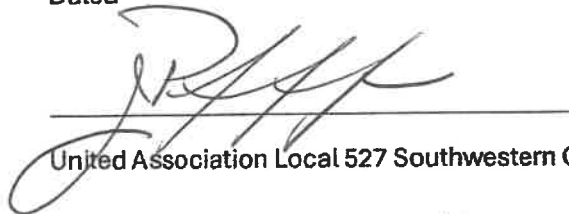
LETTER OF UNDERSTANDING – PAYROLL EFFECTIVE DATE

The United Association Local 527 Southwestern Ontario and PRCO Contractors KW bound to this agreement, agree within the geographical areas of UA Local 527 that strides a need to be made to help keep Contractors competitive when bidding work in the residential sector. In an effort to aid in the uniformity of the payroll process, the effective payroll change over date shall be the closest Sunday to the wage schedules effective date.

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May 8/25

Dated



United Association Local 527 Southwestern Ontario



PRCO Contractors KW

LETTER OF UNDERSTANDING – COMMUNAL KITCHENS

The United Association Local 527 Southwestern Ontario and PRCO Contractors KW bound to this agreement, agree within the geographical areas of UA Local 527 that strides a need to be made to help keep Contractors competitive when bidding work in the residential sector. Therefore, the following language will be followed as required:

It has been communicated in the past, several “retirement” and similar residential homes have been administered under the ICI agreement when there was no kitchen in the suite (i.e. commercial kitchen). The use of the PRCO agreement for these types of projects shall be mutually agreed by the Union and Employer on a case-by-case basis.

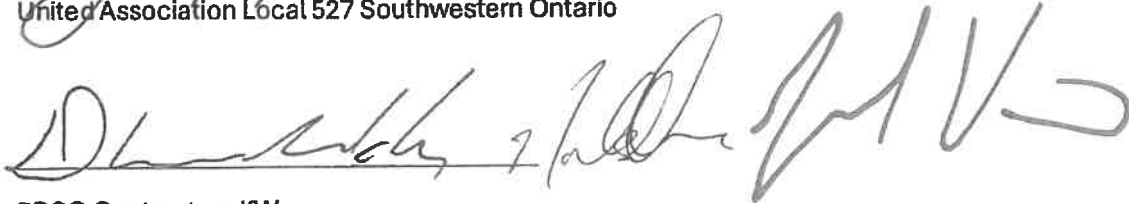
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May 8/25

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United Association Local 527 Southwestern Ontario



PRCO Contractors KW

LETTER OF UNDERSTANDING – APPRENTICES

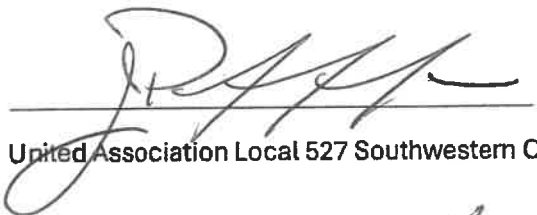
The United Association Local 527 Southwestern Ontario and PRCO Contractors KW bound to this agreement, agree within the geographical areas of UA Local 527 that strides a need to be made to help keep Contractors competitive when bidding work in the residential sector. To aid with this competitiveness within UA Local 527's Geographical area the applicable pay percentages for plumber, steamfitter and welder apprentices shall be as stipulated and laid out in the Zone 7 appendix of the ICI collective agreement.

The contractor may employ one (1) Apprentice to every two (2) Journeyperson of that trade that is regularly employed. The union shall supply qualified registered Apprentices upon receiving a request from the employer.

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May 8/25

Dated



United Association Local 527 Southwestern Ontario



PRCO Contractors KW

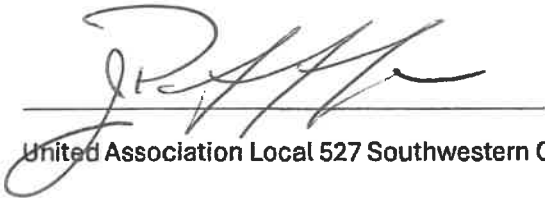
LETTER OF UNDERSTANDING – BEREAVEMENT LEAVE

The United Association Local 527 and the PRCO Contractors of KW bound to this Agreement agree, that an unpaid leave of absence of up to five (5) days may be granted to a member upon the death of an immediate family member (spouse, mother, father, brother, sister, or child). This leave of absence shall not be unreasonably withheld.

