

# **COLLECTIVE AGREEMENT**

Between

**NORTH AMERICA  
CONSTRUCTION (1993) LTD.**

And

**CONSTRUCTION WORKERS  
UNION, CLAC LOCAL 52**

**DURATION: MAY 1, 2022 – April 30, 2025**

# **COLLECTIVE AGREEMENT**

**Between**

**NORTH AMERICA CONSTRUCTION (1993) LTD.  
(hereinafter referred to as "the Employer")**

**and**

**CONSTRUCTION WORKERS UNION, CLAC LOCAL 52  
(hereinafter referred to as "the Union")**

**MAY 1, 2022 – APRIL 30, 2025**

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## **COLLECTIVE AGREEMENT**

### **ARTICLE 1 - PURPOSE**

1.01 The purpose of this Agreement is to provide orderly collective bargaining relations between the Employer and its employees covered by this Agreement through the Union to secure the efficient operation of the Employer's business without interruption or interference with work and to provide fair wages, hours and working conditions for the employees. It is recognized by this Agreement to be the desire of the Employer, the Union and the employees to co-operate fully, individually and collectively for the advancement of the said conditions.

### **ARTICLE 2 - SCOPE AND RECOGNITION**

2.01 The Employer recognizes the Union as the sole bargaining agent for, and this Agreement shall apply to, all employees in the bargaining unit defined in Article 2.02 and/or classified in Schedule "A" attached to and made part hereof.

2.02 This Agreement covers all employees of the Employer employed in the construction industry in the Province of Ontario, save and except non-working foreperson, persons above the rank of non-working foreperson, office and sales staff, HSE Officers, and any other salaried staff.

- 2.03 It is agreed by the parties that there shall be no revision, amendment, or alteration of the bargaining unit as defined herein or of any of the terms and provision of this Agreement, save and except by the mutual agreement in writing of the parties hereto. Without limiting the generality of the foregoing, no classification of work or jobs may be removed from the bargaining unit except by the mutual agreement in writing of the parties.
- 2.04 The Employer agrees that the dully appointed representatives of the Construction Workers Union, CLAC Local 52 are authorized to act on behalf of the Union for the purpose of supervising, administrating and negotiating the terms and conditions of this Agreement and all matters related hereto.

### **ARTICLE 3 - MANAGEMENT RIGHTS**

- 3.01 The Union recognizes and acknowledges that the management of its operations and the direction of the working forces are fixed exclusively in the Employer and without limiting the generality of the foregoing the Union acknowledges that it is the exclusive function of the Employer to:
- a. manage the enterprise, including the scheduling of work and the control of materials,

- b. maintain order, discipline and efficiency and in connection therewith to make, alter and amend rules of conduct and procedure for employees, provided such rules are consistent with the purpose and terms of this Agreement and are administered in a fair manner.
- c. hire, direct, transfer, promote, demote, lay off, suspend and discharge, provided that such actions are consistent with the purpose and terms of this Agreement, and provided that a claim by any employee who has been disciplined or discharged without just cause will be subject to the grievance procedure outlined herein.

3.02 The Employer may subcontract out work where they do not:

- a. Possess the necessary facilities or equipment
- b. Have and/or cannot acquire the required workforce
- c. Perform the work in a manner that is competitive in terms of cost, quality and within projected time limits.

Work normally performed by members of the bargaining unit will not be subcontracted out if employees qualified to do the work are on layoff, or if employees qualified to do the work must be laid off, transferred, demoted or discharged as the result of the subcontracting out of work.

## **ARTICLE 4 - UNION REPRESENTATION**

- 4.01 The purpose of representation with the Employer, the Union shall function and be recognized as follows:
- a. The Union has the right to appoint stewards. The stewards are representatives of the employees in all matters pertaining to this agreement.
  - b. Union Representatives are also representatives of the employees in all matters pertaining to this Agreement, particularly for the purpose of processing grievances, negotiating amendments or renewals of this Agreement and of enforcing the employees' collective bargaining rights and any other rights under this Agreement and under the law.
- 4.02 The Union agrees to notify the Employer on a timely basis, and in writing, of the names of its officials and stewards and the effective dates of their appointments. On any project where ten (10) or more employees are employed in the bargaining unit, the Employer shall pay the designated trained Union steward one dollar (\$1.00) per hour in addition to the regular hourly rate. It is understood that stewards may require additional time to properly fulfill their role as a steward. Stewards will use discretion in using this time.
- 4.03 Stewards in the employ of the Employer will not absent themselves from their work to deal with grievances



without first obtaining the permission of the Employer. Permission will not be withheld unreasonably and the Employer will pay such stewards at their regular hourly rates while attending to such matters, as well as for time spent on negotiating a collective agreement with the Employer, whenever this takes place during the regular working hours of the stewards concerned.

- 4.04 The Employer and the Union agree that labour-management meetings will be held for the purpose of discussing matters of mutual interest or concern.
- 4.05 There shall be no Union activity during the Employer's time or on Employer's premises except that which is necessary for the processing of grievances and the administration and enforcement of this Agreement.

## **ARTICLE 5 - STRIKES OR LOCKOUTS**

- 5.01 During the term of this Agreement, or while negotiations for a further agreement are being held, the Union will not permit or encourage any strike, slowdown or any stoppage of work or otherwise restrict or interfere with the Employer's operation through its members.
- 5.02 During the term of this Agreement, or while negotiations for a further agreement are being held, the Employer will not engage in any lockout of its employees or deliberately

send men home when this is not warranted by the workload.

## **ARTICLE 6 - EMPLOYMENT POLICY AND UNION MEMBERSHIP**

- 6.01 The Union and the Employer will cooperate in maintaining a desirable and competent labour force. The Employer has the right to hire new employees as needed and will make every reasonable effort to inform the Union of workforce requirements at least one (1) week prior to any new hiring.
- 6.02 The Employer shall, as a matter of policy, promote from within the existing workforce whenever possible. Employees who are interested in transferring to another position shall advise the Employer of such interest by filing a request for transfer with the Employer.
- 6.03 New employees will be hired on a three (3) month probationary period and thereafter shall attain regular employment status. Probationary employees shall not have the right to grieve a discharge or layoff. Probation periods may be extended by mutual agreement between the Union and Management if such agreements are made a minimum of one (1) week in advance of an employee completing the probation period.

An employee who quits or is terminated for cause and is rehired will serve a new probation period. Employees who

are in-active for a continuous period of twelve (12) months or greater will serve a new probation period.

- 6.04 Probationary employees are covered by the Agreement, excepting those provisions that specifically exclude such employees.
- 6.05 Neither the Employer nor the Union will compel employees to join the Union. The Employer will not discriminate against any employee because of Union membership or lack of it, and will inform all new employees of the contractual relationship between the Employer and the Union.
- 6.06 The Union agrees that it will make membership in the Union available to all non-probationary employees.
- 6.07 New employees will be hired on a three (3) month probationary period. The Employer will contribute to their Health and Welfare plan starting on the first (1st) day of employment. After three (3) months employees shall attain regular employment status, including contributions into the CLAC pension plan as per this Agreement.

## **ARTICLE 7 - UNION DUES, REMITTANCES AND DATA COLLECTION**

- 7.01 The Employer shall deduct from each employee, from the commencement of employment, an amount equal to the

Union dues as set by the National Convention of the Union and as described within the Dues Directive that it issues. The Employer is also authorized to deduct any administration dues owed to the Union by an employee upon hire.

- 7.02 The total amount(s) deducted on behalf of the Union will be remitted by the Employer to the Union by the fifteenth (15<sup>th</sup>) day of each month following the month for which the monies were deducted, together with an itemized list of the employees for whom the deductions are made and the amount remitted for each.
- 7.03 The Union and the employees agree that the Employer will be saved harmless for all deductions and payments so made.
- 7.04 The Employer shall remit dues electronically, on a form prescribed by the Union and shall include on such remittance the following information for each employee where they have it available:
- a. first, middle and last name;
  - b. work location/job site;
  - c. rate of hourly pay;
  - d. any hourly premiums;
  - e. gross earnings;
  - f. total regular and overtime hours worked in the month for which such deductions are made. (If an employee

earned both one and one half (1 ½) and double time overtime premiums, these hours shall be recorded separately);

- g. dues deducted and remitted on behalf of the employee as may be prescribed by the Union;
- h. contributions on behalf of the employees and any deductions from and remitted for an employee as may be prescribed by this Agreement;
- i. Social Insurance Number; and,
- j. date of birth.

7.05 When the Employer hires a new employee, the Employer shall also include on the next remittance, the following information where they have it available:

- a. complete mailing address;
- b. e-mail address;
- c. primary telephone;
- d. date of hire;
- e. classification, including trade certificate number and apprenticeship level or year.

7.06 The Employer shall also record on a remittance or provide by other means any of the following changes in employment status:

- a. Change in classification, level or apprenticeship year;  
or

- b. Job end date (for temporary, or permanent separation).
- 7.07 All contributions and deductions pursuant to Article 14 – Health and Welfare Plan, Article 15 – Pension Plan, Article 18 – Education and Training Fund, and Article 19 – Industry Fund shall be remitted together with and in the manner described for Union dues, as set out here in Article 7.
- 7.08 Neither the Employer nor the Union will compel employees to become members of the Union. The Employer will not discriminate against employees because of Union membership or lack thereof, and it will inform all new employees of the contractual relationship with the Union.
- 7.09 Employees who cannot support the Union with their dues for reasons of conscience, as determined by the Union’s internal guidelines of what constitutes a conscientious objection, may apply to the Union, in writing, to have their dues redirected. Such application shall outline the nature of the conscientious objection.

## **ARTICLE 8 - WAGES AND RATES OF PAY**

- 8.01 The job classifications and rates of pay shall be as set forth in Schedule “A” attached hereto and made part hereof.

Classification definitions are set forth on Schedule “B” attached hereto and made part hereof.

- 8.02 Additional classifications may be established only by mutual agreement between the Employer and the Union during the term of this agreement and the rates for same shall be subject to negotiation between the Employer and the Union.

## **ARTICLE 9 - REPORTING PAY**

- 9.01 Employees, who regularly work more than three hours a day and present themselves for work as required, shall be paid a minimum of three hours’ regular wages, despite their having worked fewer than three (3) hours.
- 9.02 When due to inclement weather, the work has to be stopped; the Employer agrees to continue payment of each employee’s regular hourly rate until the foreperson on the job advises the employees to go home. When this occurs, the employees shall be entitled to a minimum of three (3) hours’ pay.

The employee is expected to remain at site and be available for work during the three (3) hours. If the employee chooses to leave the site, all pay will cease.

## **ARTICLE 10 - HOURS OF WORK AND OVERTIME PAY**

10.01 The normal hours of work shall be ten (10) hours per day Monday to Thursday inclusive and four (4) hours on Friday. Employees can refuse to stay beyond their normal hours of work. The normal hours of work may be changed after the commencement of the project only by mutual agreement between the Employer and the Union.

For the duration of this Collective Agreement the normal hours of work for a project may be amended by mutual agreement between the Employer and the Union before a project commences and prior to employees arriving on site. The Employer will provide rationale and the Union will not unreasonably withhold their agreement. The rationale shall be based on the following reasons:

- a. Project scheduling requirements
- b. Client, Municipal, or government restrictions
- c. Geographic constraints (isolation)
- d. Safety

The amended normal hours of work will be indicated in the site agreement.

When an employee is asked to work on a project that has a work schedule different than the “normal” work schedule listed above, he shall be entitled to refuse the transfer.



10.02 For the purpose of calculating hours of work and the calculation of overtime hours in a week which a statutory holiday falls the holiday shall be considered to be the regular scheduled work hours for the project.

For example: If the holiday falls on a Monday and the regular hours of work is ten (10) hours the employee may be required to work up to thirty-four (34) hours and overtime shall be paid for every hour worked after thirty-four (34) hours.

If the holiday falls on a Friday and the regular hours of work is 4 hours the employee may be required to work up to forty (40) hours and overtime shall be paid for every hour worked after forty (40) hours.

10.03 Employees who work in excess of forty-four (44) hours per week or in excess of ten (10) hours per day, shall be paid at the rate of one and one half times ( $1 \frac{1}{2} \times$ ) their regular rate of pay for all such work performed after 44 hours.

10.04 Employees shall not be required to work on Saturdays or on Sundays. Work performed on a Saturday shall be paid at the employee's regular rate of pay until the employee's weekly hours total forty-four (44), after which the provisions of article 10.03 shall apply.

- 10.05 Scheduled Sunday work required by the employer shall be paid at the rate of two times the employee's regular rate of pay.
- 10.06 In addition to the unpaid thirty (30) minutes lunch break, employees shall be given two (2) fifteen (15) minute paid coffee breaks, one (1) in the morning and one (1) in the afternoon. A break is defined as fifteen (15) minutes total time from the stoppage of work to recommencing of productive work. When employees are assigned overtime, there shall be additional coffee breaks every two (2) hours, with the first break scheduled for the tenth (10<sup>th</sup>) hour. The Employer will ensure that each site is provided with a facility specifically designated as a lunchroom and a clean bathroom facility.
- 10.07 The Employer shall provide a hot meal, or an additional half hour's wage at straight time rates, to any employee who works more than two (2) hours of daily overtime beyond his normal work shift.

## **ARTICLE 11 - HOLIDAYS AND VACATION PAY**

- 11.01 All employees shall be entitled to receive an amount equal to ten percent (10%) of their total annual gross earnings in vacation pay and in lieu of statutory holiday pay. For tax purposes, vacation pay shall be taxed over the period of time during which it was earned.

All Employees shall be entitled to Vacation pay according to the following schedule calculated on their gross annual earnings and in lieu of statutory holiday pay, vacation pay shall be taxed over the period of time which it was earned.

<b>Period Worked</b>	<b>Vacation Pay</b>
Less than 5 years	10%
5 to 10 years	11%
More than 10 years	12%

11.02 Vacation pay will be paid out to the Employees Trust Fund (ETF), administered from the Union's Benefit Administration Office. Funds shall be forward to the ETF after each pay period, and they shall be deposited in trust for each employee.

11.03 The Employer will endeavour to grant vacations at the times requested, in the vacation seasons or periods, considering business requirements. The employees shall attempt to schedule holidays in such a way to cause least interference with workloads.

## **ARTICLE 12 - HOLIDAYS**

12.01 No work shall be scheduled on the following statutory holidays: New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day nor on the Civic Holiday.

12.02 Statutory holidays may be taken on a different day by mutual agreement between the parties. A substitute holiday is designated to replace the public holiday and will be deemed the holiday for purposes of calculating hours of work and overtime pay.

12.03 Work performed on a statutory holiday shall be paid at the rate of one and one half times (1 ½x) times the employee's regular hourly rate.

### **ARTICLE 13 - LAYOFF AND RECALL**

13.01 In case of layoffs, the Employer shall be guided by the following considerations (not necessarily in this order):

- a. The Efficiency level of the employee
- b. The Productivity of the employee
- c. The Ability of the employee
- d. Willingness to travel of the employee
- e. Length of service of the employee

13.02 In the event an employee must be laid off, the employee shall be informed of the layoff after 3:00 p.m. on the day notice is given; in the event notice is given on a Friday, the employee shall be informed after 11:00 a.m. The laid off employee shall receive one extra day's pay in addition to his hours worked. The Employer shall provide laid off employees with a Record of Employment for E.I. purposes as soon as possible. If the ROE is sent by mail, it shall be

postmarked not later than two (2) days from the end of the pay period during which the employee was last employed.

