

COLLECTIVE AGREEMENT

BETWEEN:

L.T.L. CONTRACTING LTD.
227 HWY. 527
SHUNIAH, ONTARIO
P7B 0N4

PH.: 807-623-3600
FAX: 807-623-3136

hereinafter referred to as the "Employer"

OF THE FIRST PART;

AND:

INTERNATIONAL UNION OF OPERATING
ENGINEERS, LOCAL 793

hereinafter referred to as the "Union"

OF THE SECOND PART.

ARTICLE 1 - RECOGNITION

1.01 The Employer recognizes the Union as the sole and exclusive bargaining agent for all construction employees of the Employer in the Districts of Thunder Bay, Kenora, Kenora-Patricia, Rainy River and Algoma save and except non-working foremen, persons above the rank of non-working foreman, and persons employed in the I.C.I. sector of the construction industry and in the landscaping business.

1.02 The Employer recognizes the Union as the sole and exclusive bargaining agent for all employees covered by the Union's designation order who are employed in the I.C.I. sector of the construction industry in the Province of Ontario, and agrees to abide by all terms and conditions of the Operating Engineers' Employer Bargaining Agency Agreement in respect of said employees, which Agreement is hereby incorporated into and forms a part of this Agreement.

ARTICLE 2 - MANAGEMENT RIGHTS

2.01 The Union agrees that it is the exclusive function of the Employer :

(a) to conduct its business in all respects in accordance with its commitments and responsibilities, including the right to manage the jobs, locate, extend, curtail, or cease operations, to determine the number of men required at any or all operations, to determine the kinds and locations of machines, tools and equipment to be used and the schedules of production, to judge the qualifications of employees, and to maintain order, discipline and efficiency;

(b) to hire, discharge, classify, transfer, promote, demote, and lay off, suspend or otherwise discipline employees, provided that a claim by an employee that he has been discharged, suspended or disciplined without reasonable cause shall be subject to the provisions of the grievance procedure;

(c) to make, alter from time to time, and enforce rules of conduct and procedure to be observed by the employees;

and it is agreed that these functions shall not be exercised in a manner inconsistent with the express provisions of this Agreement.

ARTICLE 3 - GRIEVANCE PROCEDURE

3.01 (a) The parties to this Agreement are agreed that it is of the utmost importance to adjust grievances as quickly as possible. A grievance is defined as any dispute, difference or controversy relating to the interpretation or alleged violation of this Agreement.

(b) (i) The nature of the grievance, the remedy sought and the section or sections of the Agreement which are alleged to have been violated shall be set

out in the written record of the grievance and may not be subject to change in later steps.

(ii) In determining the time which is allowed in the various steps, Sundays and holidays shall be excluded, and any time limits may be extended by agreement in writing.

(iii) If advantage of the provisions of Articles 3 and 4 hereof is not taken within the time limits specified herein, or as extended in writing, as set out above, the grievance shall be deemed to have been abandoned and may not be re-opened.

3.02 It is understood and agreed that an employee does not have a grievance until he has discussed the matter with his foreman and given him an opportunity of dealing with the complaint. An employee may have his Steward or Business Representative present if he so desires.

3.03 Employee grievances properly arising under this Agreement shall be adjusted and settled as follows:

Step 1 - Within five (5) working days after the circumstances giving rise to the grievance occurred or originated, the aggrieved employee may, with his Steward if he so desires, present his grievance in writing to the Superintendent. Should no settlement satisfactory to the employee be reached within two (2) full working days, the next step in the grievance procedure must be taken within two (2) full working days thereafter.

Step 2 - The employee may submit his grievance to the Business Representative and he, in turn, may submit it to the General Manager, in an endeavour to settle the grievance. If a satisfactory settlement is not reached within one week from the date it is submitted to the General Manager and if the grievance is one which concerns the interpretation or alleged violation of this Agreement, the grievance may be submitted to

arbitration as provided in Article 4 below, at any time within fourteen (14) days thereafter, but not later.

