

PROVINCIAL CONCRETE SAWING & DRILLING AGREEMENT



BETWEEN

CONCRETE SAWING & DRILLING ASSOCIATION

on behalf of its' Member Companies
(hereinafter called the "Employer")

- AND -

**THE LABOURERS' INTERNATIONAL
UNION OF NORTH AMERICA, AND THE LABOURERS'
INTERNATIONAL UNION OF NORTH AMERICA, ONTARIO
PROVINCIAL DISTRICT COUNCIL, on behalf of its affiliated
Local Unions, 183, 247, 493, 506, 527, 607,
625, 837, 1036, 1059, 1081 and 1089**

(hereinafter called the "Union")



Effective May 1, 2010 - April 30, 2013

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PROVINCIAL CONCRETE SAWING & DRILLING AGREEMENT

THIS AGREEMENT shall become effective the 1st day of May 2010.

B E T W E E N :

CONCRETE SAWING & DRILLING ASSOCIATION

on behalf of its' Member Companies
(hereinafter called the "Employer")

- and -

**THE LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA
AND THE LABOURERS' INTERNATIONAL UNION OF NORTH
AMERICA, ONTARIO PROVINCIAL DISTRICT COUNCIL,
on behalf of its affiliated Local Unions, 183, 247, 493, 506, 527,
607, 625, 837, 1036, 1059, 1081 and 1089**

(hereinafter called the "Union")

ARTICLE 1 - GENERAL PURPOSE

1.01 The general purpose of this Collective Agreement is to establish mutually satisfactory relations between the Employer and its employees engaged in construction in connection with or related to all Sawing and Drilling operations. To provide a means for the prompt equitable disposition of grievances and to establish and maintain fair working conditions, hours of work and wages for all employees of the Employer covered by this Agreement.

ARTICLE 2 - RECOGNITION

2.01 The Employer recognizes the Union as the sole and exclusive Bargaining Agent for all employees engaged in construction or in connection with or related to all Sawing and Drilling operations in the Province of Ontario, save and except non-working foreman and persons above the rank of non-working foreman.

2.02 Employer language upon accreditation agreed.

The Union acknowledges that if the Concrete Sawing & Drilling Association (CSDA) is accredited as bargaining agent for the Employer members of CSDA during the term of this Agreement, then the Union will recognize the CSDA as the exclusive bargaining agency representing employers for whom the union has obtained bargaining rights in the Province of Ontario.

ARTICLE 3 - GEOGRAPHICAL TERRITORY

3.01 The geographical area of this Agreement shall be the Province of Ontario.

3.02 Employees shall be allowed complete mobility of movement throughout the Province of Ontario, provided they are members of the

Union; such employees shall not be paid less than those rates and conditions as set down in this Agreement.

ARTICLE 4 - UNION SECURITY

4.01 The Employer agrees to employ only members of the Union and the Employer or its Representative will call the applicable Union Office for his needed supply of additional men, within the geographical area defined in Article 3:01 above.

4.02 (a) However, should the Union find it impossible to supply the Employer with such personnel, the Employer shall be free to employ workers from other sources provided, however, such workers are informed that it is a condition of employment that they apply for and secure membership in the Union within 480 working hours or be terminated from employment; during this period an employee shall be subject to all provisions of this Agreement.

(b) In the event that the employer has employed workers from other sources they shall prior to the commencement of employment notify the Union and Shop Steward.

4.03 The Employer agrees that Initiation Fees and Dues as set by the appropriate Local Union shall be deducted from the first pay each week from the wages of employees covered by this Agreement and such monies shall be remitted to the Secretary Treasurer of the appropriate Union by the 15th of the month following such deduction; and shall be accompanied by a list of employees for whom deductions have been made.

4.04 The Employer agrees not to sublet work covered in this agreement or any work covered by Appendix 'E' of the Labourers ICI agreement to Employers who are not in contractual relations with the Union.

ARTICLE 5 - MANAGEMENT RIGHTS

5.01 The operation of the Employer's business and the direction of its employees will continue to be vested exclusively in the Employer, subject only to the provisions of this Agreement.

5.02 Without limiting the generality of the foregoing, the Union acknowledges that it is the exclusive function of the Employer to:

5.03 Maintain order, discipline and efficiency;

5.04 Hire, discharge, transfer, fix terms and conditions of employment, lay-off, promote, demote or discipline employees, provided that an employee has been promoted, demoted, transferred, discharged or disciplined without just cause may be the subject of a Grievance and dealt with as provided for in Article 6, Grievance and Arbitration Procedure.

5.05 Generally to manage its enterprise including the determination of the method of its operations, the quantities and types of equipment to be used and supplies and materials to be used; the scheduling of its operations and the methods, procedures and manner in which its operations shall be carried forward.

ARTICLE 6 - GRIEVANCE AND ARBITRATION PROCEDURE

6.01 It is agreed that it is the spirit and intent of this Agreement to adjust grievances promptly. Either Party to this Agreement may lodge a grievance relating to the interpretation, application or administration of this Agreement, including any question as to whether a matter is arbitrable.

6.02 Any dispute or grievance affecting or arising out of the

interpretation or administration of this Collective Agreement shall be adjusted, if possible, by negotiations between appointed Representatives of the Employer and the Union, such grievance must be presented within five (5) working days of knowledge of the initial occurrence giving rise to the grievance save and except grievances concerning fringe benefits where no such time limits apply. Grievances dealing with alleged violations pertaining to: hours of work; rate of pay; overtime; vacation pay and holiday pay; shift premium; travel expenses; room and board allowances; reporting allowances and dues may be brought forward within ninety (90) days from the date after the circumstances giving rise to the grievance occurred or originated.

6.03 The Union having a grievance shall, in the first instance, present the grievance orally or in writing to the Employer or the Employer's Representative, in an attempt to settle the matter in dispute amicably. An answer shall be given by the Employer or the Employer's Representative within twenty-four (24) hours of the grievance being presented or the next working day or such longer time as may be mutually agreed upon by the Parties.