- 13.03 Any appeal in regard to a layoff must be taken up under the first step of the Grievance Procedure hereinafter set forth within five (5) working days after the layoff took place.
- 13.04 Any employee laid off and recalled for work must return within two (2) working days when unemployed and within seven (7) working days when employed elsewhere, after being recalled, or make definite arrangements with the Employer.
- 13.05 The Employer agrees to notify the stewards, at the site affected, of the names of employees laid off within the pay period of the date during which the layoff occurred.

#### **ARTICLE 14 - CLAC HEALTH AND WELFARE TRUST FUND**

- 14.01 The Union warrants and represents that the Union's Health & Welfare Trust Fund (the "Trust Fund") is established to provide insurance and related benefit programmes for the Plan members. The Trust Fund is supervised by a board of trustees including Employer and Union trustees.
- 14.02 The Employer agrees to remit the amount outlined under Schedule "A" for health insurance coverage for each hour

worked by each employee covered under this Agreement in accordance with the Remittances to the Union Article 7 and the Union's dues and remittance policy and directive.

- 14.03 The Employer will cooperate in providing information as necessary for the proper administration of the Trust Fund, including the information outlined in the Remittance to the Union provisions in Article 7 and the Union's dues and remittance policy and directive. The Employer further agrees to inform the Union of any changes in the above employee information.
- 14.04 The Trust Fund will be responsible for the timely reporting of taxable benefit amounts attributable to participation in the Trust Fund. Such communication will be in the form of T4A information slips issued by the Trust Fund or any other documentation that may be required for reporting to Canadian provincial or federal tax authorities.
- 14.05 The Union covenants and agrees to indemnify and hold harmless the Employer against any and all claims made against, and liability of any nature incurred by, the Employer by reason of any amounts deducted from any employee's pay and remitted to the Union as provided herein. In the event that the Employer fails to remit according to these articles, this indemnification is inoperable. The Employer's sole obligation pursuant to this article shall be limited to making the payment more particularized herein.

Employees who were CLAC members prior to their first employment with the Employer shall participate in the Plan from the beginning of their employment. Only when confirmation is received in writing from CLAC regarding the employee's participation in the CLAC Plan previously.

**14.06 Ineligibility Due to Age**

Whereas coverage under the Benefit Plan ceases for the plan participant because of age, an amount equivalent to the contributions to the Trust Fund, will be paid to that employee and treated as wages. This is the hourly Employer contribution amount outlined in Schedule "A". The Union agrees to notify the Employer on a timely basis, and in writing, of the names and effective dates.

**14.07 Employee Paid Disability Coverage and Premiums**

Coverage will include an employee paid long term disability insurance plan. The premiums for disability insurance will be deducted by the Employer from each employee's pay and remitted on the employee's behalf to the Union in accordance with the above Remittances to the Union article and the Union's dues and remittance directive.

The premium amount is deducted from each employee's first cheque each month in an amount indicated by the Union for the cost of the coverage.

Participation in the disability insurance coverage and in the payroll deduction is mandatory and begins upon hire.

The Employer shall cease making payroll deductions to pay for the disability benefit(s) six (6) months after the employee turns sixty-four (64) years of age.

## **ARTICLE 15 - PENSION PLAN**

15.01 The CLAC Pension Plan (“the Plan”), a defined contribution pension plan, is registered with the Canada Revenue Agency. The Plan applies to all employees covered by this Agreement.

15.02 New employees will join the Plan following the completion of their probation.

15.03 The Employer shall remit to the Union, for each eligible employee, an Employer contribution as indicated in Schedule “A”. The Employer contributions will vest in accordance with the rules of the Plan.

15.04 The Employer’s contributions to the Plan will be non-refundable to the Employer once received by the Union and will vest immediately in the employee on whose behalf the deposit was made.

15.05 The Employer shall deduct from the gross earnings of each eligible employee, and remit to the Union, an amount equal to four percent (4%) of gross wages.



- 15.06 The Employer agrees to deduct, by way of payroll deduction, and remit to the Union, additional voluntary employee pension contributions which are above and beyond those contributions outlined above. Employees must request such deductions by submitting a form provided by the Union to the Employer. The Employer will send a copy of the completed form to the Union along with the next remittance which includes such voluntary contributions.
- 15.07 The total amount of pension contributions remitted by the Employer, on an employee's behalf, cannot exceed the annual maximum money purchase outlined by the Canada Revenue Agency. The Employer has no obligation to monitor the employee's contribution made outside the employment relationship. For greater clarity, if employees exceed the annual maximum money purchase limit as a result of contributions made outside the employment relationship, the Employer shall not be liable for any tax consequence imposed on the employee by the Canadian Revenue Agency.
- 15.08 The Employer shall continue pension contributions during a period of injury insured under provincial workplace safety insurance legislation, to the extent required by such legislation.
- 15.09 The Employer will remit pension contributions to the Union as outlined in the Remittances to the Union

article. Employer, employee and voluntary contributions, as the case may be, will be recorded separately on the remittance.

15.10 In the event that a remittance has not been received by the Union by the date set out in the Remittances to the Union article, the Employer is responsible to compensate the Plan for any investment returns lost by the employees as a result of the late remittance. This compensation amount shall be calculated on all applicable contributions which are part of the remittance.

**15.11 Ineligibility Due to Age**

Where legislation prohibits an employee from contributing because of age, an amount equivalent to the Employer contributions will be paid to that employee as wages on each paycheque and treated as wages. This payment in-lieu of pension contributions will not be less than the amount that employee would have received if they were still contributing to the Plan. The Union agrees to notify the Employer on a timely basis, and in writing, of the names and effective dates.

15.12 The Union acknowledges and agrees that, other than remitting contributions to the Plan as set out in this Article, the Employer shall not be obligated to contribute toward the cost of pension benefits provided by the Plan or be responsible for providing such benefits.

15.13 The Employer and the Union will cooperate in providing the information required to administer the Plan on the employees' behalf. The Plan staff shall be responsible for informing the employees about the Plan, which includes providing updated account statements of all contributions received, investment returns allocated, and the current account balance.

## **ARTICLE 16 - TRANSPORTATION, TRAVEL TIME, ROOM AND BOARD**

16.01 When the Employer is awarded a contract the Employer and the Union shall meet before the commencement of the project to determine site specific issues, such as daily travel pay, travel allowances, provisions for accommodations, camp jobs, hours of work, etc.

16.02 The purpose of this Article is to pay reasonable expense on behalf of the employee. It is not intended to be a source of supplementary income. Should any of these factors change, the worker shall be required to immediately notify the Employer and provide any updated documentation necessary to re-determine eligibility. They do not form part of the workers permanent compensation and are temporary in nature. It is not to be a supplement to base wage. Proven fraudulent claims for compensation under this Article shall result in the permanent loss of this benefit for the

respective employee. Compensation will not be provided for those employees who car pool and do not drive. Proof of travel and or principal residence may be requested by the Company. All calculations are based on Google maps, by distance travelled via the fastest route, no tolls.

### **16.03 Local Hire**

- a. Local Hires means those employees whose principal place of residence is within 100 km of the site.
- b. Employees whose principal place of residence is within 100 kms of the job site may be required to transfer to this job site at the company's request.
- c. Persons who are not local, but as a condition of hiring, choose to consider themselves local hires as above, with signed acceptance on the New Hire Form.
- d. Existing employees who choose to consider themselves local as above, for the purposes of continued employment, shall be provided the opportunity to meet a Union Steward prior to accepting their transfer.
- e. Persons who are not local, but as a condition of employment, may receive some compensation to be pre-determined and acknowledged by CLAC Local 52. These terms to be identified on the New Hire Form with signed acceptance by the new hire.

#### **16.04 Daily Travel**

All employees who meet the daily travel criteria below shall receive a benefit of one dollar (\$1.00) per hour for all hours worked. This will be paid on a bi-weekly basis.

- a. Drives in excess of 79.9 kms daily/one way from their principal place of residence to the project site.
- b. This allowance will be paid as a taxable benefit.

#### **16.05 Bi-weekly Travel**

All employees who meet the bi-weekly travel criteria below shall receive a bi-weekly travel allowance equal to an average of gas expenses to cover return travel to their principal place of residence once every two (2) weeks. This payment is effective the first (1<sup>st</sup>) day the employee arrives at the project. In order to receive the travel allowance, the individual must:

- a. Provide up to four (4) original regular-grade/diesel gas receipts as proof of the return trip to and from the project site directly to their principal place of residence. The amount to be reimbursed will be based on an average of two (2) return trips. In order to be reimbursed for premium gas, the employee needs to provide receipts for premium grade gas on a bi-weekly basis.
- b. Provide proof of a trip to their principal place of residence on a bi-weekly basis on the first workday of

- the week following a request from the Employer to provide such proof.
- c. At any time the employee or company may choose a revised allowance amount by resubmitting updated costs for gas expenses as per item A.
  - d. Meet the criteria for special work sites, as defined by the CRA.
  - e. Maintain a principle place of residence and resides there.
  - f. In excess of 100 kms from principle place of residence and special/remote work location.
  - g. All documentation must be provided in full for any payment received. The effective date of entitlement is at the time the employee meets all criteria and the date in which NAC receives all the necessary paperwork completed in full. No exceptions will be made.
  - h. Provide and update all necessary documentation as follows:
    - i. Declaration of Exemption – Employment at a special work site (TD4) form.
    - ii. Property tax receipts, rent receipts, property registration or lease agreement (1 only).
    - iii. Proof of permanent mailing address (i.e. driver's license or health card).
    - iv. Copies of two (2) utility receipts or other agreed upon proof.

- i. This allowance will be paid as a non-taxable benefit.

#### **16.06 Housing**

All employees who meet the housing criteria below shall receive company provided housing as outlined.

- a. Meet the criteria for special work sites, as defined by the CRA.
- b. Maintain a principle place of residence and reside there.
- c. In excess of 100 km's from principle place of residence and special/remote work location.
- d. All documentation must be provided in full for any payment received. The effective date of entitlement is at the time the employee meets all criteria and the date in which NAC receives all the necessary paperwork completed in full. No exceptions will be made.
- e. Provide and update all necessary documentation as follows:
  - i. Declaration of Exemption – Employment at a special work site (TD4) form.
  - ii. Property tax receipts, rent receipts, property registration or lease agreement (1 only).
  - iii. Proof of permanent mailing address (i.e. driver's license or health card).
  - iv. Copies of two (2) utility receipts.

- f. This allowance will be paid as a non-taxable benefit.
- g. All employees shall abide by the Company Housing Policy and shall sign a Guest House Policy Form. Housing Committees shall be established on each job site, with regular housing inspections performed in accordance with the Company Housing Policy. All Company housing shall be clean and orderly when employees' first move into the units and it is expected that they shall be maintained and left in the same condition when the employee(s) move out. Employees who do not comply with this obligation may be charged a reasonable clean-up fee, and may lose their housing privilege in accordance with the Company Housing Policy. Employees will not be charged a clean-up fee where reasonable notice has not been given.

Employees who are required to move from one Company house to another, and who are required to clean house and move Company furniture, etc. shall be paid reasonable remuneration for packing and moving Company property, and shall be provided with a suitable vehicle if required.

When an employee is requested to relocate in Company housing, and is given less than two (2) days notice of the required move, they shall be given two (2) working days notice of the required move, they



shall be given two (2) regular hours of paid time to pack, clean and move his personal belongings.

All employees shall abide by the Company Housing Policy (Policy #COR008), and shall sign a Guest House Policy Form (#JSM008). Housing Committees shall be established on each job site, with regular housing inspections performed in accordance with the Company Housing Policy.

All Company housing shall be clean and orderly when employees' first move into the units and it is expected that they shall be maintained and left in the same condition when the employee(s) move out. Employees who do not comply with this obligation may be charged a reasonable clean-up fee, and may lose their housing privilege in accordance with the Company Housing Policy. Employees will be given two (2) working days' notice when having to move. Employees will not be charged a clean-up fee where reasonable notice has not been given.

Accommodations provided by the Employer shall be subject to the following:

- a. One person per bedroom (short-term exceptions may be made in certain extenuating circumstances with prior agreement between the employees for a maximum period of one (1) week).

- b. Quality housing will be provided. Problems with the quality of the housing will be brought to the housing committee for resolution.
- c. Each company house shall be equipped with the basic necessities for habitation; as noted in the standard housing kit. All items are the responsibility of the employee occupant and are to be kept in good working condition and returned or replaced upon leaving the accommodation.

#### **16.07 Opt out of Housing**

Employees who meet the criteria for housing and upon an employee's initial arrival to the job-site, they may make application to the company to forego their company provided housing and receive an amount equal to the company paid portion of the value of rent that would be paid for that project, by filling out the Compensation In Lieu of Company Housing Agreement Form (#096). Employees must confirm that they meet the criteria outlined in this form. Such applications are subject to the following:

- a. Approval by the project manager.
- b. Granted on a first come first serve basis.
- c. Approved request shall remain in effect for the entire time in which the employee is employed at the project.
- d. No requests shall be granted which jeopardize the long term viability of the company housing program.

- e. The number of approvals are limited at the discretion of the project manager.
- f. Employee who choose to drive home every night are not eligible.
- g. Employees must reside in temporary accommodations within 80 kms from the project site.

#### **16.08 Meals and Hotels**

No meal allowances shall be granted to anyone living in company accommodations that include kitchen facilities. Employees who are placed in hotel accommodations that do not include kitchen facilities shall be paid an allowance of thirty-five dollars (\$35.00) per day to cover expenses. Employees who qualify and receive LOA shall be paid an allowance of fifty-five dollars (\$55.00) per day to cover expenses (inclusive of LOA).

When company housing is not available Employees shall have two (2) options:

- a. Double occupancy hotel accommodation for a period no greater than two (2) weeks and then it shall be single occupancy.
- b. A per diem amount in lieu of the hotel accommodation as set out in the site agreement. The per diem shall take into consideration seasonal cost fluctuations, location and availability.

### **16.09 LOA – Living out Allowance**

All employees who upon acquiring thirty-six (36) cumulative months of employment with the Employer shall receive a forty dollars (\$40.00) per day allowance for each day worked to cover expenses. In order to receive the living out allowance, the individual must:

- a. Meet the criteria for special work sites, as defined by the CRA.
- b. Maintain a principle place of residence and resides there.
- c. In excess of 100 km's from principle place of residence and special/remote work location.
- d. All documentation must be provided in full for any payment received. The effective date of entitlement is at the time the employee meets all criteria and the date in which NAC receives all the necessary paperwork completed in full. No exceptions will be made.
- e. Provide and update all necessary documentation as follows:
  - i. Declaration of Exemption – Employment at a special work site (TD4) form.
  - ii. Property tax receipts, rent receipts, property registration or lease agreement (1 only).
  - iii. Proof of permanent mailing address (i.e. driver's license or health card).
  - iv. Copies of two (2) utility records.

- f. This allowance will be paid as a non-taxable benefit.
- g. Must be visited a minimum of six (6) times per year.

It is further agreed that the maximum number of employees receiving this benefit shall not exceed thirty percent (30%) of the total number of bargaining unit employees in each of the three (3) respective divisions (Civil, Mechanical, Electrical) at any given time. If the economic conditions adversely change by a significant amount before the end of this Agreement the parties agree to consider the above.

16.10 When the Employer obtains new work, present employees who reside within a one hundred (100) kilometer radius of the new jobsite shall have the right to transfer to such jobsite instead of being laid off from their current job, provided that they are qualified to do the available work and provided their length of employment with the Employer is greater than that of the employees in the same classification on the new jobsite. This Article shall apply provided that the parties are able to reach an agreement under the provision of Article 15.01.