ARTICLE 4 - ARBITRATION

4.01 Where a difference arises between the parties relating to the interpretation, application or administration of this Agreement, including any question as to whether a matter is arbitrable, or where an allegation is made that this Agreement has been violated, either party may after exhausting the Grievance Procedure established by this Agreement, notify the other in writing of its desire to submit the difference or allegation to arbitration. The notice shall be delivered to the other party within the time period provided in Article 3.03.

4.02 The parties shall, after notification of desire to submit to arbitration has been delivered, meet and attempt to select an arbitrator who is acceptable to both parties. If the parties are unable to agree on an arbitrator either party may, fifteen (15) days after the delivery of a notification of a desire to submit to arbitration, send a notification of a desire to submit to arbitration, send a letter to the Minister of Labour for the Province of Ontario requesting the Minister to appoint an arbitrator to deal with the grievance. If forty-five (45) days should elapse after the delivery of a notice of desire to submit to arbitration without either party having delivered to the Minister a written request for the appointment of an arbitrator then the request for arbitration will be deemed to have been abandoned, forfeited and waived and no arbitrator will have a jurisdiction to consider the grievance.

4.03 The arbitrator shall hear and determine the difference or allegation and shall issue a decision and the decision shall be final and binding upon the parties and upon any

employee affected by it.

4.04 Each of the parties hereto will jointly share the expenses of the arbitrator, if any.

4.05 The arbitrator shall not be authorized to make any decision inconsistent with the provisions of this Agreement, nor to alter, modify or amend any part of this Agreement.

4.06 All arbitration hearings under this Collective Agreement will be held in the City of Thunder Bay.

ARTICLE 5 - MANAGEMENT GRIEVANCES - UNION GRIEVANCES

5.01 It is understood that the Employer may file a grievance with the Union and that if such complaint is not settled to the satisfaction of the parties concerned, it may be treated as a grievance and referred to arbitration in the same way as a grievance of an employee. Such grievances will be submitted to the Business Representative of the Union within five working days after the circumstances giving rise to the grievance occurred or originated.

5.02 A Union policy grievance, which is defined as an alleged violation of this Agreement involving all or a substantial number of employees in the bargaining unit, in regard to which a substantial number of employees have signified an intention to grieve, or a grievance involving the Union itself regarding the application or interpretation of this Agreement, may be brought forward in writing at Step 2 of the grievance procedure at any time within five (5) full working days after the circumstances giving rise to such policy grievance occurred, and if it is not settled at this stage, it may go to a Board of Arbitration in the same manner as a grievance of an employee.

ARTICLE 6 - UNION SECURITY

6.01 During the lifetime of this Agreement the Employer shall deduct from the pay of all employees covered by this Agreement, and students after ninety (90) calendar days continuous employment, on the first pay day of each calendar month, such sum as may be uniformly assessed by the Union's Constitution and By-Laws as Regular Monthly Union Dues, Working Dues and yearly Assessments, and shall remit same to the Financial Secretary of the Local Union by the fifteenth (15th) day of the month following the month in which the hours have been earned. The said sum shall be accepted by the Union as the Regular Monthly Union Dues and Working Dues and yearly Assessments for those employees who are or shall become members of the Union, and the sums so deducted from non-members of the Union shall be treated as their contribution towards the expenses of maintaining the Union. The Employer shall, when remitting such dues and assessments, name the employee from whose pay such deductions have been made and also the names of any employees who have left the employment of the Employer since the last payment.

6.02 Where an employee authorizes the Employer in writing to deduction Union Initiation Fees from his pay, the Employer will honour such authorization.

6.03 The Employer will be free to re-call or re-employ any and all former employees for work coming under this Agreement and such employees will have freedom of movement to work on any job or location with the employer, coming under this Agreement.