6.04 Where a settlement is not reached as provided for in Article 6:03, then either of the Parties may notify the other Party in writing of its desire to submit the difference or allegation to Arbitration, and the notice shall contain the name of the nominee of the Party wishing to bring the matter to Arbitration. Such written notice shall also state clearly the matter or matters in dispute to be dealt with by the Arbitration Board and what relief, if any, is claimed by the Party requesting the Arbitration. The Party receiving such notice shall within five (5) days, advise the other Party of the name of its nominees to the Arbitration Board.

6.05 The two nominees so selected shall within five(5) working days of the appointment of the second of them, appoint a third Party who shall act as Chairman of the Arbitration Board.

6.06 If the recipient of the notice fails to appoint an Arbitrator or if the two appointees fail to agree on a Chairman within the time limit set out herein, the appointment shall be made by the Minister of Labour for Ontario, upon request of either Party.

6.07 The Arbitration Board shall hear and determine the difference or differences between the Parties and shall issue a decision in writing, which decision shall be final and binding upon the Parties and upon the employees affected. The decision of the majority of the Board, and if there is no majority decision, the decision of the Chairman shall govern. However, it is understood that the authority of the Arbitration Board or the decision made by such Board is limited in that there shall be no alteration or addition to or subtraction from or modification or amendment to any part of this Agreement.

6.08 The fees and expenses of the Chairman shall be borne one-half (1/2) by the Union and one-half (1/2) by the Employer. Any other costs or expenses in connection with such arbitration shall be borne by the Party which incurs them.

ARTICLE 7 - NO STRIKES OR LOCK-OUTS

7.01 The Union undertakes that there shall be no strike as defined in the Labour Relations Act during the term of this Agreement.

7.02 The Employer undertakes that there shall be no lockout as defined in the Labour Relations Act during the term of this Agreement.

7.03 The refusal to cross a picket line in support of a legal strike among employees of the Employer shall not be considered as a breach of this Agreement.

ARTICLE 8 - BUSINESS REPRESENTATIVE AND STEWARD

8.01 (a) No discrimination shall be shown against any Stewards for carrying on their duties, but in no case shall their duties interfere with the progress of the work. It is agreed that Stewards may be appointed by the Representative of the Union who shall notify the Employer in writing. The Steward, providing he is capable of performing the regular work, shall be the last man retained by the Employer. The Stewards will be responsible for reporting any disputes to Employer and Union Representative so that these can be taken up in the proper manner without delay. The Steward may examine referral slips of men reporting to work.

(b) The Union has the right to appoint a Health and Safety Representative. The Health and Safety Representative shall be one of the last three (3) Employees retained by the Employer.

8.02 The local union having jurisdiction where the work is located may appoint a job steward, if the particular job duration is thirty days (30) or more. A Union job steward shall be one of the last three (3) employees retained on the job by the Employer provided he is competent and capable of performing the remaining work on the job. He shall also have the rights as described in 8.01(a)

ARTICLE 9 - JOB CLASSIFICATIONS AND WORK JURISDICTION

9.01 Job Classifications and work jurisdiction shall be as per attached Appendix "A", forming part of this Agreement.

ARTICLE 10 - SHIFT WORK

10.01 Any employee commencing a shift before 6:00 a.m. or commencing a shift after 12:00 noon from Midnight Sunday to Midnight Friday inclusive, shall be paid a shift premium of three dollars and fifty cents (\$3.50) per hour over and above the regular hourly rate for hours worked, effective May 1, 2007. All hours worked from Midnight Friday to Midnight Sunday shall be paid at the appropriate overtime rate, plus shift premium when applicable. A minimum of four (4) hours will be paid to the employee provided he has arrived on site and the job is cancelled or is less than four (4) hours in duration.

ARTICLE 11 - HOURS OF WORK AND OVERTIME

11.01 The regular working hours per day shall be eight and one-half (8 1/2) from Monday to Thursday inclusive and six (6) hours on Friday (subject to variation as herein provided), and the maximum number of working hours per week shall be forty (40) and work outside these hours shall be overtime work, provided that, should inclement weather cause the employees on a project to lose time during the regular working week, then six (6) hours may be extended by mutual consent by the applicable Local Union to eight and one-half (8 1/2) hours at regular time rates providing, that by doing so, forty (40) hours for that regular working week are not exceeded, in which case overtime rates will apply. The Employer shall have the right, after notice to the Union, to vary the regular working hours to provide for eight (8) hours per day, Monday to Friday inclusive.

11.02 Overtime: All work performed by employees under this Agreement, in excess of regular work day shall be overtime work. The rate of wages shall be time and one-half (1 1/2) the regular day shift rate for the first three hours (3) of overtime work and double (2x) the regular day shift rate thereafter.

11.03 All work performed on Saturdays shall be paid at the first four (4) hours at time and one half (1 1/2) the regular day shift rate, all hours thereafter at double time (2x) effective May 15, 2007.

11.04 (a) The Employer may schedule employees to work on a ten (10) hour work day, four (4) days per week. Provided that the employee is informed two (2) days in advance and is agreeable to the new shift change.

(b) Employees scheduled on a ten (10) hour work day, four (4) days per week shall be paid the rate of time and one half (1 1/2) of all hours worked on the fifth and sixth day of work and double (2x) time on the seventh day.

(c) For the purpose of clarity article 11:04 can only be implemented when a employees workweek starts on a Monday or Tuesday.

11.05 The Employer shall ensure when switching shifts from days to nights or night to days receive a minimum of ten (10) hours consecutive hours between shifts.

ARTICLE 12 - PAID HOLIDAYS

12.01 All work performed on the following holidays shall be paid for at double time:

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

ARTICLE 13 - VACATION PAY AND STATUTORY HOLIDAYS

13.01 Vacation Pay and Statutory Holiday Pay for all employees covered by this Agreement as of the date hereof shall be as follows:

Vacation Pay shall be four (4%) percent of gross wages earned;
Statutory Holiday Pay shall be six (6%) percent of gross wages earned;

A total of ten (10%) percent of gross wages earned.