16.11 Present employees who request to be transferred to remote jobsites at their own expense rather than be laid off, shall have the right to take such a transfer provided they are qualified to do the available work and they have seniority.

- 16.12 When an employee is asked to travel from their current job site to a different site that is more than one hundred (100) kilometres away, by the Company, they will be reimbursed at the rate of fifty cents (\$0.50) per kilometre for their original trip to that job site and the return trip only.
- 16.13 When an employee who is at their assigned work site is asked to travel from that site to a different site, they will be reimbursed at the rate of fifty cents (\$0.50) per kilometre and any extra mileage they may incur in returning home from the second job site.

## **ARTICLE 17 - TOOLS**

- 17.01 All tradesmen shall supply their own hand tools. Power tools shall be supplied by the Employer. The Employer shall replace consumables.
- 17.02 All certified tradesmen shall supply their own set of hand tools, as outlined in Schedule “C” of this agreement.
- 17.03 The tool lists set outlined in Schedule “C: shall be subject to periodic review by the labour-management committee, based on input from trades people employed by the Employer in the classification.
- 17.04 The Employer shall replace all consumable items such as drill bits and hacksaw blades, as well as any required hand tools which are broken or worn out during their regular

use. Lost or stolen tools will not be replaced by the Employer. Worn out or broken tools shall be replaced upon production of the tool to the immediate supervisor and such tool shall be replaced by a tool of equal or greater quality.

## **ARTICLE 18 - SAFETY AND PROTECTIVE EQUIPMENT**

- 18.01 The Employer shall provide a safe workplace as prescribed by the *Occupational Health & Safety Act* and shall only use safety devices which have been approved under the *Occupational Health & Safety Act*.
- 18.02 The Employees must follow all Company Life Saving Rules as a condition of employment and failure to do so will result in discipline up to and including termination of employment.
- 18.03 The Employees shall wear all Personal Protective Equipment required by the Employer.
- 18.04 Grade 1 Safety Boots that: i) are at least six (6) inches high, are ii) CSA-approved as identified on the outside of the boot by a green triangular patch containing the CSA logo, and iii) protect against electric shock under dry conditions as identified on the outside of the boot by a white label with the Greek letter “Omega” instead of “CSA approved Grade 1 Safety Boots”.

18.05 The Employer will provide one (1) hard hat per year and gloves for each employee. The employer will provide a new pair of gloves to an employee who returns previously issued gloves.

18.06 The Employer will provide all other required Personal Protective Equipment deemed necessary to protect the health and safety of the employees. This will include, but not limited to:

- a. Hearing protection
- b. Non-prescription safety glasses & goggles
- c. Face Shields
- d. Welding gloves & aprons
- e. Particulate masks
- f. Breathing apparatus
- g. Fall Arrest equipment
- h. CSA approved Grade 1 Rubberized safety boots
- i. CSA approved Hi-visibility traffic Vest

Such equipment shall remain the property of the Employer and employees are responsible for their care and for advising supervisors of any defects.

18.07 The Employer shall provide a cheque for four hundred and fifty dollars (\$450.00) annually for work boots and for work wear with the first full pay issued each July, to each active employee who has successfully completed twelve (12) months cumulative employment. For employees who



have completed from nine (9) to less than twelve (12) months of employment they shall receive seventy-five percent (75%) of the above noted amount. For employees who have completed from six (6) to less than nine (9) months of employment they shall receive fifty percent (50%) of the above noted amount. If an employee is laid off during the calendar year and recalled during the following calendar year, they shall be paid the amount owing based on the calculation above along with his first bi-weekly pay.

18.08 Where the company is required by the *Occupational Health and Safety Act* to have a certified Employee Health and Safety Representative on site, the Company agrees to pay the acting Representative a one dollar (\$1.00) per hour premium in addition to their regular rate. Should the designated representative also be a steward, the combined premium shall be one dollar and fifty cents (\$1.50) per hour.

**18.09 Modified Work Program**

The Employer shall provide modified and return to work for any employee injured on the job as per the requirements of the Workplace Safety and Insurance Board. The employee must co-operate in developing and participating in, a modified work program suited to their capabilities, and with the support of their physician and/or the WSIB. Both the Employer and the employee

shall work together to return the employee to their pre-injury status and essential job duties.

## **ARTICLE 19 - BEREAVEMENT PAY AND LEAVES OF ABSENCE**

- 19.01 The Employer shall pay an employee up to three (3) day's pay at the employee's straight time hourly rate for all regular time lost in the event of the death of the employee's wife, husband, mother, father, grandparent, brother, sister, mother-in-law, father-in-law, son or daughter, or grandchild or legal guardian. The employer shall pay an employee up to one day's pay at the employee's straight time hourly rate in the event of the death of the employee's sister-in-law, brother-in-law, son-in-law, and daughter-in-law. Payment shall be made only to the extent of time lost while making arrangements for and/or attending the funeral.
- 19.02 The Employer may grant a leave of absence of up to one (1) month without pay to employees for legitimate personal reasons. The employee must renew such a leave of absence at the end of each month period. Leave of absence shall not be granted to an employee for the purpose of working elsewhere.
- 19.03 All requests for Leave of Absence must be made in writing, outlining the reason for the request and the expected date of return to work.

- 19.04 Any Leave of Absence granted by the Employer shall be in writing and shall set out the length of leave of absence granted, the purpose of the leave and the terms, if any, on which it was granted. Renewals of leave of absence must also be requested in writing in advance of a leave expiring.
- 19.05 The Employer shall grant a leave of absence of not more than ten (10) calendar days without pay, to not more than one (1) employee at any time to attend a Union conference, convention or other function. Such leave of absence must be requested by the Union by notice in writing at least five (5) working days prior to the date of the employee's expected absence from work. The Employer based upon the requirements of operations will determine the extent to which such leaves of absence will be granted in any one year or at any one time. Such request will not be reasonably denied.
- 19.06 All Employees, including probationary employees shall be granted up to ten (10) Emergency Leave days per year. Such Leave Days are unpaid.
- 19.07 The Employer shall pay an employee who has one (1) or more years of service (cumulative total) with the Employer, for each day spent on jury duty or crown witness duty. The employee will be paid the difference between the employee's regular wages and the amount of court fees received by the employees, for a maximum

of one (1) calendar month. The employee is required to provide proof of court attendance and of the amount paid by the court in order to receive reimbursement.

## **ARTICLE 20 - EDUCATION AND TRAINING**

20.01 The Employer shall contribute the amount set out in Schedule "A" per hour to the CLAC Education and Training Fund, for all hours worked by all employees in the Union.

20.02 Contributions to the fund will be used by the Union to assist members in exercising their right to work and have access to job sites, to educate and instruct members in the competent and safe practice of their trade, and to instruct stewards in the practice of progressive labour relations on behalf of the members.

20.03

- a. When training is required by the Employer, the Employer shall pay the Employee's wages while attending the training.
- b. When an Employee elects to take training outside of the required training, no wage compensation shall be provided.

## **ARTICLE 21 - APPRENTICES AND APPRENTICESHIPS**

21.01 It is agreed that apprentices shall be paid in accordance with the following ratios:

<b>Carpentry</b>		<b>Millwright</b>	
Term 1	50%	Term 1	60%
Term 2	60%	Term 2	70%
Term 3	70%	Term 3	80%
Term 4	90%	Term 4	90%
<b>Plumbing</b>		<b>Electrical</b>	
Term 1	50%	Term 1	50%
Term 2	60%	Term 2	60%
Term 3	70%	Term 3	70%
Term 4	80%	Term 4	80%
Term 5	90%	Term 5	90%
<b>Crane Operator – Mobile</b>		<b>Crane Operator – Tower</b>	
Term 1	50%	Term 1	50%
Term 2	60%	Term 2	70%
Term 3	80%		

21.02 The Employer shall pay each apprentice, upon his return to work for the Employer, an Education Award for the successful completion of each school component as follows:

70% average	\$250.00
80% average	\$500.00
90% average	\$750.00
95% average	\$1000.00

21.03 The Employer hereby agrees that should the employee be accepted into the Apprenticeship Program, the Employer shall pay all associated registration fees and/or transfer fees on a one (1) time basis.

21.04 The Company agrees to continue the payment of the benefit premiums as per Article 14.01 during the time an apprentice is attending trade school as if the apprentice was regularly working.

**21.05 Apprenticeship Program**

All apprentices and Supervisors are expected to abide by the Ontario Apprenticeship Program. All apprentices shall sign a NAC Apprenticeship Agreement Contract which they shall abide by. Copies of the Program outline and Agreement will be available on the job site and are available through the head office HR Department

21.06 The Employer will be entitled to refuse to advance an Apprentice from one Term to a successive Term if the Apprentice does not satisfy all three (3) of the following requirements:

- a. The completed hours of work in accordance with the hours of work which are required under the Trades Qualification and Apprenticeship Act (“TQAA”) or any Regulation made under the TQAA as amended from time to time;

- b. The Apprentice has completed the requisite educational requirements pursuant to the NAC Ontario Apprenticeship Program; and
- c. An approval by the Apprentice's Foreperson and/or Superintendent of the apprentice's attitude, attendance and performance.

The Employer and Union agree that an Apprentice can only be held back for one (1) Term of the specific trade's training hours. If the apprentice is still employed by the Employer at the expiration of the term of the specific trade's training hours, they will be moved up to the next Term.

## **ARTICLE 22 - PROGRESSIVE DISCIPLINE**

22.01 When the attitude, attendance, or performance of an employee calls for discipline, the following procedures shall be followed:

- a. Verbal Warning given in the presence of a steward
- b. Written warning, with a copy to the Union
- c. 3 day suspension, documentation to the Union
- d. Dismissal

Certain behaviour such as insubordination, stealing and safety violations may result in immediate dismissal. Where there is no repeat violation within one year, the record shall be expunged.

It is the intent of the parties to have a Steward present at all disciplinary meetings. A Steward will be present for all disciplinary meetings that may result in suspension or termination. If no steward is available the employee may elect an alternate person to witness the meeting.

- 22.02 Probationary employees shall not be able to grieve a dismissal under 21.01.
- 22.03 Within five (5) workdays following the suspension or discharge, the employee involved, together with a Union steward, may meet with the Supervisor concerning the reason leading to the suspension or discharge.
- 22.04 Should the matter not be resolved with the immediate Supervisor, the Union may request a meeting with a Management Committee, consisting of the Director of Human Resources and Project Manager. Should the parties fail to resolve the issue at this stage, either party may proceed immediately to arbitration.
- 22.05 An employee will be deemed to have voluntarily quit if the employee fails to show up for work for three (3) consecutive days and fails to notify the Employer without a justifiable reason.

## **ARTICLE 23 - GRIEVANCE PROCEDURE**

- 23.01 The parties to this Agreement recognize the stewards and the CLAC Representative specified in Article 3 as the



agents through which employees shall process their grievances and receive settlement thereof.

23.02 The Employer or the Union shall not be required to consider or process any grievance which arose out of any action or condition more than five (5) work days after the subject of such grievance occurred. If the action or condition is of a continuing or recurring nature, this limitation period shall not begin to run until the action or condition has ceased. The limitation period shall not apply to differences arising between the parties hereto relating to the interpretation, application or administration of this Agreement.

23.03 The procedure for processing grievances shall be as follows:

**Step 1**

Should the employee be dissatisfied with the immediate supervisor's disposition of the complaint, the employee may, with the assistance of his steward, refer such matter on a written grievance form supplied by the Union to their immediate supervisor no later than five (5) working days from the date of the verbal reply of the immediate supervisor. The complaint shall constitute a formal grievance at Step 1. The immediate supervisor shall answer the grievance in writing within three (3) working days. The grievance shall contain a brief statement of the

nature of the grievance, indicate the relief sought and be signed by the employee or the employees involved.

### **Step 2**

Should the employee be dissatisfied with the disposition of the grievance at Step 1, the grievance may be referred to the Project Manager or Director of Human Resources, within five (5) working days of the immediate supervisor's reply. The Project Manager, or the Director of Human Resources, shall answer the grievance in writing, within five (5) working days. Should a meeting be required at Step 2, the Union steward shall be in attendance.

### **Step 3**

Should no settlement be reached at Step 2, the Grievance Committee and representatives of management, shall meet within five (5) working days of receipt of the reply of the Project Manager to discuss the grievance. If the grievance is not settled within five (5) working days, it may be referred to arbitration as hereinafter provided.

23.04 A "Group Grievance" is defined as a single grievance, signed by a steward or a CLAC representative on behalf of a group of employees who have the same complaint. Such grievances must be dealt with at successive stages of the grievance procedure commencing with Step 1. The grievors shall be listed on the grievance form.

23.05 A “Policy Grievance” is defined as one, which involves a question relating to the interpretation, application or administration of this Agreement. The Union or the Employer may initiate a Policy Grievance beginning at Step 3 of the Grievance Procedure. Such grievance shall be filed within ten (10) working days of the incident giving rise to the complaint and be in the form prescribed in Step 1. Either the Union in the case of a Union grievance or the Employer in the case of an Employer grievance may refer any such grievance to arbitration.

23.06 Any complaint or grievance, which is not commenced or processed through the next stage of the Grievance or Arbitration Procedures within the time specified, shall be deemed to have been dropped. However, time limits specified in the Grievance Procedure may be extended by mutual agreement in writing between the Union and the Employer.

## **ARTICLE 24 - ARBITRATION**

24.01 If the parties fail to settle the grievance at Step 3 of the grievance procedure, the grievance may be referred to Arbitration under the following procedure.

24.02 The party requiring arbitration must serve the other party with written notice of desire to arbitrate within fourteen (14) days after receiving the decision given at Step 3 of the grievance procedure.

- 24.03 If a notice of desire to arbitrate is served, the two parties shall each nominate an arbitrator within seven (7) days of Service and notify the other party of the name and address of its nominee. The two arbitrators so appointed shall attempt to select, by agreement, a chairperson. If they are unable to agree upon a chairperson within seven (7) days of their appointment, either party may request the Minister of Labour to appoint an impartial chairperson.
- 24.04 No person may be appointed as chairperson who has been involved in an attempt to negotiate or settle the grievance.
- 24.05 The decision of the majority is the decision of the Arbitration Board, but if there is no majority, the decision of the chairperson of the Arbitration Board governs.
- 24.06 Notices of desire to arbitrate and of nominations of an arbitrator shall be served personally or by registered mail. If served by registered mail, the date of mailing shall be deemed to be the date of service.
- 24.07 If a party refuses or neglects to answer a grievance at any stage of the grievance procedure, the other party may commence arbitration proceedings, and if the party in default refuses or neglects to appoint an arbitrator in accordance with Article 23.03, the party not in default may, upon notice to the party in default, appoint a single arbitrator to hear the grievance and his decision shall be final and binding upon both parties.

24.08 It is agreed that the arbitration board shall have the jurisdiction, power and authority to give relief for default in complying with the time limits set out where it appears that the default was owing to a reliance upon the words or conduct of the other party.

24.09 The Arbitrator or Arbitration Board, 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.

24.10 Each of the parties hereto will jointly share the expenses of the Arbitration Board, if any.

24.11 The Arbitrator or Arbitration Board, 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.

**24.12 Sole Arbitrator**

Where the parties agree that a sole arbitrator is preferred to a panel, the party requiring arbitration will submit to the other party with the notice of arbitration, a list of three (3) suggested arbitrators. The other party shall either agree to one (1) of the three (3) or submit three (3) different arbitrators. In the event the party submitting the matter to arbitration is unwilling to agree to these three (3), the parties shall arrange a lottery from amongst the six (6) arbitrators, drawing all six (6), in turn, and then

requesting the arbitrators in the same order to hear the case.