ARTICLE 7 - NO STRIKES - NO LOCKOUTS

7.01 During the lifetime of this Agreement, the Union agrees that there will be no

strikes, slowdown or picketing or any act which will interfere with the regular schedule of work, and the Employer agrees that there will be no lockout. The Employer shall have the right to discharge or otherwise discipline employees who take part in or instigate any strike, picketing or slowdown or any other act which interferes with the regular schedule of work.

7.02 The Union agrees that it will not involve the Employer in any dispute which may arise between the Union and any other Company and the employees of such other Company.

ARTICLE 8 - STEWARDS

8.01 The Employer agrees to recognize a Steward appointed or elected by the Union on any project where it has been agreed by the Employer and the Union that the appointment of a Steward is necessary for the project. It is understood that the Employer will not be obliged to recognize any Steward until it has been informed in writing by the Union of the appointment of such Steward, and it is further agreed by the Union that it will select Stewards from among the long-term and experienced employees who are familiar with the Employer's operations.

8.02 The Union acknowledges that Stewards have regular duties to perform as employees of the Employer and that they will not leave their regular duties for the purpose of attending to Union business without first obtaining the permission of their foreman or immediate supervisor. Before resuming their duties on behalf of the Employer, such employees will report to their foreman or immediate supervisor.

8.03 The Business Representative of the Union shall have access to any of the jobs of the Employer during working hours where employees covered by this Agreement

are employed, provided he has secured the prior approval of the Superintendent or his designated representative.

ARTICLE 9 - UNION CO-OPERATION

9.01 The Union agrees to co-operate with the Employer in maintaining and improving safe working conditions and practices.

ARTICLE 10 - PAYMENT OF WAGES

10.01 Wages shall be paid by cash, cheque or by direct deposit to the employee's account at the Bank of Nova Scotia, or the Royal Bank of Canada every two weeks on Friday for the two week pay period ending at midnight of the previous Saturday. Statement of earnings will be available at the Employer's office for pickup or will be delivered to the job site if requested.

ARTICLE 11 - VACATION PAY AND STATUTORY HOLIDAY PAY

11.01 Vacation pay and Statutory Holiday Pay shall be credited bi-weekly to each employee covered by this Collective Agreement, at the rate of nine percent (9%) of gross earnings, and income tax will be deducted bi-weekly.

It is understood that Vacation Pay credits will be paid to employees according to the Employment Standards Act.

It is further understood that five percent (5%) of the previously mentioned nine percent (9%) of gross earnings is to be considered in lieu of Statutory Holiday Pay.

11.02 All work performed on the following Holidays will be paid for at the overtime rate of pay established in Article 13 of this Agreement:

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

11.03 It is understood that when a holiday falls in the middle of the week the Employer, after consultation with the Steward, will have the option of scheduling the holiday on the Friday or Monday of the weekend preceding or following the holiday. Advance notice of at least one (1) week will be given with respect to the date scheduled. The scheduled day will be in lieu of the holiday and no overtime will be paid for work done on the actual day of the holiday.

ARTICLE 12 - HOURS OF WORK

12.01 The standard hours of work for all employees engaged in road work and work incidental thereto shall be fifty-five (55) hours per week exclusive of travelling time to and from the job.

The standard hours of work for all employees engaged in sewer and watermain work shall be fifty (50) hours per week exclusive of travelling time to and from the job.

ARTICLE 13 - OVERTIME

13.01 Overtime at the rate of one and one-half (1½) times the employee's regular hourly rate shall be paid for all hours worked in excess of the standard hours as set out in Article 12.

ARTICLE 14 - REPORTING ALLOWANCE

14.01 Where an employee reports for work in the morning at the regular starting time and is prevented from working due to inclement weather, he shall be entitled to a minimum payment of two (2) hour's pay at his regular hourly rate as stand-by pay or for the time he is actually required by the Employer to stand by if it is longer than two (2) hours.

The above shall not apply if the employee is notified by his Employer one

(1) hour prior to the regular starting time.