13.02 The following days will constitute the recognized holidays within the terms of this Agreement.

New Year's Day

Civic Holiday

Good Friday

Labour Day

Victoria Day

Thanksgiving Day

Dominion Day

Christmas Day

Boxing Day

Family Day

During the term of any one year, three weeks vacation without pay may be taken by an employee exclusive of Statutory Holidays. The Employee shall give the Employer one month notice of this intended vacation.

13.03 * Payment of Vacation and Statutory Holiday Pay shall be made quarterly on or before the first day of January, April, July and October in each year and in accordance with the provisions of the Employment Standards Act and Regulations governing the Construction Industry.

ARTICLE 14 - WAGES WHILE TRAVELLING

14.01 (a) If an employee is required to report to the Employer's shop or yard to be transported to a job he shall be paid an amount equal to his straight time wages for the time spent traveling between the shop or yard and the job site and return after his day's work has been completed.

Applicable pension and welfare benefit contributions to be paid on such time spent traveling. Company to provide log books to employees. Shop to shop shall include travel and loading time.

(b) All employees who report directly to the job site shall not be paid travel subject to Article 14.08 will continue to apply if an employee provides his own transportation.

14.02 When a worker from one local Union jurisdiction performs work in another locals jurisdiction, the higher rates will apply.

14.03 "Point of Origin" employees shall be allowed complete mobility of movement throughout the Province of Ontario, provided they carry a membership book in good standing or proof of same in the Labourers' International Union of North America, Local 506; such employees shall not be paid less than those rates and conditions as set down in this Agreement.

14.04 Where labourer's are required, they shall be hired through the Local Union Office in the area where the Employer is working, and shall be paid in accordance with the wage rates, hours of work, fringe benefits and working conditions of the applicable area Collective Agreement in effect.

14.05 If the Local Union is unable to supply the required personnel then the Employer may hire employees outside the Union Office.

14.06 The Employer agrees to supply the Union with a classification list on demand. Any disputes relating to classification will be subject to the grievance procedure. The Employer agrees to supply to Local 506 upon demand, a list containing the names and dates of the hiring and discharging of each employee covered under the terms of this Agreement, from time to time.

14.07 Where an employee is required to stay Overnight the Employer shall pay the cost of the Employees transportation between such points and shall pay to each Employee in advance One Hundred and Fifty-five

Dollars (\$155.00) per day. Employees who are eligible for such expenses shall be required to remain on the job for one month or for the duration of the job if less than one (1) month. If the Employer provides adequate accommodation, employee is entitled to Sixty-five (\$65.00) Dollars per day for meals, to be paid to employees before going to the job. Employees shall also be paid a Sixty-Five dollar (\$65.00) meal allowance for one (1) of the two (2) days of travel.

14.08 Employees traveling to jobs within a ten (10) mile radius of Toronto City Hall shall receive no mileage allowance. If an employee is required to use his own automobile to travel outside of this Free Zone, he shall be paid forty-eight (\$0.48) cents per Kilometre for each Kilometre traveled each way outside the Zone. Employer agrees to reimburse employees for parking fees required to be paid by the employees while working on the job site, where no free parking is available.

14.09 If accumulated travel time and job time is in excess of thirteen (13) hours, Employer shall provide accommodation and living expenses as per Article 14:07.

14.10 Employees traveling to jobs within the free zone shall receive no mileage allowance. The free zone is the area bounded on the west by HWY 27, on the south by Lake Ontario, on the north by Steeles Ave. and Kennedy Road on the east.

ARTICLE 15 - REPORTING ALLOWANCE

15.01 A minimum of four (4) hours shall be paid to the employee when reporting to the shop, but is not given an opportunity to work because none is available, unless he has been notified not to report. In such cases employees must accept reasonable duties for the four (4) hour period. No premium will be paid from Monday to Friday.

ARTICLE 16 - SAFETY SANITATION AND SHELTER

16.01 On all jobs where more than five (5) employees are continuously employed on jobs of one (1) week's duration or more, there shall be shelter, heated when necessary, provided for those employees in which they may eat their lunches and store their clothing.

16.02 Sanitary toilets shall be provided in accordance with Occupational Health and Safety Act.

16.03 The Employer shall make safety hats available to employees. Employees must wear these at all times while on the job site working.

16.04 The Employer shall provide employees with such protective and wet weather clothing as may be reasonably required. The Union recognizes the right of the Employer to economically supervise the distribution of the clothing provided, and will co-operate with the Employer to prevent wasteful practices.

16.05 In co-operation with the Employer's overall program of Accident Control and Prevention, the Job Steward may report to the Foreman for corrective action any unsafe acts or violations of safety regulations. In the event the Foreman is not available to rectify any violations, the Steward will prevent any employee from working in any unsafe areas.

ARTICLE 17 - SAFETY APPAREL

17.01 Safety boots will be supplied for all employees with 1000 hours worked, and every 12 months thereafter to a maximum of sixty-five dollars (\$65.00) upon presentation of a receipt.

Approved by CSA (Safety Boots) and Omega Electrical Ratings.

17.02 The Employer shall provide free of cost to the employee all personal protective equipment that is required to perform the work

required or to protect themselves in their work environment including winter and summer coveralls or uniforms and replace when necessary, rain wear, rubber boots, safety goggles, gloves, rubber gloves, high voltage gloves, dust masks and safety goggles where same are necessary; employees are responsible for above equipment.

ARTICLE 18 - TRANSPORTATION TO HOSPITAL

18.01 Employees injured on the job shall be transported to a hospital or to a doctor's office by the Employer or at the Employer's expense. Any employee who is injured during working hours and required to leave for treatment or is sent home for such injury shall receive payment for the remainder of the employee's designated shift at his regular rate of pay and other premiums and all benefits.