## **ARTICLE 25 - INDUSTRY FUND**

25.01 The employer shall contribute to the Union's Industry Fund an hourly amount of ten cents (\$0.10) per hour for each hour worked by each employee covered by this agreement, and shall remit such contributions to the Union by the 15th of the month following the month in which the contribution is made. It shall be sent to the local union's regional office along with the remittance for union dues as set out in Article 7.01.

25.02 The Industry Fund is used to promote the CLAC model of open shop unionized construction representation. This is affected by industry development, focusing on owners and purchasers of construction services, advocating at municipal and provincial government, representing open shop union principles at industry conferences and events, and advising the union leaders, including staff and stewards of opportunities and means to promote the CLAC model. The Fund is used as determined by the Union to strengthen the position of the union, its members and contractors.

25.03 The Industry Fund is not used to fund a grievance or any legal proceeding against any contractor signatory to CLAC or an affiliated local.

## ARTICLE 26 - TERM OF THE AGREEMENT

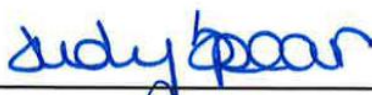

26.01 This Agreement shall become effective on the first (1<sup>st</sup>) day of May two thousand and twenty-two (2022) and shall remain in effect until the thirtieth (30<sup>th</sup>) day of April two thousand and twenty-five (2025) and for further periods of one (1) year, unless notice shall be given by either party of the desire to delete, change or amend day of the provisions contained herein within the period from ninety (90) to thirty (30) days prior to the renewal date.

26.02 Should neither party give such notice, this Agreement shall be renewed for a period of one (1) year.

26.03 It is hereby agreed that the Negotiating Committees formed to negotiate further Agreements shall consist of not more than four (4) members from the Union, plus the National Representative and not more than four (4) members from the Employer, plus counsel if required.

DATED at MISSISSAUGA, ON, this 24<sup>th</sup> day of  
June 2022.

Signed on behalf of  
**NORTH AMERICA CONSTRUCTION (1993) LTD.**

Per   
Per 

**NORTH AMERICA CONSTRUCTION (1993) LTD.  
CLAC LOCAL 52  
COLLECTIVE AGREEMENT MAY 1, 2022 – APRIL 30, 2025**

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Signed on behalf of  
**CONSTRUCTION WORKERS UNION, CLAC LOCAL 52**

Per \_\_\_\_\_ 

Per \_\_\_\_\_ 





**NORTH AMERICA CONSTRUCTION (1993) LTD.**  
**CLAC LOCAL 52**  
**COLLECTIVE AGREEMENT MAY 1, 2022 – APRIL 30, 2025**

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APPRENTICE RATE		Base Rate	Vac. & Stat.	Health & Welfare	Pension	Education & Training	Industry Fund	Total (less than 5 yrs)
<b>CLASSIFICATION</b>			<b>10%</b>	<b>\$ 1.83</b>	<b>8%</b>	<b>\$ 0.21</b>	<b>\$ 0.10</b>	
<b>CARPENTRY</b>	\$42.48							
<b>TERM 1</b>	50%	\$21.24	\$2.12	\$1.83	\$1.87	\$0.21	\$0.10	\$27.38
<b>TERM 2</b>	60%	\$25.49	\$2.55	\$1.83	\$2.24	\$0.21	\$0.10	\$32.42
<b>TERM 3</b>	70%	\$29.74	\$2.97	\$1.83	\$2.62	\$0.21	\$0.10	\$37.47
<b>TERM 4</b>	90%	\$38.24	\$3.82	\$1.83	\$3.36	\$0.21	\$0.10	\$47.56
<b>MILLWRIGHT</b>	\$42.48							
<b>TERM 1</b>	60%	\$25.49	\$2.55	\$1.83	\$2.24	\$0.21	\$0.10	\$32.42
<b>TERM 2</b>	70%	\$29.74	\$2.97	\$1.83	\$2.62	\$0.21	\$0.10	\$37.47
<b>TERM 3</b>	80%	\$33.99	\$3.40	\$1.83	\$2.99	\$0.21	\$0.10	\$42.52
<b>TERM 4</b>	90%	\$38.24	\$3.82	\$1.83	\$3.36	\$0.21	\$0.10	\$47.56
<b>PLUMBING/PIPEFITTING</b>	\$42.48							
<b>TERM 1</b>	50%	\$21.24	\$2.12	\$1.83	\$1.87	\$0.21	\$0.10	\$27.38
<b>TERM 2</b>	60%	\$25.49	\$2.55	\$1.83	\$2.24	\$0.21	\$0.10	\$32.42
<b>TERM 3</b>	70%	\$29.74	\$2.97	\$1.83	\$2.62	\$0.21	\$0.10	\$37.47
<b>TERM 4</b>	80%	\$33.99	\$3.40	\$1.83	\$2.99	\$0.21	\$0.10	\$42.52
<b>TERM 5</b>	90%	\$38.24	\$3.82	\$1.83	\$3.36	\$0.21	\$0.10	\$47.56
<b>ELECTRICAL</b>	\$42.48							
<b>TERM 1</b>	50%	\$21.24	\$2.12	\$1.83	\$1.87	\$0.21	\$0.10	\$27.38
<b>TERM 2</b>	60%	\$25.49	\$2.55	\$1.83	\$2.24	\$0.21	\$0.10	\$32.42
<b>TERM 3</b>	70%	\$29.74	\$2.97	\$1.83	\$2.62	\$0.21	\$0.10	\$37.47
<b>TERM 4</b>	80%	\$33.99	\$3.40	\$1.83	\$2.99	\$0.21	\$0.10	\$42.52
<b>TERM 5</b>	90%	\$38.24	\$3.82	\$1.83	\$3.36	\$0.21	\$0.10	\$47.56
<b>MOBILE CRANE</b>	\$49.48							
<b>TERM 1</b>	50%	\$24.74	\$2.47	\$1.83	\$2.18	\$0.21	\$0.10	\$31.53
<b>TERM 2</b>	60%	\$29.69	\$2.97	\$1.83	\$2.61	\$0.21	\$0.10	\$37.41
<b>TERM 3</b>	80%	\$39.59	\$3.96	\$1.83	\$3.48	\$0.21	\$0.10	\$49.17
<b>TOWER CRANE</b>	\$51.73							
<b>TERM 1</b>	50%	\$25.87	\$2.59	\$1.83	\$2.28	\$0.21	\$0.10	\$32.87
<b>TERM 2</b>	70%	\$36.21	\$3.62	\$1.83	\$3.19	\$0.21	\$0.10	\$45.16

**NORTH AMERICA CONSTRUCTION (1993) LTD.**  
**CLAC LOCAL 52**  
**COLLECTIVE AGREEMENT MAY 1, 2022 – APRIL 30, 2025**

**May 2, 2022**

	Base Rate	Vac. & Stat.	Health & Welfare	Pension	Education & Training	Industry Fund	Total (less than 5 yrs)
<b>CLASSIFICATION</b>		<b>11%</b>	<b>\$ 1.83</b>	<b>8%</b>	<b>\$ 0.21</b>	<b>\$ 0.10</b>	
Journeyman Plumber	\$42.48	\$4.67	\$1.83	\$3.77	\$0.21	\$0.10	\$53.07
Journeyman Carpenter	\$42.48	\$4.67	\$1.83	\$3.77	\$0.21	\$0.10	\$53.07
Journeyman Electrician	\$42.48	\$4.67	\$1.83	\$3.77	\$0.21	\$0.10	\$53.07
Journeyman Millwright	\$42.48	\$4.67	\$1.83	\$3.77	\$0.21	\$0.10	\$53.07
Journeyman Pipefitter	\$42.48	\$4.67	\$1.83	\$3.77	\$0.21	\$0.10	\$53.07
Journeyman Sheetmetal	\$42.48	\$4.67	\$1.83	\$3.77	\$0.21	\$0.10	\$53.07
Journeyman Welder	\$42.48	\$4.67	\$1.83	\$3.77	\$0.21	\$0.10	\$53.07
Journeyman Crane Operator	\$42.48	\$4.67	\$1.83	\$3.77	\$0.21	\$0.10	\$53.07
Licensed Rodworker	\$42.48	\$4.67	\$1.83	\$3.77	\$0.21	\$0.10	\$53.07
Formsetter	\$40.52	\$4.46	\$1.83	\$3.60	\$0.21	\$0.10	\$50.72
Rodworker	\$40.52	\$4.46	\$1.83	\$3.60	\$0.21	\$0.10	\$50.72
Cement Finisher	\$38.71	\$4.26	\$1.83	\$3.44	\$0.21	\$0.10	\$48.55
Excavating Operator	\$36.49	\$4.01	\$1.83	\$3.24	\$0.21	\$0.10	\$45.88
Operator (Basic)	\$33.14	\$3.64	\$1.83	\$2.94	\$0.21	\$0.10	\$41.86
Rigger	\$38.13	\$4.19	\$1.83	\$3.39	\$0.21	\$0.10	\$47.85
Skilled Labourer	\$38.13	\$4.19	\$1.83	\$3.39	\$0.21	\$0.10	\$47.85
Labourer IV	\$31.44	\$3.46	\$1.83	\$2.79	\$0.21	\$0.10	\$39.83
Labourer III	\$28.87	\$3.18	\$1.83	\$2.56	\$0.21	\$0.10	\$36.75
Labourer II	\$26.26	\$2.89	\$1.83	\$2.33	\$0.21	\$0.10	\$33.62
Labourer I	\$22.02	\$2.42	\$1.83	\$1.96	\$0.21	\$0.10	\$28.53
TSSA all position red seal	\$42.48	\$4.67	\$1.83	\$3.77	\$0.21	\$0.10	\$53.07
CWB all position	\$40.52	\$4.46	\$1.83	\$3.60	\$0.21	\$0.10	\$50.72
CWB horizontal and vertical	\$37.49	\$4.12	\$1.83	\$3.33	\$0.21	\$0.10	\$47.09
CWB flat	\$32.96	\$3.63	\$1.83	\$2.93	\$0.21	\$0.10	\$41.65
Lead Hand Premium	\$2.25		Mobile Crane Premium			\$7.00	
Foreperson Premium	\$3.75		Tower Crane Premium			\$9.25	

**NORTH AMERICA CONSTRUCTION (1993) LTD.**  
**CLAC LOCAL 52**  
**COLLECTIVE AGREEMENT MAY 1, 2022 – APRIL 30, 2025**

APPRENTICE RATE		Base Rate	Vac. & Stat.	Health & Welfare	Pension	Education & Training	Industry Fund	Total (less than 5 yrs)
			11%	\$ 1.83	8%	\$ 0.21	\$ 0.10	
<b>CARPENTRY</b>	\$42.48							
TERM 1	50%	\$21.24	\$2.34	\$1.83	\$1.89	\$0.21	\$0.10	\$27.61
TERM 2	60%	\$25.49	\$2.80	\$1.83	\$2.26	\$0.21	\$0.10	\$32.70
TERM 3	70%	\$29.74	\$3.27	\$1.83	\$2.64	\$0.21	\$0.10	\$37.79
TERM 4	90%	\$38.24	\$4.21	\$1.83	\$3.40	\$0.21	\$0.10	\$47.98
<b>MILLWRIGHT</b>	\$42.48							
TERM 1	60%	\$25.49	\$2.80	\$1.83	\$2.26	\$0.21	\$0.10	\$32.70
TERM 2	70%	\$29.74	\$3.27	\$1.83	\$2.64	\$0.21	\$0.10	\$37.79
TERM 3	80%	\$33.99	\$3.74	\$1.83	\$3.02	\$0.21	\$0.10	\$42.88
TERM 4	90%	\$38.24	\$4.21	\$1.83	\$3.40	\$0.21	\$0.10	\$47.98
<b>PLUMBING/PIPEFITTING</b>	\$42.48							
TERM 1	50%	\$21.24	\$2.34	\$1.83	\$1.89	\$0.21	\$0.10	\$27.61
TERM 2	60%	\$25.49	\$2.80	\$1.83	\$2.26	\$0.21	\$0.10	\$32.70
TERM 3	70%	\$29.74	\$3.27	\$1.83	\$2.64	\$0.21	\$0.10	\$37.79
TERM 4	80%	\$33.99	\$3.74	\$1.83	\$3.02	\$0.21	\$0.10	\$42.88
TERM 5	90%	\$38.24	\$4.21	\$1.83	\$3.40	\$0.21	\$0.10	\$47.98
<b>ELECTRICAL</b>	\$42.48							
TERM 1	50%	\$21.24	\$2.34	\$1.83	\$1.89	\$0.21	\$0.10	\$27.61
TERM 2	60%	\$25.49	\$2.80	\$1.83	\$2.26	\$0.21	\$0.10	\$32.70
TERM 3	70%	\$29.74	\$3.27	\$1.83	\$2.64	\$0.21	\$0.10	\$37.79
TERM 4	80%	\$33.99	\$3.74	\$1.83	\$3.02	\$0.21	\$0.10	\$42.88
TERM 5	90%	\$38.24	\$4.21	\$1.83	\$3.40	\$0.21	\$0.10	\$47.98
<b>MOBILE CRANE</b>	\$49.48							
TERM 1	50%	\$24.74	\$2.72	\$1.83	\$2.20	\$0.21	\$0.10	\$31.80
TERM 2	60%	\$29.69	\$3.27	\$1.83	\$2.64	\$0.21	\$0.10	\$37.73
TERM 3	80%	\$39.59	\$4.35	\$1.83	\$3.52	\$0.21	\$0.10	\$49.60
<b>TOWER CRANE</b>	\$51.73							
TERM 1	50%	\$25.87	\$2.85	\$1.83	\$2.30	\$0.21	\$0.10	\$33.15
TERM 2	70%	\$36.21	\$3.98	\$1.83	\$3.22	\$0.21	\$0.10	\$45.55