ARTICLE 15 - ROOM AND BOARD

15.01 On out of town jobs where the employee is required by the Employer to stay out of town overnight, the Employer will provide suitable free room and board, or at the employee's option, will provide a daily living allowance effective April 1, 2020 of one hundred and ten dollars (\$110.00) per day worked in lieu of suitable free room and board, for the duration of the contract.

15.02 By mutual agreement between the Employer and the employee, the Employer will provide suitable accommodations and a meal allowance of fifty five (\$55.00) tax free, effective April 1st, 2020, and fifty-six dollars (\$56.00) effective April 1st, 2021, and fifty-seven dollars (\$57.00) effective April 1st, 2022, and fifty eight dollars (\$58.00) effective April 1st, 2023 to employees for each scheduled working day, in lieu of suitable free room and board.

ARTICLE 16 - TRAVEL ALLOWANCE

16.01 When an employee is sent to a job more than fifty (50) miles outside the City Limits of Thunder Bay, he shall receive one (1) hour's pay for the first fifty (50) miles travelled to the job, and one (1) hour's pay for every fifty (50) miles travelled thereafter, and the same on completion of the job to return to Thunder Bay. Each employee will be entitled to only one return travel allowance per job. Employees hired on the job site or living within fifty (50) miles of the job site shall not be entitled to a travel allowance.

ARTICLE 17 - COMMUTING ALLOWANCE

17.01 When an employee is required to commute to a job site from a marshalling point, the first one-half (1/2) hour will be free, then the employee will be paid straight

time for commuting.

ARTICLE 18 - HEALTH AND BENEFIT PLAN

18.01 Effective April 1, 2020, the Employer agrees to contribute two dollars and seventy cents (\$2.70) for each hour earned for each employee covered by this Agreement who has accumulated twelve hundred (1200) hours of employment with the Employer, into a Health Benefit Plan. Effective April 1, 2021 the contribution shall increase to two dollars and seventy five cents (\$2.75) and April 1, 2022, the contribution shall increase to two dollars and eighty cents (\$2.80), and April 1, 2023 the contribution shall increase to two dollars and eighty five (\$2.85).

18.02 The qualifying period mentioned above may be waived or reduced at the discretion of the Employer.

18.03 Employees who do not qualify pursuant to the provisions of the above may elect to contribute to the Welfare Plan themselves and the Employer, following receipt of written instruction to such effect from an employee, will, commencing with the month following, reduce that employee's regular basic hourly rate by the current rate of benefits under this Agreement and remit such amounts according to the provisions of the above.

18.04 These monies shall be remitted in accordance with this Agreement and shall be remitted by the 15th day of the month following the month in which the hours have been worked, together with supporting information entered on a Reporting Form as designated by the Trustees of the Plan and at no time shall the monies be paid directly to the employee.

18.05 In the event the Employer fails to remit the contributions for the Benefit Plan by the 15th day of the month due, the Trustees may charge interest at the rate of

1% per month for any delinquent contributions 30 days in arrears, provided the Employer has received 5 days written notice to correct such delinquency.

18.06 With reasonable cause, the Trustees may request the Employer to submit to them within a stipulated period, a certified audited statement of payroll contributions to these funds for a period from the effective date of this Agreement until the date the audit takes place. Such statements shall reply to the questions submitted to the Employer by the Trustees.

18.07 If the Employer does not submit the certified audited statements as per the above, the Trustees may appoint an independent chartered accountant to enter upon the Employer's premises during the regular business hours to perform an audit of the Employer's records only with respect to the Employer's contributions or deductions to the required employee Benefit Plan.

18.08 Where the Trustees appoint an auditor the cost shall be born by the Plan.

18.09 In the event such audit reveals that the Employer has failed to remit contributions in accordance with the provisions of this Agreement, the Employer shall, within 5 days of receipt of written notice from the Trustees, remit all outstanding contributions along with completed supporting contribution report forms as required by the Plan.