ARTICLE 19 - CLASSIFICATIONS AND METHOD OF PAYMENT

19.01 (a) Skilled employees under this Agreement shall mean Journeyman Drillers and Sawers, Apprentice Drillers and Sawers, Improvers and Journeymen Trainees.

(b) Once the Apprenticeship and Journeyman's Certification program is in place then and only then Articles 19.04, 19.05, 19.06, 19.08, shall apply.

(c) In respect to workers already employed as Journeyman and/or Improvers or Trainees a grandfathering system shall be put into place.

(d) No employee shall suffer a loss in wages as a result of this agreement and in any event applicable rate increases shall apply.

19.02 The parties hereby agree to recognize and support the Concrete Sawing and Drilling apprenticeship with the Ontario Ministry of Training,

Colleges and Universities. They also agree to participate on a local and provincial apprenticeship committee (LAC) and (PAC) to develop and implement programmes and plans of training for work covered by this agreement. Such programmes and plans of training shall be incorporated in their entirety into and form part of the agreement. Each party shall be entitled to equal amounts of representation.

19.03 Once a workman has been classified, his classification shall not be changed from Employer to Employer.

19.04 Apprentices employed under the jurisdiction of this Agreement shall be required to attend apprenticeship school when directed to do so by the Local Apprenticeship Committee.

19.05 Any apprentices refusing to attend or not attending school when directed by the Local Apprenticeship Committee shall be sufficient cause for suspension or discharge from employment within the terms of this Agreement.

19.06 All apprentices shall be governed by the Ontario Ministry of Labour, regulations pertaining to Cement Masons Ontario Regulations 199/67 pursuant to the Apprenticeship and Tradesman Qualifications Act 1964.

19.07 First Year apprentice seventy-five (75%) percent of the effective Journeyman rate. Trainees ninety (90%) percent of the effective Journeyman rate.

19.08 (a) The Apprentice Plan shall not exceed three (3) years upon completion, the Apprentice must make application to become a Journeyman. Production of a Journeyman's Certificate shall entitle him to Journeyman's rate then in effect.

19.08 (b)

- A Journeyman's Certificate issued by LIUNA Training Center shall be recognized by the Employer for the purpose of this agreement.

- The Local Apprenticeship Committee shall meet within six months to discuss the implementation of this clause.

19.09 The Parties agree to participate in the established Training Program of Local 506 which will be funded by deductions from the total wage package.

19.10 Wages shall be paid and received each week by cash or cheque on Thursday payable on the job site by 2:00 p.m. or at the Employers Office by 3:30 p.m.

19.11 Every Employer shall furnish to the employee at the time the wages are paid to the employee, an attached statement that can be used for record, clearly setting forth the following:

1. The name of the Employer;
2. The period of time for which the wages are being paid; separating the travel time hours; separating the welfare time hours; premium time hours and overtime hours;
3. Room and Board.
4. The rate of regular hourly rate of wages as it applies to each employee;
5. The amount of deductions for Income Tax, Unemployment Insurance, Canada Pension Plan, Ontario Hospital and all other voluntary contributions not covered by the statute;
6. The amount of Vacation Pay credits;
7. Vehicle Allowance; and,
8. Union dues check-off.

19.12 In case of lay-off or dismissal, all employees will receive four (4) hour's notice in advance, where possible. The applicable Local Union office to receive twenty-four (24) hours notice.

19.13 Whenever Unemployment Insurance Separation Certificate, Vacation Pay and are not given to the employees at the time of termination, they shall be sent by the Employer to the employee by registered mail within two (2) business days from the time of termination to the last known address.

19.14 The Employer will retain those employees with more seniority provided they can do the work available in a fairly efficient manner.

ARTICLE 20 - RATES OF WAGES

20.01 CSDA Rates

Local 183

Journeyman												
Effective Date	Basic Wage Rate	10% Vac. Pay	Welf. Fund	Pens.	Train. Fund	Long Term Care	Retiree Trust Fund	TRI-FUND	Total Wage Pkg.	WD Ded.	OPDC Dues	CSDA
11/01/09	28.74	2.87	2.60	4.10	0.20	-	-	0.05	38.56	0.57	0.35	-
05/01/10	28.83	2.88	2.60	4.60	0.20	-	-	0.05	39.16	0.58	0.35	0.10
05/01/11	28.83	2.88	2.60	5.10	0.20	-	-	0.05	39.66	0.58	0.35	0.10
11/01/11	29.24	2.92	2.60	5.10	0.20	0.05	0.10	0.05	40.26	0.58	0.35	0.10
05/01/12	29.69	2.97	2.60	5.10	0.30	0.15	0.15	0.05	41.01	0.60	0.35	0.10
11/01/12	30.19	3.02	2.60	5.10	0.35	0.20	0.25	0.05	41.76	0.61	0.35	0.10
Improvers 95%												
11/01/09	27.27	2.73	2.60	4.10	0.20	-	-	0.05	36.95	0.57	0.35	-
05/01/10	27.39	2.74	2.60	4.60	0.20	-	-	0.05	37.58	0.58	0.35	0.10
05/01/11	27.39	2.74	2.60	5.10	0.20	-	-	0.05	38.08	0.58	0.35	0.10
11/01/11	27.78	2.78	2.60	5.10	0.20	0.05	0.10	0.05	38.66	0.58	0.35	0.10
05/01/12	28.21	2.82	2.60	5.10	0.30	0.15	0.15	0.05	39.38	0.60	0.35	0.10
11/01/12	28.68	2.87	2.60	5.10	0.35	0.20	0.25	0.05	40.10	0.61	0.35	0.10