**NORTH AMERICA CONSTRUCTION (1993) LTD.**  
**CLAC LOCAL 52**  
**COLLECTIVE AGREEMENT MAY 1, 2022 – APRIL 30, 2025**

**May 2, 2022**

	Base Rate	Vac. & Stat.	Health & Welfare	Pension	Education & Training	Industry Fund	Total (less than 5 yrs)
<b>CLASSIFICATION</b>		<b>12%</b>	<b>\$ 1.83</b>	<b>8%</b>	<b>\$ 0.21</b>	<b>\$ 0.10</b>	
Journeyman Plumber	\$42.48	\$5.10	\$1.83	\$3.81	\$0.21	\$0.10	\$53.53
Journeyman Carpenter	\$42.48	\$5.10	\$1.83	\$3.81	\$0.21	\$0.10	\$53.53
Journeyman Electrician	\$42.48	\$5.10	\$1.83	\$3.81	\$0.21	\$0.10	\$53.53
Journeyman Millwright	\$42.48	\$5.10	\$1.83	\$3.81	\$0.21	\$0.10	\$53.53
Journeyman Pipefitter	\$42.48	\$5.10	\$1.83	\$3.81	\$0.21	\$0.10	\$53.53
Journeyman Sheetmetal	\$42.48	\$5.10	\$1.83	\$3.81	\$0.21	\$0.10	\$53.53
Journeyman Welder	\$42.48	\$5.10	\$1.83	\$3.81	\$0.21	\$0.10	\$53.53
Journeyman Crane Operator	\$42.48	\$5.10	\$1.83	\$3.81	\$0.21	\$0.10	\$53.53
Licensed Rodworker	\$42.48	\$5.10	\$1.83	\$3.81	\$0.21	\$0.10	\$53.53
Formsetter	\$40.52	\$4.86	\$1.83	\$3.63	\$0.21	\$0.10	\$51.16
Rodworker	\$40.52	\$4.86	\$1.83	\$3.63	\$0.21	\$0.10	\$51.16
Cement Finisher	\$38.71	\$4.65	\$1.83	\$3.47	\$0.21	\$0.10	\$48.97
Excavating Operator	\$36.49	\$4.38	\$1.83	\$3.27	\$0.21	\$0.10	\$46.27
Operator (Basic)	\$33.14	\$3.98	\$1.83	\$2.97	\$0.21	\$0.10	\$42.22
Rigger	\$38.13	\$4.58	\$1.83	\$3.42	\$0.21	\$0.10	\$48.26
Skilled Labourer	\$38.13	\$4.58	\$1.83	\$3.42	\$0.21	\$0.10	\$48.26
Labourer IV	\$31.44	\$3.77	\$1.83	\$2.82	\$0.21	\$0.10	\$40.17
Labourer III	\$28.87	\$3.46	\$1.83	\$2.59	\$0.21	\$0.10	\$37.07
Labourer II	\$26.26	\$3.15	\$1.83	\$2.35	\$0.21	\$0.10	\$33.90
Labourer I	\$22.02	\$2.64	\$1.83	\$1.97	\$0.21	\$0.10	\$28.77
TSSA all position red seal	\$42.48	\$5.10	\$1.83	\$3.81	\$0.21	\$0.10	\$53.53
CWB all position	\$40.52	\$4.86	\$1.83	\$3.63	\$0.21	\$0.10	\$51.16
CWB horizontal and vertical	\$37.49	\$4.50	\$1.83	\$3.36	\$0.21	\$0.10	\$47.49
CWB flat	\$32.96	\$3.95	\$1.83	\$2.95	\$0.21	\$0.10	\$42.00
Lead Hand Premium	\$2.25		Mobile Crane Premium			\$7.00	
Foreperson Premium	\$3.75		Tower Crane Premium			\$9.25	

**NORTH AMERICA CONSTRUCTION (1993) LTD.**  
**CLAC LOCAL 52**  
**COLLECTIVE AGREEMENT MAY 1, 2022 – APRIL 30, 2025**

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APPRENTICE RATE		Base Rate	Vac. & Stat.	Health & Welfare	Pension	Education & Training	Industry Fund	Total (less than 5 yrs)
			12%	\$ 1.83	8%	\$ 0.21	\$ 0.10	
<b>CARPENTRY</b>	\$42.48							
TERM 1	50%	\$21.24	\$2.55	\$1.83	\$1.90	\$0.21	\$0.10	\$27.83
TERM 2	60%	\$25.49	\$3.06	\$1.83	\$2.28	\$0.21	\$0.10	\$32.97
TERM 3	70%	\$29.74	\$3.57	\$1.83	\$2.66	\$0.21	\$0.10	\$38.11
TERM 4	90%	\$38.24	\$4.59	\$1.83	\$3.43	\$0.21	\$0.10	\$48.39
<b>MILLWRIGHT</b>	\$42.48							
TERM 1	60%	\$25.49	\$3.06	\$1.83	\$2.28	\$0.21	\$0.10	\$32.97
TERM 2	70%	\$29.74	\$3.57	\$1.83	\$2.66	\$0.21	\$0.10	\$38.11
TERM 3	80%	\$33.99	\$4.08	\$1.83	\$3.05	\$0.21	\$0.10	\$43.25
TERM 4	90%	\$38.24	\$4.59	\$1.83	\$3.43	\$0.21	\$0.10	\$48.39
<b>PLUMBING/PIPEFITTING</b>	\$42.48							
TERM 1	50%	\$21.24	\$2.55	\$1.83	\$1.90	\$0.21	\$0.10	\$27.83
TERM 2	60%	\$25.49	\$3.06	\$1.83	\$2.28	\$0.21	\$0.10	\$32.97
TERM 3	70%	\$29.74	\$3.57	\$1.83	\$2.66	\$0.21	\$0.10	\$38.11
TERM 4	80%	\$33.99	\$4.08	\$1.83	\$3.05	\$0.21	\$0.10	\$43.25
TERM 5	90%	\$38.24	\$4.59	\$1.83	\$3.43	\$0.21	\$0.10	\$48.39
<b>ELECTRICAL</b>	\$42.48							
TERM 1	50%	\$21.24	\$2.55	\$1.83	\$1.90	\$0.21	\$0.10	\$27.83
TERM 2	60%	\$25.49	\$3.06	\$1.83	\$2.28	\$0.21	\$0.10	\$32.97
TERM 3	70%	\$29.74	\$3.57	\$1.83	\$2.66	\$0.21	\$0.10	\$38.11
TERM 4	80%	\$33.99	\$4.08	\$1.83	\$3.05	\$0.21	\$0.10	\$43.25
TERM 5	90%	\$38.24	\$4.59	\$1.83	\$3.43	\$0.21	\$0.10	\$48.39
<b>MOBILE CRANE</b>	\$49.48							
TERM 1	50%	\$24.74	\$2.97	\$1.83	\$2.22	\$0.21	\$0.10	\$32.07
TERM 2	60%	\$29.69	\$3.56	\$1.83	\$2.66	\$0.21	\$0.10	\$38.05
TERM 3	80%	\$39.59	\$4.75	\$1.83	\$3.55	\$0.21	\$0.10	\$50.03
<b>TOWER CRANE</b>	\$51.73							
TERM 1	50%	\$25.87	\$3.10	\$1.83	\$2.32	\$0.21	\$0.10	\$33.43
TERM 2	70%	\$36.21	\$4.35	\$1.83	\$3.24	\$0.21	\$0.10	\$45.94

**NORTH AMERICA CONSTRUCTION (1993) LTD.**  
**CLAC LOCAL 52**  
**COLLECTIVE AGREEMENT MAY 1, 2022 – APRIL 30, 2025**

<b>May 1, 2023</b>	<b>3.0%</b>						
	<b>Base Rate</b>	<b>Vac. &amp; Stat.</b>	<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Education &amp; Training</b>	<b>Industry Fund</b>	<b>Total (less than 5 yrs)</b>
<b>CLASSIFICATION</b>		<b>10%</b>	<b>\$ 1.89</b>	<b>8%</b>	<b>\$ 0.21</b>	<b>\$ 0.10</b>	
Journeyman Plumber	\$43.76	\$4.38	\$1.89	\$3.85	\$0.21	\$0.10	\$54.19
Journeyman Carpenter	\$43.76	\$4.38	\$1.89	\$3.85	\$0.21	\$0.10	\$54.19
Journeyman Electrician	\$43.76	\$4.38	\$1.89	\$3.85	\$0.21	\$0.10	\$54.19
Journeyman Millwright	\$43.76	\$4.38	\$1.89	\$3.85	\$0.21	\$0.10	\$54.19
Journeyman Pipefitter	\$43.76	\$4.38	\$1.89	\$3.85	\$0.21	\$0.10	\$54.19
Journeyman Sheetmetal	\$43.76	\$4.38	\$1.89	\$3.85	\$0.21	\$0.10	\$54.19
Journeyman Welder	\$43.76	\$4.38	\$1.89	\$3.85	\$0.21	\$0.10	\$54.19
Journeyman Crane Operator	\$43.76	\$4.38	\$1.89	\$3.85	\$0.21	\$0.10	\$54.19
Licensed Rodworker	\$43.76	\$4.38	\$1.89	\$3.85	\$0.21	\$0.10	\$54.19
Formsetter	\$41.74	\$4.17	\$1.89	\$3.67	\$0.21	\$0.10	\$51.79
Rodworker	\$41.74	\$4.17	\$1.89	\$3.67	\$0.21	\$0.10	\$51.79
Cement Finisher	\$39.87	\$3.99	\$1.89	\$3.51	\$0.21	\$0.10	\$49.57
Excavating Operator	\$37.58	\$3.76	\$1.89	\$3.31	\$0.21	\$0.10	\$46.84
Operator (Basic)	\$34.13	\$3.41	\$1.89	\$3.00	\$0.21	\$0.10	\$42.75
Rigger	\$39.27	\$3.93	\$1.89	\$3.46	\$0.21	\$0.10	\$48.86
Skilled Labourer	\$39.27	\$3.93	\$1.89	\$3.46	\$0.21	\$0.10	\$48.86
Labourer IV	\$32.38	\$3.24	\$1.89	\$2.85	\$0.21	\$0.10	\$40.67
Labourer III	\$29.74	\$2.97	\$1.89	\$2.62	\$0.21	\$0.10	\$37.53
Labourer II	\$27.04	\$2.70	\$1.89	\$2.38	\$0.21	\$0.10	\$34.33
Labourer I	\$22.68	\$2.27	\$1.89	\$2.00	\$0.21	\$0.10	\$29.14
TSSA all position red seal	\$43.76	\$4.38	\$1.89	\$3.85	\$0.21	\$0.10	\$54.19
CWB all position	\$41.74	\$4.17	\$1.89	\$3.67	\$0.21	\$0.10	\$51.79
CWB horizontal and vertical	\$38.62	\$3.86	\$1.89	\$3.40	\$0.21	\$0.10	\$48.08
CWB flat	\$33.94	\$3.39	\$1.89	\$2.99	\$0.21	\$0.10	\$42.53
Lead Hand Premium	\$2.25			Mobile Crane Premium		\$7.00	
Foreperson Premium	\$3.75			Tower Crane Premium		\$9.25	

**NORTH AMERICA CONSTRUCTION (1993) LTD.  
CLAC LOCAL 52  
COLLECTIVE AGREEMENT MAY 1, 2022 – APRIL 30, 2025**

APPRENTICE RATE		Base Rate	Vac. & Stat.	Health & Welfare	Pension	Education & Training	Industry Fund	Total (less than 5 yrs)
<b>CLASSIFICATION</b>			<b>10%</b>	<b>\$ 1.89</b>	<b>8%</b>	<b>\$ 0.21</b>	<b>\$ 0.10</b>	
<b>CARPENTRY</b>	\$43.76							
<b>TERM 1</b>	50%	\$21.88	\$2.19	\$1.89	\$1.93	\$0.21	\$0.10	\$28.19
<b>TERM 2</b>	60%	\$26.26	\$2.63	\$1.89	\$2.31	\$0.21	\$0.10	\$33.39
<b>TERM 3</b>	70%	\$30.63	\$3.06	\$1.89	\$2.70	\$0.21	\$0.10	\$38.59
<b>TERM 4</b>	90%	\$39.38	\$3.94	\$1.89	\$3.47	\$0.21	\$0.10	\$48.99
<b>MILLWRIGHT</b>	\$43.76							
<b>TERM 1</b>	60%	\$26.26	\$2.63	\$1.89	\$2.31	\$0.21	\$0.10	\$33.39
<b>TERM 2</b>	70%	\$30.63	\$3.06	\$1.89	\$2.70	\$0.21	\$0.10	\$38.59
<b>TERM 3</b>	80%	\$35.01	\$3.50	\$1.89	\$3.08	\$0.21	\$0.10	\$43.79
<b>TERM 4</b>	90%	\$39.38	\$3.94	\$1.89	\$3.47	\$0.21	\$0.10	\$48.99
<b>PLUMBING/PIPEFITTING</b>	\$43.76							
<b>TERM 1</b>	50%	\$21.88	\$2.19	\$1.89	\$1.93	\$0.21	\$0.10	\$28.19
<b>TERM 2</b>	60%	\$26.26	\$2.63	\$1.89	\$2.31	\$0.21	\$0.10	\$33.39
<b>TERM 3</b>	70%	\$30.63	\$3.06	\$1.89	\$2.70	\$0.21	\$0.10	\$38.59
<b>TERM 4</b>	80%	\$35.01	\$3.50	\$1.89	\$3.08	\$0.21	\$0.10	\$43.79
<b>TERM 5</b>	90%	\$39.38	\$3.94	\$1.89	\$3.47	\$0.21	\$0.10	\$48.99
<b>ELECTRICAL</b>	\$43.76							
<b>TERM 1</b>	50%	\$21.88	\$2.19	\$1.89	\$1.93	\$0.21	\$0.10	\$28.19
<b>TERM 2</b>	60%	\$26.26	\$2.63	\$1.89	\$2.31	\$0.21	\$0.10	\$33.39
<b>TERM 3</b>	70%	\$30.63	\$3.06	\$1.89	\$2.70	\$0.21	\$0.10	\$38.59
<b>TERM 4</b>	80%	\$35.01	\$3.50	\$1.89	\$3.08	\$0.21	\$0.10	\$43.79
<b>TERM 5</b>	90%	\$39.38	\$3.94	\$1.89	\$3.47	\$0.21	\$0.10	\$48.99
<b>MOBILE CRANE</b>	\$50.76							
<b>TERM 1</b>	50%	\$25.38	\$2.54	\$1.89	\$2.23	\$0.21	\$0.10	\$32.35
<b>TERM 2</b>	60%	\$30.46	\$3.05	\$1.89	\$2.68	\$0.21	\$0.10	\$38.38
<b>TERM 3</b>	80%	\$40.61	\$4.06	\$1.89	\$3.57	\$0.21	\$0.10	\$50.44
<b>TOWER CRANE</b>	\$53.01							
<b>TERM 1</b>	50%	\$26.50	\$2.65	\$1.89	\$2.33	\$0.21	\$0.10	\$33.69
<b>TERM 2</b>	70%	\$37.11	\$3.71	\$1.89	\$3.27	\$0.21	\$0.10	\$46.28



**NORTH AMERICA CONSTRUCTION (1993) LTD.**  
**CLAC LOCAL 52**  
**COLLECTIVE AGREEMENT MAY 1, 2022 – APRIL 30, 2025**

**May 1, 2023**

	<b>Base Rate</b>	<b>Vac. &amp; Stat.</b>	<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Education &amp; Training</b>	<b>Industry Fund</b>	<b>Total (less than 5 yrs)</b>
<b>CLASSIFICATION</b>		<b>11%</b>	<b>\$ 1.89</b>	<b>8%</b>	<b>\$ 0.21</b>	<b>\$ 0.10</b>	
Journeyman Plumber	\$43.76	\$4.81	\$1.89	\$3.89	\$0.21	\$0.10	\$54.66
Journeyman Carpenter	\$43.76	\$4.81	\$1.89	\$3.89	\$0.21	\$0.10	\$54.66
Journeyman Electrician	\$43.76	\$4.81	\$1.89	\$3.89	\$0.21	\$0.10	\$54.66
Journeyman Millwright	\$43.76	\$4.81	\$1.89	\$3.89	\$0.21	\$0.10	\$54.66
Journeyman Pipefitter	\$43.76	\$4.81	\$1.89	\$3.89	\$0.21	\$0.10	\$54.66
Journeyman Sheetmetal	\$43.76	\$4.81	\$1.89	\$3.89	\$0.21	\$0.10	\$54.66
Journeyman Welder	\$43.76	\$4.81	\$1.89	\$3.89	\$0.21	\$0.10	\$54.66
Journeyman Crane Operator	\$43.76	\$4.81	\$1.89	\$3.89	\$0.21	\$0.10	\$54.66
Licensed Rodworker	\$43.76	\$4.81	\$1.89	\$3.89	\$0.21	\$0.10	\$54.66
Formsetter	\$41.74	\$4.59	\$1.89	\$3.71	\$0.21	\$0.10	\$52.24
Rodworker	\$41.74	\$4.59	\$1.89	\$3.71	\$0.21	\$0.10	\$52.24
Cement Finisher	\$39.87	\$4.39	\$1.89	\$3.54	\$0.21	\$0.10	\$50.00
Excavating Operator	\$37.58	\$4.13	\$1.89	\$3.34	\$0.21	\$0.10	\$47.25
Operator (Basic)	\$34.13	\$3.75	\$1.89	\$3.03	\$0.21	\$0.10	\$43.11
Rigger	\$39.27	\$4.32	\$1.89	\$3.49	\$0.21	\$0.10	\$49.28
Skilled Labourer	\$39.27	\$4.32	\$1.89	\$3.49	\$0.21	\$0.10	\$49.28
Labourer IV	\$32.38	\$3.56	\$1.89	\$2.88	\$0.21	\$0.10	\$41.02
Labourer III	\$29.74	\$3.27	\$1.89	\$2.64	\$0.21	\$0.10	\$37.85
Labourer II	\$27.04	\$2.97	\$1.89	\$2.40	\$0.21	\$0.10	\$34.62
Labourer I	\$22.68	\$2.49	\$1.89	\$2.01	\$0.21	\$0.10	\$29.38
TSSA all position red seal	\$43.76	\$4.81	\$1.89	\$3.89	\$0.21	\$0.10	\$54.66
CWB all position	\$41.74	\$4.59	\$1.89	\$3.71	\$0.21	\$0.10	\$52.24
CWB horizontal and vertical	\$38.62	\$4.25	\$1.89	\$3.43	\$0.21	\$0.10	\$48.49
CWB flat	\$33.94	\$3.73	\$1.89	\$3.01	\$0.21	\$0.10	\$42.89
Lead Hand Premium	\$2.25		Mobile Crane Premium			\$7.00	
Foreperson Premium	\$3.75		Tower Crane Premium			\$9.25	