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May 8/25

Dated



United Association Local 527 Southwestern Ontario



PRCO Contractors KW

Local 527 PROCO High-Rise Wage Schedule
Effective May 1, 2025 - April 30, 2028

Employer Amounts	
PRCO	\$0.2
DE NOVO	\$0.0
	<u>\$0.2</u>

Local 527 Low-Rise Wage Schedule
Effective May 1, 2025 - April 30, 2028

DATE	CLASS	WAGES	VACATION PAY	WELFARE	PENSION	S.U.B.	STAB. FUND	TRAIN. FUND	BILL 162 ART.30	Article 23 CTF	MEMBER DE NOVO	TOTAL	Employer	SFD	CFD	OPTC
01-May-25	Journeyman	\$44.60	\$4.46	\$5.00	\$6.75	\$0.25	\$2.50	\$0.38	\$0.03	\$0.15	\$0.05	\$64.17	\$0.25	\$0.65	\$0.51	\$0.02
Apprentices	1ST TERM	\$17.84	\$1.78	\$5.00	\$2.70	\$0.25	\$1.00	\$0.38	\$0.03	\$0.15	\$0.05	\$29.18	\$0.25	\$0.65	\$0.51	\$0.02
	2ND TERM	\$22.30	\$2.23	\$5.00	\$3.38	\$0.25	\$1.25	\$0.38	\$0.03	\$0.15	\$0.05	\$35.02	\$0.25	\$0.65	\$0.51	\$0.02
1st WLD /	3RD TERM	\$26.76	\$2.68	\$5.00	\$4.05	\$0.25	\$1.50	\$0.38	\$0.03	\$0.15	\$0.05	\$40.85	\$0.25	\$0.65	\$0.51	\$0.02
2nd WLD /	4TH TERM	\$31.22	\$3.12	\$5.00	\$4.73	\$0.25	\$1.75	\$0.38	\$0.03	\$0.15	\$0.05	\$46.68	\$0.25	\$0.65	\$0.51	\$0.02
3rd WLD /	5TH TERM	\$35.68	\$3.57	\$5.00	\$5.40	\$0.25	\$2.00	\$0.38	\$0.03	\$0.15	\$0.05	\$52.51	\$0.25	\$0.65	\$0.51	\$0.02
01-May-26	Journeyman	\$46.32	\$4.63	\$4.95	\$6.96	\$0.25	\$2.50	\$0.38	\$0.03	\$0.15	\$0.05	\$66.22	\$0.25	\$0.65	\$0.51	\$0.02
	1ST TERM	\$18.53	\$1.85	\$4.95	\$2.78	\$0.25	\$1.00	\$0.38	\$0.03	\$0.15	\$0.05	\$29.97	\$0.25	\$0.65	\$0.51	\$0.02
	2ND TERM	\$23.16	\$2.32	\$4.95	\$3.48	\$0.25	\$1.25	\$0.38	\$0.03	\$0.15	\$0.05	\$36.02	\$0.25	\$0.65	\$0.51	\$0.02
1st WLD /	3RD TERM	\$27.79	\$2.78	\$4.95	\$4.18	\$0.25	\$1.50	\$0.38	\$0.03	\$0.15	\$0.05	\$42.06	\$0.25	\$0.65	\$0.51	\$0.02
2nd WLD /	4TH TERM	\$32.42	\$3.24	\$4.95	\$4.87	\$0.25	\$1.75	\$0.38	\$0.03	\$0.15	\$0.05	\$48.10	\$0.25	\$0.65	\$0.51	\$0.02
3rd WLD /	5TH TERM	\$37.06	\$3.71	\$4.95	\$5.57	\$0.25	\$2.00	\$0.38	\$0.03	\$0.15	\$0.05	\$54.14	\$0.25	\$0.65	\$0.51	\$0.02
01-May-27	Journeyman	\$47.92	\$4.79	\$4.90	\$7.24	\$0.25	\$2.50	\$0.38	\$0.03	\$0.15	\$0.05	\$68.21	\$0.25	\$0.65	\$0.51	\$0.02
	1ST TERM	\$19.17	\$1.92	\$4.90	\$2.90	\$0.25	\$1.00	\$0.38	\$0.03	\$0.15	\$0.05	\$30.74	\$0.25	\$0.65	\$0.51	\$0.02
	2ND TERM	\$23.96	\$2.40	\$4.90	\$3.62	\$0.25	\$1.25	\$0.38	\$0.03	\$0.15	\$0.05	\$36.99	\$0.25	\$0.65	\$0.51	\$0.02
1st WLD /	3RD TERM	\$28.75	\$2.88	\$4.90	\$4.34	\$0.25	\$1.50	\$0.38	\$0.03	\$0.15	\$0.05	\$43.23	\$0.25	\$0.65	\$0.51	\$0.02
2nd WLD /	4TH TERM	\$33.54	\$3.35	\$4.90	\$5.07	\$0.25	\$1.75	\$0.38	\$0.03	\$0.15	\$0.05	\$49.48	\$0.25	\$0.65	\$0.51	\$0.02
3rd WLD /	5TH TERM	\$38.34	\$3.83	\$4.90	\$5.79	\$0.25	\$2.00	\$0.38	\$0.03	\$0.15	\$0.05	\$55.72	\$0.25	\$0.65	\$0.51	\$0.02

Employer Amounts
 PRCO \$0.20
 DE NOVO \$0.05
\$0.25