18.10 When the Employer fails to remit all delinquent contributions, the provisions of the above shall apply and the Union, on instructions from the Trustees, shall immediately institute proceedings against the delinquent Employer under the Labour Relations Act of Ontario. All costs of such actions shall be born by the appropriate plan or fund unless otherwise recoverable.

18.11 Where the Trustees deem an Employer to be a persistent delinquent in the submission of contributions, they may require the Employer to post a bond or certified cheque not to exceed \$5,000.00 to be held in trust by the Trustees for a period to be determined by the Trustees.

18.12 If an Employer does not have any employees in his employ he shall submit a nil report in accordance with the provisions above.

ARTICLE 19 - I.U.O.E. LOCAL 793 TRAINING FUND

19.01 The Union and the Employer agree to maintain and recognize the I.U.O.E. Local 793 Training Trust Fund (Training Fund). The Training Fund shall be jointly trusteeed by an equal number of Trustees appointed by Employer organizations and the Union.

19.02 Apprentices shall be indentured to the Training Fund or an Employer and the Training Fund shall have full authority over the training, education and movement of all Apprentices and the Union shall accept as members of the Union all Apprentices who are approved by the Training Fund or an Employer.

19.03 The Training Fund shall be responsible for the training, education and upgrading of all trainees and Operating Engineers.

19.04 a) The Employer shall contribute Ten Cents (0.10¢) per hour to the Training Fund for each hour earned by each employee in his employ, of which Five Cents (0.05¢) shall be contributed to the National Training Fund. These funds shall be submitted with the Pension and Health Fund payments herein provided, for the purpose of developing and implementing of programs at the Local and National levels of the International Union of Operating Engineers.

b) The Employer shall contribute Two Cents (0.02¢) per hour earned, to the

Health plan for each employee in his employ, as a Denovo Treatment Centre contribution, to be submitted with the Pension and Health fund payments herein provided.

19.05 a) Apprentices shall be properly registered with the Ministry of Labour and skills development.

b) Indentured Apprentice's wages will be based on Hours of work and applicable training, completed in the respective classification as follows:

0-2000 hrs worked @70% of current Journey Person rate of pay

2001-4000 hrs worked @80% of current Journey Person rate of pay

4001-6000 hrs worked @90% of current Journey Person rate of pay

Apprenticeship Graduate/Certified Journeyperson, Payable at 100% rate of pay

ARTICLE 20 - WAGES AND CLASSIFICATIONS

20.01 Attached to, and forming part of, this Agreement shall be the following schedules: Schedule "A" - being a schedule of wages and classifications in the Districts of Thunder Bay, Kenora-Patricia, Rainy River and the District of Algoma.

ARTICLE 21 - MODIFICATION

21.01 If for any reason peculiar to a given job, this Agreement requires amendments, the Union and the Employer shall be entitled to enter into a memorandum to modify certain conditions of this Collective Agreement and any memorandum shall not be construed as a breach of this Agreement.

ARTICLE 22 - DURATION OF AGREEMENT

22.01 This Agreement shall be effective from the 1st day of April, 2020, and shall remain in effect until the 31st day of March, 2024.

22.02 Should either party hereto desire to change, add to, amend or terminate this Agreement, that party agrees to give the other party written notice to that effect within ninety (90) days of the termination of this Agreement. Provided that no such written notice is given by either party, this Agreement shall remain in force from year to year.

SIGNED THIS 14th DAY OF September, 2020.

ON BEHALF OF:

L.T.L. CONTRACTING LTD.