Local 183 cont'd

Trainees 90%												
11/01/09	25.82	2.58	2.60	4.10	0.20	-	-	0.05	35.35	0.57	0.35	-
05/01/10	25.95	2.60	2.60	4.60	0.20	-	-	0.05	36.00	0.58	0.35	0.10
05/01/11	25.95	2.60	2.60	5.10	0.20	-	-	0.05	36.50	0.58	0.35	0.10
11/01/11	26.32	2.63	2.60	5.10	0.20	0.05	.10	0.05	37.05	0.58	0.35	0.10
05/01/12	26.72	2.67	2.60	5.10	0.30	0.15	.15	0.05	37.74	0.60	0.35	0.10
11/01/12	27.17	2.72	2.60	5.10	0.35	0.20	.25	0.05	38.44	0.61	0.35	0.10
1st Year Apprentice 75%												
11/01/09	21.44	2.14	2.60	4.10	0.20	-	-	0.05	30.53	0.57	0.35	-
05/01/10	21.62	2.16	2.60	4.60	0.20	-	-	0.05	31.23	0.58	0.35	0.10
05/01/11	21.62	2.16	2.60	5.10	0.20	-	-	0.05	31.73	0.58	0.35	0.10
11/01/11	21.93	2.19	2.60	5.10	0.20	0.05	.10	0.05	32.22	0.58	0.35	0.10
05/01/12	22.27	2.23	2.60	5.10	0.30	0.15	.15	0.05	32.84	0.60	0.35	0.10
11/01/12	22.64	2.26	2.60	5.10	0.35	0.20	.25	0.05	33.46	0.61	0.35	0.10
Helper 60%												
11/01/09	17.13	1.71	2.60	4.02	0.20	-	-	0.05	25.71	0.57	0.35	-
05/01/10	17.30	1.73	2.60	4.60	0.20	-	-	0.05	26.48	0.58	0.35	0.10
05/01/11	17.30	1.73	2.60	5.10	0.20	-	-	0.05	26.98	0.58	0.35	0.10
11/01/11	17.54	1.75	2.60	5.10	0.20	0.05	.10	0.05	27.40	0.58	0.35	0.10
05/01/12	17.81	1.78	2.60	5.10	0.30	0.15	.15	0.05	27.95	0.60	0.35	0.10
11/01/12	18.11	1.81	2.60	5.10	0.35	0.20	.25	0.05	28.48	0.61	0.35	0.10

Local 247

Journeyman										
Effective Date	Basic Wage Rate	10% Vac. Pay	Welf. Fund	Pens.	Train. Fund	GRSP	Total Wage Pkg.	OPDC Dues	WD Ded.	
11/01/09	27.17	2.72	2.41	2.60	0.20	1.50	36.60	0.35	3%	
05/01/10	26.81	2.68	2.50	3.91	0.30	1.00	37.20	0.35	3%	
05/01/11	27.26	2.73	2.50	3.91	0.30	1.00	37.70	0.35	3%	
11/01/11	27.81	2.78	2.50	3.91	0.30	1.00	38.30	0.35	3%	
05/01/12	28.40	2.84	2.55	3.96	0.30	1.00	39.05	0.35	3%	
11/01/12	29.00	2.90	2.60	4.00	0.30	1.00	39.80	0.35	3%	

Note: Tri-Fund is included in working dues, as per article 27.03.

Local 493

Local 493 - Journeyman											
Effective Date	Hourly Rate	Vac. Pay	Welfare & Schol. Fund	Pens.	Train. Fund	Org. Fund	Tri Fund	Suppl. Fund	Total Pkg.	WD Ded.	OPDC Dues
11/01/09	24.28	2.43	2.55	4.30	0.60	0.05	0.05	1.60	35.86	3.0%	0.35
05/01/10	24.28	2.43	2.55	4.80	0.60	0.05	0.05	1.70	36.46	3.0%	0.35
05/01/11	24.28	2.43	2.55	5.30	0.60	0.05	0.05	1.70	36.96	3.0%	0.35
11/01/11	24.65	2.46	2.55	5.30	0.60	0.05	0.05	1.90	37.56	3.0%	0.35
05/01/12	24.92	2.49	2.55	5.50	0.60	0.10	0.05	2.10	38.31	3.0%	0.35
11/01/12	25.24	2.52	2.60	5.50	0.60	0.15	0.05	2.40	39.06	3.0%	0.35
Local 493 - Improvers 95%											
Effective Date	Hourly Rate	Vac. Pay	Welfare & Schol. Fund	Pens.	Train. Fund	Org. Fund	Tri Fund	Suppl. Fund	Total Pkg.	WD Ded.	OPDC Dues
11/01/09	23.05	2.30	2.55	4.30	0.60	0.05	0.05	1.60	34.50	3.0%	0.35
05/01/10	23.05	2.30	2.55	4.80	0.60	0.05	0.05	1.67	35.07	3.0%	0.35
05/01/11	23.05	2.30	2.55	5.30	0.60	0.05	0.05	1.65	35.55	3.0%	0.35
11/01/11	23.41	2.34	2.55	5.30	0.60	0.05	0.05	1.82	36.12	3.0%	0.35
05/01/12	23.68	2.37	2.55	5.50	0.60	0.10	0.05	1.98	36.83	3.0%	0.35
11/01/12	24.00	2.40	2.60	5.50	0.60	0.15	0.05	2.24	37.54	3.0%	0.35
Local 493 - Trainees 90%											
Effective Date	Hourly Rate	Vac. Pay	Welfare & Schol. Fund	Pens.	Train. Fund	Org. Fund	Tri Fund	Suppl. Fund	Total Pkg.	WD Ded.	OPDC Dues
11/01/09	21.83	2.18	2.55	4.30	0.60	0.05	0.05	1.60	33.16	3.0%	0.35
05/01/10	21.83	2.18	2.55	4.80	0.60	0.05	0.05	1.64	33.70	3.0%	0.35
05/01/11	21.83	2.18	2.55	5.30	0.60	0.05	0.05	1.59	34.15	3.0%	0.35
11/01/11	22.19	2.22	2.55	5.30	0.60	0.05	0.05	1.73	34.69	3.0%	0.35
05/01/12	22.46	2.25	2.55	5.50	0.60	0.10	0.05	1.86	35.37	3.0%	0.35
11/01/12	22.78	2.28	2.60	5.50	0.60	0.15	0.05	2.09	36.05	3.0%	0.35