**NORTH AMERICA CONSTRUCTION (1993) LTD.**  
**CLAC LOCAL 52**  
**COLLECTIVE AGREEMENT MAY 1, 2022 – APRIL 30, 2025**

APPRENTICE RATE		Base Rate	Vac. & Stat.	Health & Welfare	Pension	Education & Training	Industry Fund	Total (less than 5 yrs)
			11%	\$ 1.89	8%	\$ 0.21	\$ 0.10	
<b>CARPENTRY</b>	\$43.76							
TERM 1	50%	\$21.88	\$2.41	\$1.89	\$1.94	\$0.21	\$0.10	\$28.43
TERM 2	60%	\$26.26	\$2.89	\$1.89	\$2.33	\$0.21	\$0.10	\$33.68
TERM 3	70%	\$30.63	\$3.37	\$1.89	\$2.72	\$0.21	\$0.10	\$38.92
TERM 4	90%	\$39.38	\$4.33	\$1.89	\$3.50	\$0.21	\$0.10	\$49.41
<b>MILLWRIGHT</b>	\$43.76							
TERM 1	60%	\$26.26	\$2.89	\$1.89	\$2.33	\$0.21	\$0.10	\$33.68
TERM 2	70%	\$30.63	\$3.37	\$1.89	\$2.72	\$0.21	\$0.10	\$38.92
TERM 3	80%	\$35.01	\$3.85	\$1.89	\$3.11	\$0.21	\$0.10	\$44.17
TERM 4	90%	\$39.38	\$4.33	\$1.89	\$3.50	\$0.21	\$0.10	\$49.41
<b>PLUMBING/PIPEFITTING</b>	\$43.76							
TERM 1	50%	\$21.88	\$2.41	\$1.89	\$1.94	\$0.21	\$0.10	\$28.43
TERM 2	60%	\$26.26	\$2.89	\$1.89	\$2.33	\$0.21	\$0.10	\$33.68
TERM 3	70%	\$30.63	\$3.37	\$1.89	\$2.72	\$0.21	\$0.10	\$38.92
TERM 4	80%	\$35.01	\$3.85	\$1.89	\$3.11	\$0.21	\$0.10	\$44.17
TERM 5	90%	\$39.38	\$4.33	\$1.89	\$3.50	\$0.21	\$0.10	\$49.41
<b>ELECTRICAL</b>	\$43.76							
TERM 1	50%	\$21.88	\$2.41	\$1.89	\$1.94	\$0.21	\$0.10	\$28.43
TERM 2	60%	\$26.26	\$2.89	\$1.89	\$2.33	\$0.21	\$0.10	\$33.68
TERM 3	70%	\$30.63	\$3.37	\$1.89	\$2.72	\$0.21	\$0.10	\$38.92
TERM 4	80%	\$35.01	\$3.85	\$1.89	\$3.11	\$0.21	\$0.10	\$44.17
TERM 5	90%	\$39.38	\$4.33	\$1.89	\$3.50	\$0.21	\$0.10	\$49.41
<b>MOBILE CRANE</b>	\$50.76							
TERM 1	50%	\$25.38	\$2.79	\$1.89	\$2.25	\$0.21	\$0.10	\$32.63
TERM 2	60%	\$30.46	\$3.35	\$1.89	\$2.70	\$0.21	\$0.10	\$38.71
TERM 3	80%	\$40.61	\$4.47	\$1.89	\$3.61	\$0.21	\$0.10	\$50.88
<b>TOWER CRANE</b>	\$53.01							
TERM 1	50%	\$26.50	\$2.92	\$1.89	\$2.35	\$0.21	\$0.10	\$33.97
TERM 2	70%	\$37.11	\$4.08	\$1.89	\$3.30	\$0.21	\$0.10	\$46.68

**NORTH AMERICA CONSTRUCTION (1993) LTD.**  
**CLAC LOCAL 52**  
**COLLECTIVE AGREEMENT MAY 1, 2022 – APRIL 30, 2025**

<b>May 1, 2023</b>							
	<b>Base Rate</b>	<b>Vac. &amp; Stat.</b>	<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Education &amp; Training</b>	<b>Industry Fund</b>	<b>Total (less than 5 yrs)</b>
<b>CLASSIFICATION</b>		<b>12%</b>	<b>\$ 1.89</b>	<b>8%</b>	<b>\$ 0.21</b>	<b>\$ 0.10</b>	
Journeyman Plumber	\$43.76	\$5.25	\$1.89	\$3.92	\$0.21	\$0.10	\$55.13
Journeyman Carpenter	\$43.76	\$5.25	\$1.89	\$3.92	\$0.21	\$0.10	\$55.13
Journeyman Electrician	\$43.76	\$5.25	\$1.89	\$3.92	\$0.21	\$0.10	\$55.13
Journeyman Millwright	\$43.76	\$5.25	\$1.89	\$3.92	\$0.21	\$0.10	\$55.13
Journeyman Pipefitter	\$43.76	\$5.25	\$1.89	\$3.92	\$0.21	\$0.10	\$55.13
Journeyman Sheetmetal	\$43.76	\$5.25	\$1.89	\$3.92	\$0.21	\$0.10	\$55.13
Journeyman Welder	\$43.76	\$5.25	\$1.89	\$3.92	\$0.21	\$0.10	\$55.13
Journeyman Crane Operator	\$43.76	\$5.25	\$1.89	\$3.92	\$0.21	\$0.10	\$55.13
Licensed Rodworker	\$43.76	\$5.25	\$1.89	\$3.92	\$0.21	\$0.10	\$55.13
Formsetter	\$41.74	\$5.01	\$1.89	\$3.74	\$0.21	\$0.10	\$52.69
Rodworker	\$41.74	\$5.01	\$1.89	\$3.74	\$0.21	\$0.10	\$52.69
Cement Finisher	\$39.87	\$4.78	\$1.89	\$3.57	\$0.21	\$0.10	\$50.43
Excavating Operator	\$37.58	\$4.51	\$1.89	\$3.37	\$0.21	\$0.10	\$47.66
Operator (Basic)	\$34.13	\$4.10	\$1.89	\$3.06	\$0.21	\$0.10	\$43.48
Rigger	\$39.27	\$4.71	\$1.89	\$3.52	\$0.21	\$0.10	\$49.70
Skilled Labourer	\$39.27	\$4.71	\$1.89	\$3.52	\$0.21	\$0.10	\$49.70
Labourer IV	\$32.38	\$3.89	\$1.89	\$2.90	\$0.21	\$0.10	\$41.37
Labourer III	\$29.74	\$3.57	\$1.89	\$2.66	\$0.21	\$0.10	\$38.17
Labourer II	\$27.04	\$3.25	\$1.89	\$2.42	\$0.21	\$0.10	\$34.91
Labourer I	\$22.68	\$2.72	\$1.89	\$2.03	\$0.21	\$0.10	\$29.63
TSSA all position red seal	\$43.76	\$5.25	\$1.89	\$3.92	\$0.21	\$0.10	\$55.13
CWB all position	\$41.74	\$5.01	\$1.89	\$3.74	\$0.21	\$0.10	\$52.69
CWB horizontal and vertical	\$38.62	\$4.63	\$1.89	\$3.46	\$0.21	\$0.10	\$48.91
CWB flat	\$33.94	\$4.07	\$1.89	\$3.04	\$0.21	\$0.10	\$43.26
Lead Hand Premium	\$2.25		Mobile Crane Premium			\$7.00	
Foreperson Premium	\$3.75		Tower Crane Premium			\$9.25	

**NORTH AMERICA CONSTRUCTION (1993) LTD.**  
**CLAC LOCAL 52**  
**COLLECTIVE AGREEMENT MAY 1, 2022 – APRIL 30, 2025**

APPRENTICE RATE		Base Rate	Vac. & Stat.	Health & Welfare	Pension	Education & Training	Industry Fund	Total (less than 5 yrs)
			12%	\$ 1.89	8%	\$ 0.21	\$ 0.10	
<b>CARPENTRY</b>	\$43.76							
TERM 1	50%	\$21.88	\$2.63	\$1.89	\$1.96	\$0.21	\$0.10	\$28.67
TERM 2	60%	\$26.26	\$3.15	\$1.89	\$2.35	\$0.21	\$0.10	\$33.96
TERM 3	70%	\$30.63	\$3.68	\$1.89	\$2.74	\$0.21	\$0.10	\$39.25
TERM 4	90%	\$39.38	\$4.73	\$1.89	\$3.53	\$0.21	\$0.10	\$49.84
<b>MILLWRIGHT</b>	\$43.76							
TERM 1	60%	\$26.26	\$3.15	\$1.89	\$2.35	\$0.21	\$0.10	\$33.96
TERM 2	70%	\$30.63	\$3.68	\$1.89	\$2.74	\$0.21	\$0.10	\$39.25
TERM 3	80%	\$35.01	\$4.20	\$1.89	\$3.14	\$0.21	\$0.10	\$44.55
TERM 4	90%	\$39.38	\$4.73	\$1.89	\$3.53	\$0.21	\$0.10	\$49.84
<b>PLUMBING/PIPEFITTING</b>	\$43.76							
TERM 1	50%	\$21.88	\$2.63	\$1.89	\$1.96	\$0.21	\$0.10	\$28.67
TERM 2	60%	\$26.26	\$3.15	\$1.89	\$2.35	\$0.21	\$0.10	\$33.96
TERM 3	70%	\$30.63	\$3.68	\$1.89	\$2.74	\$0.21	\$0.10	\$39.25
TERM 4	80%	\$35.01	\$4.20	\$1.89	\$3.14	\$0.21	\$0.10	\$44.55
TERM 5	90%	\$39.38	\$4.73	\$1.89	\$3.53	\$0.21	\$0.10	\$49.84
<b>ELECTRICAL</b>	\$43.76							
TERM 1	50%	\$21.88	\$2.63	\$1.89	\$1.96	\$0.21	\$0.10	\$28.67
TERM 2	60%	\$26.26	\$3.15	\$1.89	\$2.35	\$0.21	\$0.10	\$33.96
TERM 3	70%	\$30.63	\$3.68	\$1.89	\$2.74	\$0.21	\$0.10	\$39.25
TERM 4	80%	\$35.01	\$4.20	\$1.89	\$3.14	\$0.21	\$0.10	\$44.55
TERM 5	90%	\$39.38	\$4.73	\$1.89	\$3.53	\$0.21	\$0.10	\$49.84
<b>MOBILE CRANE</b>	\$50.76							
TERM 1	50%	\$25.38	\$3.05	\$1.89	\$2.27	\$0.21	\$0.10	\$32.90
TERM 2	60%	\$30.46	\$3.65	\$1.89	\$2.73	\$0.21	\$0.10	\$39.04
TERM 3	80%	\$40.61	\$4.87	\$1.89	\$3.64	\$0.21	\$0.10	\$51.32
<b>TOWER CRANE</b>	\$53.01							
TERM 1	50%	\$ 26.50	\$3.18	\$1.89	\$2.37	\$0.21	\$0.10	\$34.26
TERM 2	70%	\$ 37.11	\$4.45	\$1.89	\$3.32	\$0.21	\$0.10	\$47.08

**NORTH AMERICA CONSTRUCTION (1993) LTD.  
CLAC LOCAL 52  
COLLECTIVE AGREEMENT MAY 1, 2022 – APRIL 30, 2025**

<b>April 29, 2024</b>		<b>3%</b>					
	<b>Base Rate</b>	<b>Vac. &amp; Stat.</b>	<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Education &amp; Training</b>	<b>Industry Fund</b>	<b>Total (less than 5 yrs)</b>
<b>CLASSIFICATION</b>		<b>10%</b>	<b>\$ 1.95</b>	<b>8%</b>	<b>\$ 0.21</b>	<b>\$ 0.10</b>	
Journeyman Plumber	\$45.07	\$4.51	\$1.95	\$3.97	\$0.21	\$0.10	\$55.81
Journeyman Carpenter	\$45.07	\$4.51	\$1.95	\$3.97	\$0.21	\$0.10	\$55.81
Journeyman Electrician	\$45.07	\$4.51	\$1.95	\$3.97	\$0.21	\$0.10	\$55.81
Journeyman Millwright	\$45.07	\$4.51	\$1.95	\$3.97	\$0.21	\$0.10	\$55.81
Journeyman Pipefitter	\$45.07	\$4.51	\$1.95	\$3.97	\$0.21	\$0.10	\$55.81
Journeyman Sheetmetal	\$45.07	\$4.51	\$1.95	\$3.97	\$0.21	\$0.10	\$55.81
Journeyman Welder	\$45.07	\$4.51	\$1.95	\$3.97	\$0.21	\$0.10	\$55.81
Journeyman Crane Operator	\$45.07	\$4.51	\$1.95	\$3.97	\$0.21	\$0.10	\$55.81
Licensed Rodworker	\$45.07	\$4.51	\$1.95	\$3.97	\$0.21	\$0.10	\$55.81
Formsetter	\$42.99	\$4.30	\$1.95	\$3.78	\$0.21	\$0.10	\$53.33
Rodworker	\$42.99	\$4.30	\$1.95	\$3.78	\$0.21	\$0.10	\$53.33
Cement Finisher	\$41.07	\$4.11	\$1.95	\$3.61	\$0.21	\$0.10	\$51.05
Excavating Operator	\$38.71	\$3.87	\$1.95	\$3.41	\$0.21	\$0.10	\$48.24
Operator (Basic)	\$35.15	\$3.52	\$1.95	\$3.09	\$0.21	\$0.10	\$44.02
Rigger	\$40.45	\$4.05	\$1.95	\$3.56	\$0.21	\$0.10	\$50.31
Skilled Labourer	\$40.45	\$4.05	\$1.95	\$3.56	\$0.21	\$0.10	\$50.31
Labourer IV	\$33.35	\$3.34	\$1.95	\$2.94	\$0.21	\$0.10	\$41.88
Labourer III	\$30.63	\$3.06	\$1.95	\$2.70	\$0.21	\$0.10	\$38.65
Labourer II	\$27.86	\$2.79	\$1.95	\$2.45	\$0.21	\$0.10	\$35.35
Labourer I	\$23.36	\$2.34	\$1.95	\$2.06	\$0.21	\$0.10	\$30.01
TSSA all position red seal	\$45.07	\$4.51	\$1.95	\$3.97	\$0.21	\$0.10	\$55.81
CWB all position	\$42.99	\$4.30	\$1.95	\$3.78	\$0.21	\$0.10	\$53.33
CWB horizontal and vertical	\$39.78	\$3.98	\$1.95	\$3.50	\$0.21	\$0.10	\$49.51
CWB flat	\$34.96	\$3.50	\$1.95	\$3.08	\$0.21	\$0.10	\$43.80
Lead Hand Premium	\$2.25			Mobile Crane Premium		\$7.00	
Foreperson Premium	\$3.75			Tower Crane Premium		\$9.25	