(Signature)


(Print Signature)

(Address)

(Telephone / Fax)

ON BEHALF OF:


INTERNATIONAL UNION OF
ENGINEERS, LOCAL 793



Michael Gallagher, Business Manager



Joe Redshaw, President



Rick Kerr, Treasurer



Joe Dowdall, Vice President



Brian Alexander, Recording- Corresponding
Secretary



Recommended By: Mark Anttonen
Business Representative

SCHEDULE "A"

The following minimum hourly wage rates shall be in force in the Districts of Thunder Bay, Kenora, Kenora-Patricia, Rainy River and Algoma from the dates shown:

Classification # 1 - Working Foreman

Effective		Wage	VP	Benefit	Total
April 1, 2020		\$27.41	\$2.47	\$2.70	\$32.58
April 1, 2021		\$27.81	\$2.50	\$2.75	\$33.06
April 1, 2022		\$28.23	\$2.55	\$2.80	\$33.58
April 1, 2023		\$28.80	\$2.59	\$2.85	\$33.24

Classification # 2 - Engineers operating, Cranes, Clams, Shovels, Draglines, Gradalls, Track Excavators 75,000 lbs. and over, Dozers D8 size and over, Loaders 980 Size and over and similar equipment

Effective		Wage	VP	Benefit	Total
April 1, 2020		\$25.80	\$2.32	\$2.70	\$30.82
	Under 1200 hours	\$24.27	\$2.18	0	\$26.45
April 1, 2021		\$26.19	\$2.36	\$2.75	\$31.30
	Under 1200 hours	\$24.63	\$2.22	0	\$26.85
April 1, 2022		\$26.58	\$2.39	\$2.80	\$31.77
	Under 1200 hours	\$25.00	\$2.25	0	\$27.25
April 1, 2023		\$27.11	\$2.44	\$2.85	\$32.40
	Under 1200 hours	\$25.50	\$2.29	0	\$27.79

SCHEDULE "A"

The following minimum hourly wage rates shall be in force in the Districts of Thunder Bay, Kenora, Kenora-Patricia, Rainy River and Algoma from the dates shown:

Classification # 3 - Grader Operators Type "A", Tack Excavators 50,000 lbs. to 74,999 lbs., Dozers D6 & D7 size, Loaders 970 to 966 size and similar equipment

Effective		Wage	VP	Benefit	Total
April 1, 2020		\$24.98	\$2.25	\$2.70	\$29.93
	Under 1200 hours	\$23.40	\$2.11	0	\$25.51
April 1, 2021		\$25.35	\$2.28	\$2.75	\$30.38
	Under 1200 hours	\$23.75	\$2.14	0	\$25.89
April 1, 2022		\$25.73	\$2.32	\$2.80	\$30.85
	Under 1200 hours	\$24.11	\$2.17	0	\$26.28
April 1, 2023		\$26.25	\$2.36	\$2.85	\$31.46
	Under 1200 hours	\$24.59	\$2.21	0	\$26.80

Classification # 4 - Grader Operators Type "B", Off-highway Vehicles, Track Excavators 25,000 to 49,999 Lbs., Loaders under 966 size, Dozers D3 to D5 and similar equipment

Effective		Wage	VP	Benefit	Total
April 1, 2020		\$24.08	\$2.17	\$2.70	\$28.95
	Under 1200 hours	\$22.55	\$2.01	0	\$24.56
April 1, 2021		\$24.44	\$2.20	\$2.75	\$29.39
	Under 1200 hours	\$22.89	\$2.04	0	\$24.93
April 1, 2022		\$24.81	\$2.23	\$2.80	\$29.84
	Under 1200 hours	\$23.23	\$2.07	0	\$25.30
April 1, 2023		\$25.31	\$2.28	\$2.85	\$30.44
	Under 1200 hours	\$23.70	\$2.11	0	\$25.81

SCHEDULE "A" (Continued)

The following minimum hourly wage rates shall be in force in the Districts of Thunder Bay, Kenora, Kenora-Patricia, Rainy River and Algoma from the dates shown:

Classification # 5 - Rollers, Mini-excavators, Walk Behind Trenchers, Farm Tractors with Attachments, Track Excavators 24,999 lbs. and smaller, Loaders 2 cu. Yards and smaller, Tractor Loader Backhoes, Skid Steer Loaders and similar equipment