Local 493 - 1st Year Apprentice 75%

Effective Date	Hourly Rate	Vac. Pay	Welfare & Schol. Fund	Pens.	Train. Fund	Org. Fund	Tri Fund	Suppl. Fund	Total Pkg.	WD Ded.	OPDC Dues
11/01/09	18.14	1.81	2.55	4.30	0.60	0.05	0.05	1.60	29.10	3.0%	0.35
05/01/10	18.14	1.81	2.55	4.80	0.60	0.05	0.05	1.55	29.55	3.0%	0.35
05/01/11	18.14	1.81	2.55	5.30	0.60	0.05	0.05	1.43	29.93	3.0%	0.35
11/01/11	18.50	1.85	2.55	5.30	0.60	0.05	0.05	1.48	30.38	3.0%	0.35
05/01/12	18.77	1.88	2.55	5.50	0.60	0.10	0.05	1.49	30.94	3.0%	0.35
11/01/12	19.09	1.91	2.60	5.50	0.60	0.15	0.05	1.60	31.50	3.0%	0.35

Local 493 - Helper 60%

Effective Date	Hourly Rate	Vac. Pay	Welfare & Schol. Fund	Pens.	Train. Fund	Org. Fund	Tri Fund	Suppl. Fund	Total Pkg.	WD Ded.	OPDC Dues
11/01/09	14.46	1.44	2.55	4.30	0.60	0.05	0.05	1.60	25.05	3.0%	0.35
05/01/10	14.46	1.44	2.55	4.80	0.60	0.05	0.05	1.46	25.41	3.0%	0.35
05/01/11	14.46	1.44	2.55	5.30	0.60	0.05	0.05	1.26	25.71	3.0%	0.35
11/01/11	14.82	1.48	2.55	5.30	0.60	0.05	0.05	1.22	26.07	3.0%	0.35
05/01/12	15.09	1.51	2.55	5.50	0.60	0.10	0.05	1.12	26.52	3.0%	0.35
11/01/12	15.41	1.54	2.60	5.50	0.60	0.15	0.05	1.12	26.97	3.0%	0.35

Local 506

Journeyman											
Effective Date	Basic Wage Rate	10% Vac. Pay	Welfare Dent. Denovo	Pens.	Train. Fund	TRI FUND	Legal	Total Wage Pkg.	IND. FUND	OPDC Dues	WD Ded.
11/01/09	31.99	3.20	2.70	6.04	0.35	0.00	0.07	44.35	0.00	0.35	3%
05/01/10	32.40	3.24	2.80	6.04	0.40	0.00	0.07	44.95	0.10	0.35	3%
05/01/11	32.40	3.24	2.80	6.54	0.40	0.00	0.07	45.45	0.10	0.35	3%
11/01/11	32.86	3.28	2.90	6.54	0.40	0.00	0.07	46.05	0.10	0.35	3%
05/01/12	32.95	3.29	2.90	7.04	0.55	0.00	0.07	46.80	0.10	0.35	3%
11/01/12	33.17	3.32	2.90	7.54	0.55	0.00	0.07	47.55	0.10	0.35	3%
Improvers 95%											
Effective Date	Basic Wage Rate	10% Vac. Pay	Welfare Dent. Denovo	Pens.	Train. Fund	TRI FUND	Legal	Total Wage Pkg.	IND. FUND	OPDC Dues	WD Ded.
11/01/09	30.39	3.04	2.70	6.04	0.35	0.00	0.07	42.59	0.00	0.35	3%
05/01/10	30.78	3.08	2.80	6.04	0.40	0.00	0.07	43.17	0.10	0.35	3%
05/01/11	30.78	3.08	2.80	6.54	0.40	0.00	0.07	43.67	0.10	0.35	3%
11/01/11	31.22	3.12	2.90	6.54	0.40	0.00	0.07	44.25	0.10	0.35	3%
05/01/12	31.30	3.13	2.90	7.04	0.55	0.00	0.07	44.99	0.10	0.35	3%
11/01/12	31.51	3.15	2.90	7.54	0.55	0.00	0.07	45.72	0.10	0.35	3%
Trainees 90%											
Effective Date	Basic Wage Rate	10% Vac. Pay	Welfare Dent. Denovo	Pens.	Train. Fund	TRI FUND	Legal	Total Wage Pkg.	IND. FUND	OPDC Dues	WD Ded.
11/01/09	28.79	2.88	2.70	6.04	0.35	0.00	0.07	40.83	0.00	0.35	3%
05/01/10	29.16	2.92	2.80	6.04	0.40	0.00	0.07	41.39	0.10	0.35	3%
05/01/11	29.16	2.92	2.80	6.54	0.40	0.00	0.07	41.89	0.10	0.35	3%
11/01/11	29.57	2.96	2.90	6.54	0.40	0.00	0.07	42.44	0.10	0.35	3%
05/01/12	29.66	2.97	2.90	7.04	0.55	0.00	0.07	43.19	0.10	0.35	3%
11/01/12	29.85	2.98	2.90	7.54	0.55	0.00	0.07	43.89	0.10	0.35	3%