**NORTH AMERICA CONSTRUCTION (1993) LTD.**  
**CLAC LOCAL 52**  
**COLLECTIVE AGREEMENT MAY 1, 2022 – APRIL 30, 2025**

APPRENTICE RATE		Base Rate	Vac. & Stat.	Health & Welfare	Pension	Education & Training	Industry Fund	Total (less than 5 yrs)
<b>CLASSIFICATION</b>			<b>10%</b>	<b>\$ 1.95</b>	<b>8%</b>	<b>\$ 0.21</b>	<b>\$ 0.10</b>	
<b>CARPENTRY</b>	\$45.07							
<b>TERM 1</b>	50%	\$22.54	\$2.25	\$1.95	\$1.98	\$0.21	\$0.10	\$29.03
<b>TERM 2</b>	60%	\$27.04	\$2.70	\$1.95	\$2.38	\$0.21	\$0.10	\$34.39
<b>TERM 3</b>	70%	\$31.55	\$3.16	\$1.95	\$2.78	\$0.21	\$0.10	\$39.74
<b>TERM 4</b>	90%	\$40.56	\$4.06	\$1.95	\$3.57	\$0.21	\$0.10	\$50.45
<b>MILLWRIGHT</b>	\$45.07							
<b>TERM 1</b>	60%	\$27.04	\$2.70	\$1.95	\$2.38	\$0.21	\$0.10	\$34.39
<b>TERM 2</b>	70%	\$31.55	\$3.16	\$1.95	\$2.78	\$0.21	\$0.10	\$39.74
<b>TERM 3</b>	80%	\$36.06	\$3.61	\$1.95	\$3.17	\$0.21	\$0.10	\$45.10
<b>TERM 4</b>	90%	\$40.56	\$4.06	\$1.95	\$3.57	\$0.21	\$0.10	\$50.45
<b>PLUMBING/PIPEFITTING</b>	\$45.07							
<b>TERM 1</b>	50%	\$22.54	\$2.25	\$1.95	\$1.98	\$0.21	\$0.10	\$29.03
<b>TERM 2</b>	60%	\$27.04	\$2.70	\$1.95	\$2.38	\$0.21	\$0.10	\$34.39
<b>TERM 3</b>	70%	\$31.55	\$3.16	\$1.95	\$2.78	\$0.21	\$0.10	\$39.74
<b>TERM 4</b>	80%	\$36.06	\$3.61	\$1.95	\$3.17	\$0.21	\$0.10	\$45.10
<b>TERM 5</b>	90%	\$40.56	\$4.06	\$1.95	\$3.57	\$0.21	\$0.10	\$50.45
<b>ELECTRICAL</b>	\$45.07							
<b>TERM 1</b>	50%	\$22.54	\$2.25	\$1.95	\$1.98	\$0.21	\$0.10	\$29.03
<b>TERM 2</b>	60%	\$27.04	\$2.70	\$1.95	\$2.38	\$0.21	\$0.10	\$34.39
<b>TERM 3</b>	70%	\$31.55	\$3.16	\$1.95	\$2.78	\$0.21	\$0.10	\$39.74
<b>TERM 4</b>	80%	\$36.06	\$3.61	\$1.95	\$3.17	\$0.21	\$0.10	\$45.10
<b>TERM 5</b>	90%	\$40.56	\$4.06	\$1.95	\$3.57	\$0.21	\$0.10	\$50.45
<b>MOBILE CRANE</b>	\$52.07							
<b>TERM 1</b>	50%	\$26.04	\$2.60	\$1.95	\$2.29	\$0.21	\$0.10	\$33.19
<b>TERM 2</b>	60%	\$31.24	\$3.12	\$1.95	\$2.75	\$0.21	\$0.10	\$39.38
<b>TERM 3</b>	80%	\$41.66	\$4.17	\$1.95	\$3.67	\$0.21	\$0.10	\$51.75
<b>TOWER CRANE</b>	\$54.32							
<b>TERM 1</b>	50%	\$ 27.16	\$2.72	\$1.95	\$2.39	\$0.21	\$0.10	\$34.53
<b>TERM 2</b>	70%	\$ 38.03	\$3.80	\$1.95	\$3.35	\$0.21	\$0.10	\$47.43

**NORTH AMERICA CONSTRUCTION (1993) LTD.**  
**CLAC LOCAL 52**  
**COLLECTIVE AGREEMENT MAY 1, 2022 – APRIL 30, 2025**

<b>April 29, 2024</b>							
	<b>Base Rate</b>	<b>Vac. &amp; Stat.</b>	<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Education &amp; Training</b>	<b>Industry Fund</b>	<b>Total (less than 5 yrs)</b>
<b>CLASSIFICATION</b>		<b>11%</b>	<b>\$ 1.95</b>	<b>8%</b>	<b>\$ 0.21</b>	<b>\$ 0.10</b>	
Journeyman Plumber	\$45.07	\$4.96	\$1.95	\$4.00	\$0.21	\$0.10	\$56.29
Journeyman Carpenter	\$45.07	\$4.96	\$1.95	\$4.00	\$0.21	\$0.10	\$56.29
Journeyman Electrician	\$45.07	\$4.96	\$1.95	\$4.00	\$0.21	\$0.10	\$56.29
Journeyman Millwright	\$45.07	\$4.96	\$1.95	\$4.00	\$0.21	\$0.10	\$56.29
Journeyman Pipefitter	\$45.07	\$4.96	\$1.95	\$4.00	\$0.21	\$0.10	\$56.29
Journeyman Sheetmetal	\$45.07	\$4.96	\$1.95	\$4.00	\$0.21	\$0.10	\$56.29
Journeyman Welder	\$45.07	\$4.96	\$1.95	\$4.00	\$0.21	\$0.10	\$56.29
Journeyman Crane Operator	\$45.07	\$4.96	\$1.95	\$4.00	\$0.21	\$0.10	\$56.29
Licensed Rodworker	\$45.07	\$4.96	\$1.95	\$4.00	\$0.21	\$0.10	\$56.29
Formsetter	\$42.99	\$4.73	\$1.95	\$3.82	\$0.21	\$0.10	\$53.80
Rodworker	\$42.99	\$4.73	\$1.95	\$3.82	\$0.21	\$0.10	\$53.80
Cement Finisher	\$41.07	\$4.52	\$1.95	\$3.65	\$0.21	\$0.10	\$51.49
Excavating Operator	\$38.71	\$4.26	\$1.95	\$3.44	\$0.21	\$0.10	\$48.66
Operator (Basic)	\$35.15	\$3.87	\$1.95	\$3.12	\$0.21	\$0.10	\$44.40
Rigger	\$40.45	\$4.45	\$1.95	\$3.59	\$0.21	\$0.10	\$50.75
Skilled Labourer	\$40.45	\$4.45	\$1.95	\$3.59	\$0.21	\$0.10	\$50.75
Labourer IV	\$33.35	\$3.67	\$1.95	\$2.96	\$0.21	\$0.10	\$42.25
Labourer III	\$30.63	\$3.37	\$1.95	\$2.72	\$0.21	\$0.10	\$38.98
Labourer II	\$27.86	\$3.06	\$1.95	\$2.47	\$0.21	\$0.10	\$35.65
Labourer I	\$23.36	\$2.57	\$1.95	\$2.07	\$0.21	\$0.10	\$30.26
TSSA all position red seal	\$45.07	\$4.96	\$1.95	\$4.00	\$0.21	\$0.10	\$56.29
CWB all position	\$42.99	\$4.73	\$1.95	\$3.82	\$0.21	\$0.10	\$53.80
CWB horizontal and vertical	\$39.78	\$4.38	\$1.95	\$3.53	\$0.21	\$0.10	\$49.94
CWB flat	\$34.96	\$3.85	\$1.95	\$3.10	\$0.21	\$0.10	\$44.17
Lead Hand Premium	\$2.25		Mobile Crane Premium			\$7.00	
Foreperson Premium	\$3.75		Tower Crane Premium			\$9.25	

**NORTH AMERICA CONSTRUCTION (1993) LTD.**  
**CLAC LOCAL 52**  
**COLLECTIVE AGREEMENT MAY 1, 2022 – APRIL 30, 2025**

APPRENTICE RATE		Base Rate	Vac. & Stat.	Health & Welfare	Pension	Education & Training	Industry Fund	Total (less than 5 yrs)
			11%	\$ 1.95	8%	\$ 0.21	\$ 0.10	
<b>CARPENTRY</b>	\$45.07							
TERM 1	50%	\$22.54	\$2.48	\$1.95	\$2.00	\$0.21	\$0.10	\$29.28
TERM 2	60%	\$27.04	\$2.97	\$1.95	\$2.40	\$0.21	\$0.10	\$34.68
TERM 3	70%	\$31.55	\$3.47	\$1.95	\$2.80	\$0.21	\$0.10	\$40.08
TERM 4	90%	\$40.56	\$4.46	\$1.95	\$3.60	\$0.21	\$0.10	\$50.89
<b>MILLWRIGHT</b>	\$45.07							
TERM 1	60%	\$27.04	\$2.97	\$1.95	\$2.40	\$0.21	\$0.10	\$34.68
TERM 2	70%	\$31.55	\$3.47	\$1.95	\$2.80	\$0.21	\$0.10	\$40.08
TERM 3	80%	\$36.06	\$3.97	\$1.95	\$3.20	\$0.21	\$0.10	\$45.49
TERM 4	90%	\$40.56	\$4.46	\$1.95	\$3.60	\$0.21	\$0.10	\$50.89
<b>PLUMBING/PIPEFITTING</b>	\$45.07							
TERM 1	50%	\$22.54	\$2.48	\$1.95	\$2.00	\$0.21	\$0.10	\$29.28
TERM 2	60%	\$27.04	\$2.97	\$1.95	\$2.40	\$0.21	\$0.10	\$34.68
TERM 3	70%	\$31.55	\$3.47	\$1.95	\$2.80	\$0.21	\$0.10	\$40.08
TERM 4	80%	\$36.06	\$3.97	\$1.95	\$3.20	\$0.21	\$0.10	\$45.49
TERM 5	90%	\$40.56	\$4.46	\$1.95	\$3.60	\$0.21	\$0.10	\$50.89
<b>ELECTRICAL</b>	\$45.07							
TERM 1	50%	\$22.54	\$2.48	\$1.95	\$2.00	\$0.21	\$0.10	\$29.28
TERM 2	60%	\$27.04	\$2.97	\$1.95	\$2.40	\$0.21	\$0.10	\$34.68
TERM 3	70%	\$31.55	\$3.47	\$1.95	\$2.80	\$0.21	\$0.10	\$40.08
TERM 4	80%	\$36.06	\$3.97	\$1.95	\$3.20	\$0.21	\$0.10	\$45.49
TERM 5	90%	\$40.56	\$4.46	\$1.95	\$3.60	\$0.21	\$0.10	\$50.89
<b>MOBILE CRANE</b>	\$52.07							
TERM 1	50%	\$26.04	\$2.86	\$1.95	\$2.31	\$0.21	\$0.10	\$33.47
TERM 2	60%	\$31.24	\$3.44	\$1.95	\$2.77	\$0.21	\$0.10	\$39.71
TERM 3	80%	\$41.66	\$4.58	\$1.95	\$3.70	\$0.21	\$0.10	\$52.20
<b>TOWER CRANE</b>	\$54.32							
TERM 1	50%	\$ 27.16	\$2.99	\$1.95	\$2.41	\$0.21	\$0.10	\$34.82
TERM 2	70%	\$ 38.03	\$4.18	\$1.95	\$3.38	\$0.21	\$0.10	\$47.84



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**April 29, 2024**

	Base Rate	Vac. & Stat.	Health & Welfare	Pension	Education & Training	Industry Fund	Total (less than 5 yrs)
<b>CLASSIFICATION</b>		<b>12%</b>	<b>\$ 1.95</b>	<b>8%</b>	<b>\$ 0.21</b>	<b>\$ 0.10</b>	
Journeyman Plumber	\$45.07	\$5.41	\$1.95	\$4.04	\$0.21	\$0.10	\$56.78
Journeyman Carpenter	\$45.07	\$5.41	\$1.95	\$4.04	\$0.21	\$0.10	\$56.78
Journeyman Electrician	\$45.07	\$5.41	\$1.95	\$4.04	\$0.21	\$0.10	\$56.78
Journeyman Millwright	\$45.07	\$5.41	\$1.95	\$4.04	\$0.21	\$0.10	\$56.78
Journeyman Pipefitter	\$45.07	\$5.41	\$1.95	\$4.04	\$0.21	\$0.10	\$56.78
Journeyman Sheetmetal	\$45.07	\$5.41	\$1.95	\$4.04	\$0.21	\$0.10	\$56.78
Journeyman Welder	\$45.07	\$5.41	\$1.95	\$4.04	\$0.21	\$0.10	\$56.78
Journeyman Crane Operator	\$45.07	\$5.41	\$1.95	\$4.04	\$0.21	\$0.10	\$56.78
Licensed Rodworker	\$45.07	\$5.41	\$1.95	\$4.04	\$0.21	\$0.10	\$56.78
Formsetter	\$42.99	\$5.16	\$1.95	\$3.85	\$0.21	\$0.10	\$54.26
Rodworker	\$42.99	\$5.16	\$1.95	\$3.85	\$0.21	\$0.10	\$54.26
Cement Finisher	\$41.07	\$4.93	\$1.95	\$3.68	\$0.21	\$0.10	\$51.94
Excavating Operator	\$38.71	\$4.64	\$1.95	\$3.47	\$0.21	\$0.10	\$49.08
Operator (Basic)	\$35.15	\$4.22	\$1.95	\$3.15	\$0.21	\$0.10	\$44.78
Rigger	\$40.45	\$4.85	\$1.95	\$3.62	\$0.21	\$0.10	\$51.19
Skilled Labourer	\$40.45	\$4.85	\$1.95	\$3.62	\$0.21	\$0.10	\$51.19
Labourer IV	\$33.35	\$4.00	\$1.95	\$2.99	\$0.21	\$0.10	\$42.61
Labourer III	\$30.63	\$3.68	\$1.95	\$2.74	\$0.21	\$0.10	\$39.31
Labourer II	\$27.86	\$3.34	\$1.95	\$2.50	\$0.21	\$0.10	\$35.95
Labourer I	\$23.36	\$2.80	\$1.95	\$2.09	\$0.21	\$0.10	\$30.51
TSSA all position red seal	\$45.07	\$5.41	\$1.95	\$4.04	\$0.21	\$0.10	\$56.78
CWB all position	\$42.99	\$5.16	\$1.95	\$3.85	\$0.21	\$0.10	\$54.26
CWB horizontal and vertical	\$39.78	\$4.77	\$1.95	\$3.56	\$0.21	\$0.10	\$50.37
CWB flat	\$34.96	\$4.20	\$1.95	\$3.13	\$0.21	\$0.10	\$44.55
Lead Hand Premium	\$2.25		Mobile Crane Premium			\$7.00	
Foreperson Premium	\$3.75		Tower Crane Premium			\$9.25	