Effective		Wage	VP	Benefit	Total
April 1, 2020		\$20.63	\$1.86	\$2.70	\$25.19
	Under 1200 hours	\$19.09	\$1.72	0	\$20.81
April 1, 2021		\$20.94	\$1.88	\$2.75	\$25.57
	Under 1200 hours	\$19.38	\$1.74	0	\$21.12
April 1, 2022		\$21.25	\$1.91	\$2.80	\$25.96
	Under 1200 hours	\$19.67	\$1.77	0	\$21.44
April 1, 2023		\$21.67	\$1.95	\$2.85	\$26.47
	Under 1200 hours	\$20.06	\$1.81	0	\$21.87

Classification # 6 - Fully Qualified Mechanic or Welder, Instrumentman

Effective		Wage	VP	Benefit	Total
April 1, 2020		\$23.20	\$2.09	\$2.70	\$27.99
	Under 1200 hours	\$21.67	\$1.95	0	\$23.62
April 1, 2021		\$23.55	\$2.12	\$2.75	\$28.42
	Under 1200 hours	\$22.00	\$1.98	0	\$23.98
April 1, 2022		\$23.90	\$2.15	\$2.80	\$28.55
	Under 1200 hours	\$22.33	\$2.01	0	\$24.34
April 1, 2023		\$24.38	\$2.19	\$2.85	\$29.42
	Under 1200 hours	\$22.77	\$2.05	0	\$24.82

SCHEDULE "A" (Continued)

The following minimum hourly wage rates shall be in force in the Districts of Thunder Bay, Kenora, Kenora-Patricia, Rainy River and Algoma from the dates shown:

Classification # 7 – Mechanic, Welder (Class "B")

Effective		Wage	VP	Benefit	Total
April 1, 2020		\$21.50	\$1.94	\$2.70	\$26.14
	Under 1200 hours	\$19.92	\$1.79	0	\$21.71
April 1, 2021		\$21.82	\$1.96	\$2.75	\$26.53
	Under 1200 hours	\$20.22	\$1.82	0	\$22.04
April 1, 2022		\$22.15	\$1.99	\$2.80	\$26.94
	Under 1200 hours	\$20.52	\$1.85	0	\$22.37
April 1, 2023		\$22.59	\$2.03	\$2.85	\$27.47
	Under 1200 hours	\$20.94	\$1.87	0	\$22.81

Classification # 8 - Service Truck, Water Truck

Effective		Wage	VP	Benefit	Total
April 1, 2020		\$19.73	\$1.78	\$2.70	\$24.21
	Under 1200 hours	\$18.29	\$1.65	0	\$19.94
April 1, 2021		\$20.03	\$1.80	\$2.75	\$24.58
	Under 1200 hours	\$18.56	\$1.67	0	\$20.23
April 1, 2022		\$20.33	\$1.83	\$2.80	\$24.96
	Under 1200 hours	\$18.84	\$1.70	0	\$20.54
April 1, 2023		\$20.74	\$1.87	\$2.85	\$25.46
	Under 1200 hours	\$19.22	\$1.73	0	\$20.95

SCHEDULE "A" (Continued)

The following minimum hourly wage rates shall be in force in the Districts of Thunder Bay, Kenora, Kenora-Patricia, Rainy River and Algoma from the dates shown:

Classification # 9 - Skilled Labourer (Pipelayer), Air Track

Effective		Wage	VP	Benefit	Total
April 1, 2020		\$21.37	\$1.92	\$2.70	\$25.99
	Under 1200 hours	\$19.79	\$1.78	0	\$21.57
April 1, 2021		\$21.69	\$1.95	\$2.75	\$26.39
	Under 1200 hours	\$20.09	\$1.81	0	\$21.90
April 1, 2022		\$22.02	\$1.98	\$2.80	\$26.80
	Under 1200 hours	\$20.39	\$1.84	0	\$22.23
April 1, 2023		\$22.46	\$2.02	\$2.85	\$27.33
	Under 1200 hours	\$20.80	\$1.87	0	\$22.67