1st Year Apprentice 75%											
Effective Date	Basic Wage Rate	10% Vac. Pay	Welfare Dent. Denovo	Pens.	Train. Fund	TRI FUND	Legal	Total Wage Pkg.	IND. FUND	OPDC Dues	WD Ded.
11/01/09	23.99	2.40	2.70	6.04	0.35	0.00	0.07	35.55	0.00	0.35	3%
05/01/10	24.30	2.43	2.80	6.04	0.40	0.00	0.07	36.04	0.10	0.35	3%
05/01/11	24.30	2.43	2.80	6.54	0.40	0.00	0.07	36.54	0.10	0.35	3%
11/01/11	24.65	2.46	2.90	6.54	0.40	0.00	0.07	37.02	0.10	0.35	3%
05/01/12	24.71	2.47	2.90	7.04	0.55	0.00	0.07	37.74	0.10	0.35	3%
11/01/12	24.88	2.49	2.90	7.54	0.55	0.00	0.07	38.43	0.10	0.35	3%
Helper 60%											
Effective Date	Basic Wage Rate	10% Vac. Pay	Welfare Dent. Denovo	Pens.	Train. Fund	TRI FUND	Legal	Total Wage Pkg.	IND. FUND	OPDC Dues	WD Ded.
11/01/09	19.19	1.92	2.70	6.04	0.35	0.00	0.07	30.27	0.00	0.35	3%
05/01/10	19.44	1.94	2.80	6.04	0.40	0.00	0.07	30.69	0.10	0.35	3%
05/01/11	19.44	1.94	2.80	6.54	0.40	0.00	0.07	31.19	0.10	0.35	3%
11/01/11	19.72	1.97	2.90	6.54	0.40	0.00	0.07	31.60	0.10	0.35	3%
05/01/12	19.77	1.98	2.90	7.04	0.55	0.00	0.07	32.31	0.10	0.35	3%
11/01/12	19.90	1.99	2.90	7.54	0.55	0.00	0.07	32.95	0.10	0.35	3%

Note: Tri-Fund is included in working dues, as per article 27.03.

Local 527

Journeyman								
				Pension Fund				
Effective Date	Hourly Rate	Vac. Pay	Welf. Ben.	Pens. Fund	Tri Fund	OPDC	Total Package	IND Fund
05/01/09	27.77	2.78	2.72	4.17	0.05	0.35	37.84	0.05
05/01/10	27.77	2.78	2.82	4.67	0.05	0.35	38.44	0.05
05/01/11	27.77	2.78	2.82	5.17	0.05	0.35	38.94	0.05
11/01/11	28.27	2.83	2.87	5.17	0.05	0.35	39.54	0.05
5/01/12	28.77	2.88	2.92	5.32	0.05	0.35	40.29	0.05
11/01/12	29.27	2.93	2.97	5.47	0.05	0.35	41.04	0.05
Improvers - 95%								
				Pension Fund				
Effective Date	Hourly Rate	Vac. Pay	Welf. Ben.	Pens. Fund	Tri Fund	OPDC	Total Package	IND Fund
05/01/09	26.38	2.64	2.72	4.17	0.05	0.35	36.31	0.05
05/01/10	26.38	2.64	2.82	4.67	0.05	0.35	36.91	0.05
05/01/11	26.38	2.64	2.82	5.17	0.05	0.35	37.41	0.05
11/01/11	26.88	2.69	2.87	5.17	0.05	0.35	38.01	0.05
05/01/12	27.38	2.74	2.92	5.32	0.05	0.35	38.76	0.05
11/01/12	27.88	2.79	2.97	5.47	0.05	0.35	39.51	0.05
Trainees - 90%								
				Pension Fund				
Effective Date	Hourly Rate	Vac. Pay	Welf. Ben.	Pens. Fund	Tri Fund	OPDC	Total Package	IND Fund
05/01/09	24.98	2.50	2.72	4.17	0.05	0.35	34.77	0.05
05/01/10	24.98	2.50	2.82	4.67	0.05	0.35	35.37	0.05
05/01/11	24.98	2.50	2.82	5.17	0.05	0.35	35.87	0.05
11/01/11	25.48	2.55	2.87	5.17	0.05	0.35	36.47	0.05
05/01/12	25.98	2.60	2.92	5.32	0.05	0.35	37.22	0.05
11/01/12	26.48	2.65	2.97	5.47	0.05	0.35	37.97	0.05

1st year Apprentice - 75%

				Pension Fund				
Effective Date	Hourly Rate	Vac. Pay	Welf. Ben.	Pens. Fund	Tri Fund	OPDC	Total Package	IND Fund
05/01/09	20.81	2.08	2.72	4.17	0.05	0.35	30.18	0.05
05/01/10	20.81	2.08	2.82	4.67	0.05	0.35	30.78	0.05
05/01/11	20.81	2.08	2.82	5.17	0.05	0.35	31.28	0.05
11/01/11	21.31	2.13	2.87	5.17	0.05	0.35	31.88	0.05
05/01/12	21.81	2.18	2.92	5.32	0.05	0.35	32.63	0.05
11/01/12	22.31	2.23	2.97	5.47	0.05	0.35	33.38	0.05

Helper - 65%

				Pension Fund				
Effective Date	Hourly Rate	Vac. Pay	Welf. Ben.	Pens. Fund	Tri Fund	OPDC	Total Package	IND Fund
05/01/09	18.02	1.80	2.72	4.17	0.05	0.35	27.11	0.05
05/01/10	18.02	1.80	2.82	4.67	0.05	0.35	27.71	0.05
05/01/11	18.02	1.80	2.82	5.17	0.05	0.35	28.21	0.05
11/01/11	18.52	1.85	2.87	5.17	0.05	0.35	28.81	0.05
05/01/12	19.02	1.90	2.92	5.32	0.05	0.35	29.56	0.05
11/01/12	19.52	1.95	2.97	5.47	0.05	0.35	30.31	0.05

Local 607

Journeyman									
Effective Date	Basic Wage Rate	10% Vac. Pay	Welfare Dent. Denovo	Pens.	Train. Fund	Legal	Total Wage Pkg.	OPDC Dues	WD Ded.
05/01/09	32.04	3.20	2.80	5.89	0.35	0.07	44.35	0.35	0.96
05/01/10	32.28	3.23	2.90	6.19	0.35	-	44.95	0.35	.97
05/01/11	32.42	3.24	3.00	6.44	0.35	-	45.45	0.35	.97
11/01/11	32.96	3.30	3.00	6.44	0.35	-	46.05	0.35	.99
05/01/12	33.33	3.33	3.10	6.69	0.35	-	46.80	0.35	1.00
11/01/12	33.78	3.38	3.10	6.94	0.35	-	47.55	0.35	1.01