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APPRENTICE RATE		Base Rate	Vac. & Stat.	Health & Welfare	Pension	Education & Training	Industry Fund	Total (less than 5 yrs)
			12%	\$ 1.95	8%	\$ 0.21	\$ 0.10	
<b>CARPENTRY</b>	\$45.07							
TERM 1	50%	\$22.54	\$2.70	\$1.95	\$2.02	\$0.21	\$0.10	\$29.52
TERM 2	60%	\$27.04	\$3.25	\$1.95	\$2.42	\$0.21	\$0.10	\$34.97
TERM 3	70%	\$31.55	\$3.79	\$1.95	\$2.83	\$0.21	\$0.10	\$40.42
TERM 4	90%	\$40.56	\$4.87	\$1.95	\$3.63	\$0.21	\$0.10	\$51.33
<b>MILLWRIGHT</b>	\$45.07							
TERM 1	60%	\$27.04	\$3.25	\$1.95	\$2.42	\$0.21	\$0.10	\$34.97
TERM 2	70%	\$31.55	\$3.79	\$1.95	\$2.83	\$0.21	\$0.10	\$40.42
TERM 3	80%	\$36.06	\$4.33	\$1.95	\$3.23	\$0.21	\$0.10	\$45.88
TERM 4	90%	\$40.56	\$4.87	\$1.95	\$3.63	\$0.21	\$0.10	\$51.33
<b>PLUMBING/PIPEFITTING</b>	\$45.07							
TERM 1	50%	\$22.54	\$2.70	\$1.95	\$2.02	\$0.21	\$0.10	\$29.52
TERM 2	60%	\$27.04	\$3.25	\$1.95	\$2.42	\$0.21	\$0.10	\$34.97
TERM 3	70%	\$31.55	\$3.79	\$1.95	\$2.83	\$0.21	\$0.10	\$40.42
TERM 4	80%	\$36.06	\$4.33	\$1.95	\$3.23	\$0.21	\$0.10	\$45.88
TERM 5	90%	\$40.56	\$4.87	\$1.95	\$3.63	\$0.21	\$0.10	\$51.33
<b>ELECTRICAL</b>	\$45.07							
TERM 1	50%	\$22.54	\$2.70	\$1.95	\$2.02	\$0.21	\$0.10	\$29.52
TERM 2	60%	\$27.04	\$3.25	\$1.95	\$2.42	\$0.21	\$0.10	\$34.97
TERM 3	70%	\$31.55	\$3.79	\$1.95	\$2.83	\$0.21	\$0.10	\$40.42
TERM 4	80%	\$36.06	\$4.33	\$1.95	\$3.23	\$0.21	\$0.10	\$45.88
TERM 5	90%	\$40.56	\$4.87	\$1.95	\$3.63	\$0.21	\$0.10	\$51.33
<b>MOBILE CRANE</b>	\$52.07							
TERM 1	50%	\$26.04	\$3.12	\$1.95	\$2.33	\$0.21	\$0.10	\$33.75
TERM 2	60%	\$31.24	\$3.75	\$1.95	\$2.80	\$0.21	\$0.10	\$40.05
TERM 3	80%	\$41.66	\$5.00	\$1.95	\$3.73	\$0.21	\$0.10	\$52.65
<b>TOWER CRANE</b>	\$54.32							
TERM 1	50%	\$ 27.16	\$3.26	\$1.95	\$2.43	\$0.21	\$0.10	\$35.11
TERM 2	70%	\$ 38.03	\$4.56	\$1.95	\$3.41	\$0.21	\$0.10	\$48.26

## **SCHEDULE “B”**

### **Classification Definitions**

Crane Operator:	Holds a Certificate of Qualification to operate a crane over 25 tons.
Excavating Operator:	Is Qualified to operate a backhoe, or tractor backhoe.
Operator (Basic):	Is Qualified to operate a front-end loader, a bulldozer, a rock truck, and a zoom boom.
Rigger/Swamper	Is fully certified in hoisting and rigging and is familiar with basic crane operations and has been dedicated to work with cranes full-time. A Rigger influences the job directly by organizing and directing the work of the crane with the operator, and is not indentured as an apprentice.

### **Labour Definitions**

Labourer definitions are guidelines for placement within the specific categories.

	Courses (Cumulative)	Tasks
Skilled Labourer	<ul style="list-style-type: none"> <li>• Basics of supervision</li> <li>• Level 1 blue print reading</li> </ul>	<ul style="list-style-type: none"> <li>• Able to work without supervision</li> <li>Knowledgeable with all aspects of formwork stripping</li> <li>• Some light rigging &amp; hoisting</li> </ul>

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		<ul style="list-style-type: none"> <li>• Able to assist carpenters &amp; form setters with scaffold &amp; formwork</li> <li>• Basic plan reading abilities as it relates to their duties</li> <li>• Experienced with light excavation equipment</li> <li>• Experienced with power tools &amp; equipment</li> <li>• Fully experienced in relevant heavy construction</li> <li>• Mentoring of level IV labourers</li> <li>• Assist site admin staff</li> <li>• Can lead a crew of Labourers and plan the day's work.</li> </ul>
<p>Labourer IV</p>	<ul style="list-style-type: none"> <li>• Confined space</li> <li>• Rigging</li> <li>• Scaffolding</li> </ul>	<ul style="list-style-type: none"> <li>• Limited supervision required</li> <li>• Experienced in stripping formwork</li> <li>• Demolition &amp; chipping</li> <li>• Occasional concrete placing</li> <li>• Knowledge of rebar placing and importance of cover</li> <li>• Able to maintain construction heaters</li> <li>• Light scaffold dismantling</li> <li>• Limited plan reading skills</li> <li>• Limited experience with light excavation equipment</li> <li>• Knowledge in operation of tools &amp; equipment</li> </ul>

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		<ul style="list-style-type: none"> <li>• Relevant heavy construction experience</li> </ul>
Labourer III	<ul style="list-style-type: none"> <li>• Safety awareness</li> <li>• Compressed air safety</li> <li>• Transportation of dangerous goods</li> <li>• Forklift/elevated platform</li> </ul>	<ul style="list-style-type: none"> <li>• Part time supervision required</li> <li>• Heating &amp; hoarding (“ROT” propane awareness training)</li> <li>• Stripping of formwork</li> <li>• Dewatering (pumping of water)</li> <li>• Limited experience with power tools &amp; equipment</li> </ul>
Labourer II	<ul style="list-style-type: none"> <li>• standard first aid</li> <li>• trenching/ excavations</li> <li>• hoisting &amp; rigging</li> <li>• fall arrest training</li> </ul>	<ul style="list-style-type: none"> <li>• Full time supervision required</li> <li>• Some construction experience</li> <li>• Material handling</li> <li>• General clean up</li> <li>• Light scaffold erection (scaffold users’ hazard awareness training)</li> <li>• Stripping of formwork</li> <li>• Site maintenance (snow shovelling, lighting, cleaning trailers)</li> <li>• Hand excavation</li> </ul>
Labourer I	<ul style="list-style-type: none"> <li>• WHMIS</li> <li>• fall arrest training</li> </ul>	<ul style="list-style-type: none"> <li>• An unskilled worker with little to no experience in the industry</li> <li>• Full time supervision required</li> <li>• Material handling</li> <li>• General clean up</li> </ul>

	<ul style="list-style-type: none"> <li>• Light scaffold erection (scaffold users’ hazard awareness training)</li> <li>• Stripping of formwork</li> <li>• Site maintenance (snow shovelling, lighting, cleaning trailers)</li> <li>• Hand excavation</li> </ul>
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<p>Employee Evaluations</p>	<ul style="list-style-type: none"> <li>• The parties are committed to creating a work environment in which the talents, skills, and contribution of each employee in their work is recognized, and appreciated, and;</li> <li>• The parties are committed to providing meaningful feedback, instruction, and opportunity to facilitate and encourage the development of skills within each person; and</li> <li>• The parties are committed to ensure that standards, benchmarks, and reasonable expectations are fairly communicated to all employees.</li> <li>• The parties shall conduct an evaluation of each employee prior to the completion of the employee’s probation period and once each year thereafter.</li> </ul>
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**Lead Hand Definition**

An employee designated by the Employer who will have the routine responsibility of being the lead member of the crew in the absence of direct supervision by a foreman and who sets the

pace for the crew. The lead hand assists the foreman with daily organization and control of labour, equipment and materials to ensure that acceptable standards of quality, safety and production are maintained by the crew.

### **Foreman Definition**

An employee designated by the Employer as a working foreman assigned to lead a crew for a complete division of work. Responsible for daily organization of the work and control of labour, equipment and materials to ensure that acceptable standards of quality, safety and production are maintained.

**Schedule C-1**

**Plumber's Journeyman Tool List**

	<b>Item #</b>
1	Measuring tape 3/4 x 25' & 9 metre tape
2	Torpedo level
3	1" tubing cutters
4	Adjustable pliers (pump)
5	Hacksaw
6	Vice grips
7	Chalk line
8	Plumb bob
9	10" adjustable
10	Screwdriver sets: Robertson - 3 sizes Phillips - 3 sizes Slot - 3 sizes
11	2" Tubing cutters
12	Ball-peen hammer or claw hammer
13	Tool Box
14	3/8" - 1/1/4" open end wrench set
15	3/8" - 1/2" drive socket set
16	Utility knife
17	2' level
18	Pipe Wrench

Note: Apprentices between First and Fifth Year, will be required to acquire tools to bring them up to journeyman status in keeping with increases in responsibility.



## Schedule C-2

### Pipefitters Journeyperson Tool List

	Item #
1	25'/9m Measuring tape
2	Magnetic Torpedo level
3	24" level
4	Chalk line
5	Two (2) plumb bobs
6	Utility knife
7	8" Lineman
8	Vice grips, 10" or more
9	Set screwdrivers: Robertson - 3 sizes Phillips - 3 sizes Slot - 3 sizes
10	2 lbs. Ball peen hammer
11	Centre punch
12	3/8 - 1 1/4" open end wrenches
13	10" adjustable pliers
14	Lockable tool box with lock

### Schedule C-3

#### Sheet Metal Mechanics Tool List

			Apprentice		
	Item #	Journeyman	1st	2nd	3rd
1	Pair pliers	x	x		
2	Pocket tape	x	x		
3	Centre punch	x		x	
4	Drift punch	x			x
5	Small level	x		x	
6	Hacksaw frame	x		x	
7	Scratch awl	x	x		
8	Pair heavy hand sheers (Bull snips)	x		x	
9	Two (2) Pairs metal masters (left & right)	x	x		
10	Set screwdrivers: Robertson - 3 sizes Phillips - 3 sizes Slot - 3 sizes	x	x	x	
11	Tinner's Hammer	x	x		
12	Chalk line	x			
13	Pair regular hand shears (combination snips)	x			
14	Ball peen hammer	x			x
15	Set Allen wrenches	x		x	

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16	Two (2) crescent wrenches or 1 set open end wrenches	x		x	
17	Wide nosed folding pliers (hand)	x	x		
18	Pair vice grips	x	x		
19	No. 5 Whitney punch (or similar)	x			x
20	Tool Box	x		x	x
21	Set square	x			x
22	Pop riveter 1/2 - 5/32	x			x
23	Plumb bob	x			

## Schedule C-4

### Carpenter's Journeyperson Tool List

	Item #
1	8 m tape measure
2	2' level
3	2' square
4	Claw hammer
5	Medium crescent wrench
6	Chalk line
7	Lockable tool box
8	8 point hand saw
9	Set tin snips
10	Medium-sized claw bar
11	Set wood chisels graduated from 1/4" to 1 1/4"
12	Plumb bob
13	Pair side cutting pliers
14	Two (2) Standard screwdrivers - 1 small 1 medium
15	Set (four) Robertson screwdrivers
16	Hack saw
17	30 m tape measure
18	2' and 4' level
19	Nail Puller
20	Speed Square
21	Torpedo Level

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22	Utility Knife
23	Carpenter's apron
24	Plum bob

Note: Apprentices between the first and four years will be required to acquire tools to bring them up to a journeyman status in keeping with increases in responsibility.

## Schedule C-5

### Millwright's Tool List

	Item #	Journeyman	Apprentice	
			1 <sup>st</sup> & 2 <sup>nd</sup>	3 <sup>rd</sup> & 4 <sup>th</sup>
1	Complete set of sockets (1/2" drive 3/8" - 1 1/8")	X	Recommended	X
2	Complete set of open & box-end wrenches (3/8" - 1 1/4" including 1 5/16")	X	Recommended	X
3	Crescent wrench (8", 10" 12")	X	X	X
4	2' level	X	Recommended	X
5	Pipe level	X		X
6	Two (2) plumb bobs	X	(1)	X
7	Tri-square	X	X	X
8	Chalk line or string line	X	X	X
9	Various hammers to 3 lbs.	X	X	X
10	Tape measure (minimum 16 ft.)	X	X	X
11	50 ft. tape measure	X		X
12	Three (3) Prv bars (various sizes)	X		X
13	Hack saw (blades supplied by company)	X	X	X
14	Complete set of feeler gauges	X		X

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15	Complete set of Allen wrenches (up to 3/8")	X	Recommended	X
16	Four (4) punches (various sizes, including centre punch)	X		X
17	Wire/side cutters	X	Recommended	X
18	Pliers	X	X	X
19	Chipping hammer	X	X	X
20	Vise grips	X	X	X
21	Striker	X	X	X
22	Screw drivers (various sizes)	X	X	X
23	Lockable toolbox (comp. w personal lock)	X	X	X

## Schedule C-6

### Electrician's Tool List

	Item #	Journeyman	Apprentice
1	9" Cutting ( <i>linesmen's pliers</i> )	x	x
2	Diagonal cutting pliers	x	x
3	Channellocks or similar tool (x2)	x	x
4	Knife	x	x
5	Tape measure, 3m or longer	x	x
6	Flat screwdriver (all sizes as required)	x	x
7	Robertson Screwdriver (all sizes as required)	x	x
8	Phillips Screwdrivers (all sizes as required)	x	x
9	Adjustable Hacksaw 12"	x	x
10	Wire stripper (all sizes up to #10 awg)	x	x
11	Claw hammer	x	x
12	Plumb bob and chalk line	x	x
13	10" crescent wrench	x	x
14	Centre punch	x	
15	Multimeter	x	x
16	Torpedo Level	x	x
17	Allen wrenches up to 3/8", metric up to 10mm	x	x



## **Schedule C-7**

### **Formsetter's, Labourer 3+, Skilled Labourer Tool List**

	<b>Item #</b>
1	10 m tape measure
2	19" - 30" level
3	2' square
4	Claw hammer
5	Medium crescent wrench
6	Chalk line
7	Lockable tool box
8	8 point hand saw
9	Pair side cutting pliers
10	Two (2) Standard screwdrivers - 1 small, 1 medium
11	Set (four) Robertson screwdrivers
12	2' and 4' level
13	Torpedo Level
14	Speed Square
15	Gooseneck Crawbar
16	2' and 4' Level
17	Utility Knife



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