Classification #10 - Float Driver, Dump Trailer, Vac Truck Operator

Effective		Wage	VP	Benefit	Total
April 1, 2020		\$22.35	\$2.01	\$2.70	\$27.06
	Under 1200 hours	\$20.82	\$1.87	0	\$22.69
April 1, 2021		\$22.68	\$2.04	\$2.75	\$27.47
	Under 1200 hours	\$21.13	\$1.90	0	\$23.03
April 1, 2022		\$23.02	\$2.07	\$2.80	\$27.89
	Under 1200 hours	\$21.45	\$1.93	0	\$23.38
April 1, 2023		\$23.48	\$2.11	\$2.85	\$28.44
	Under 1200 hours	\$21.87	\$1.97	0	\$23.84

SCHEDULE "A" (Continued)

The following minimum hourly wage rates shall be in force in the Districts of Thunder Bay, Kenora, Kenora-Patricia, Rainy River and Algoma from the dates shown:

Classification #11 - Tandem or Triaxle Dump & Boom Truck 8 tonnes and smaller

Effective		Wage	VP	Benefit	Total
April 1, 2020		\$20.93	\$1.88	\$2.70	\$25.51
	Under 1200 hours	\$19.79	\$1.78	0	\$21.57
April 1, 2021		\$21.24	\$1.91	\$2.75	\$25.90
	Under 1200 hours	\$20.08	\$1.81	0	\$21.89
April 1, 2022		\$21.56	\$1.94	\$2.80	\$26.30
	Under 1200 hours	\$20.38	\$1.83	0	\$22.21
April 1, 2023		\$21.99	\$1.98	\$2.85	\$26.82
	Under 1200 hours	\$20.79	\$1.87	0	\$22.66

Classification #12 - General Labourer

Effective		Wage	VP	Benefit	Total
April 1, 2020		\$18.06	\$1.63	\$2.70	\$22.39
	Under 1200 hours	\$16.52	\$1.48	0	\$18.00
April 1, 2021		\$18.33	\$1.65	\$2.75	\$22.73
	Under 1200 hours	\$16.77	\$1.51	0	\$18.29
April 1, 2022		\$18.60	\$1.67	\$2.80	\$23.07
	Under 1200 hours	\$17.02	\$1.53	0	\$18.55
April 1, 2023		\$18.97	\$1.71	\$2.85	\$23.53
	Under 1200 hours	\$17.36	\$1.56	0	\$18.92

SCHEDULE "A" (Continued)

The following minimum hourly wage rates shall be in force in the Districts of Thunder Bay, Kenora, Kenora-Patricia, Rainy River and Algoma from the dates shown:

Classification #13 - Rod & Flag Person, Ticket Receiver

Effective		Wage	VP	Benefit	Total
April 1, 2020		\$15.34	\$1.38	\$2.70	\$19.42
	Under 1200 hours	\$15.34	\$1.38	0	\$16.72
April 1, 2021		\$15.57	\$1.40	\$2.75	\$19.72
	Under 1200 hours	\$15.57	\$1.40	0	\$16.97
April 1, 2022		\$15.80	\$1.42	\$2.80	\$20.02
	Under 1200 hours	\$15.80	\$1.42	0	\$17.22
April 1, 2023		\$16.12	\$1.45	\$2.85	\$20.42
	Under 1200 hours	\$16.12	\$1.45	0	\$17.57

Lead Hands shall receive fifty cents (50c) over the regular classification rate.

No present employee shall suffer a reduction in his rate of wages, vacations, and Statutory Holiday allowances, through the introduction of this Agreement, except through the process of negotiation.

Students employed during the school vacation period may be paid \$2.00 below the Classification Rates for the first ninety (90) calendar days employed.

Each Employee, after completing twelve hundred (1200) hours of continuous service, shall receive a safety boot allowance in the amount of one hundred and fifty dollars (\$150.00) in each year of the Collective Agreement, upon proof of purchase with a receipt.