Improvers 95%									
Effective Date	Basic Wage Rate	10% Vac. Pay	Welfare Dent. Denovo	Pens.	Train. Fund	Legal	Total Wage Pkg.	OPDC Dues	WD Ded.
05/01/09	30.42	3.04	2.80	5.89	0.35	0.07	42.57	0.35	0.96
05/01/10	30.64	3.06	2.90	6.19	0.35	-	43.14	0.35	0.97
05/01/11	30.76	3.07	3.00	6.44	0.35	-	43.62	0.35	0.97
11/01/11	31.28	3.12	3.00	6.44	0.35	-	44.19	0.35	0.99
05/01/12	31.60	3.16	3.10	6.69	0.35	-	44.90	0.35	1.00
11/01/12	32.02	3.20	3.10	6.94	0.35	-	45.61	0.35	1.01

Trainees 90%									
Effective Date	Basic Wage Rate	10% Vac. Pay	Welfare Dent. Denovo	Pens.	Train. Fund	Legal	Total Wage Pkg.	OPDC Dues	WD Ded.
05/01/09	28.79	2.87	2.80	5.89	0.35	0.07	40.77	0.35	0.96
05/01/10	28.97	2.90	2.90	6.19	0.35	-	41.31	0.35	0.97
05/01/11	29.06	2.91	3.00	6.44	0.35	-	41.76	0.35	0.97
11/01/11	29.55	2.96	3.00	6.44	0.35	-	42.30	0.35	0.99
05/01/12	29.86	2.98	3.10	6.69	0.35	-	42.98	0.35	1.00
11/01/12	30.25	3.02	3.10	6.94	0.35	-	43.66	0.35	1.01

1st Year Apprentice 75%									
Effective Date	Basic Wage Rate	10% Vac. Pay	Welfare Dent. Denovo	Pens.	Train. Fund	Legal	Total Wage Pkg.	OPDC Dues	WD Ded.
05/01/09	23.92	2.39	2.80	5.89	0.35	0.07	35.42	0.35	0.96
05/01/10	24.03	2.40	2.90	6.19	0.35	-	35.87	0.35	0.97
05/01/11	24.06	2.40	3.00	6.44	0.35	-	36.25	0.35	0.97
11/01/11	24.47	2.44	3.00	6.44	0.35	-	36.70	0.35	0.99
05/01/12	24.66	2.46	3.10	6.69	0.35	-	37.26	0.35	1.00
11/01/12	24.94	2.49	3.10	6.94	0.35	-	37.82	0.35	1.01
Helper 60%									
Effective Date	Basic Wage Rate	10% Vac. Pay	Welfare Dent. Denovo	Pens.	Train. Fund	Legal	Total Wage Pkg.	OPDC Dues	WD Ded.
05/01/09	19.04	1.90	2.80	5.89	0.35	0.07	30.05	0.35	0.96
05/01/10	19.06	1.91	2.90	6.19	0.35	-	30.41	0.35	0.97
05/01/11	19.02	1.90	3.00	6.44	0.35	-	30.71	0.35	0.97
11/01/11	19.35	1.93	3.00	6.44	0.35	-	31.07	0.35	0.99
05/01/12	19.44	1.94	3.10	6.69	0.35	-	31.52	0.35	1.00
11/01/12	19.62	1.96	3.10	6.94	0.35	-	31.97	0.35	1.01

Note: Tri-Fund is included in Training Fund Contributions and will be remitted, as per article 27.03.

Local 625

Journeyman													
Effective Date	Basic Wage Rate	8% Vac. Pay	Health & Welf.	Legal	Pens.	Train. Fund	Tri-Fund	Total Wage Pkg.	Loc W/D 2%	Org. Fund	OPDC Dues	GSRP	WD Ded.
05/01/09	30.12	2.40	2.00	0.05	3.77	0.19	0.05	38.58	0.61	0.25	0.35	1.00	0.20
05/01/10	30.11	2.40	2.00	0.05	4.27	0.30	0.05	39.18	0.60	0.25	0.35	1.00	0.20
05/01/11	30.11	2.40	2.00	0.05	4.77	0.30	0.05	39.68	0.60	0.25	0.35	1.00	0.20
11/01/11	30.19	2.42	2.00	0.05	5.27	0.30	0.05	40.28	0.60	0.25	0.35	1.00	0.20
05/01/12	30.43	2.43	2.00	0.05	5.77	0.30	0.05	41.03	0.61	0.25	0.35	1.00	0.20
11/01/12	30.66	2.45	2.00	0.05	6.27	0.30	0.05	41.78	0.61	0.25	0.35	1.00	0.20
Improvers 95%													
Effective Date	Basic Wage Rate	8% Vac. Pay	Health & Welf.	Legal	Pens.	Train. Fund	Tri-Fund	Total Wage Pkg.	Loc W/D 2%	Org. Fund	OPDC Dues	GSRP	WD Ded.
05/01/09	28.59	2.28	2.00	0.05	3.77	0.19	0.05	36.93	0.58	0.25	0.35	1.00	0.20
05/01/10	28.58	2.28	2.00	0.05	4.27	0.30	0.05	37.53	0.57	0.25	0.35	1.00	0.20
05/01/11	28.58	2.28	2.00	0.05	4.77	0.30	0.05	38.03	0.57	0.25	0.35	1.00	0.20
11/01/11	28.67	2.29	2.00	0.05	5.27	0.30	0.05	38.63	0.57	0.25	0.35	1.00	0.20
05/01/12	28.90	2.31	2.00	0.05	5.77	0.30	0.05	39.38	0.58	0.25	0.35	1.00	0.20
11/01/12	29.13	2.33	2.00	0.05	6.27	0.30	0.05	40.13	0.58	0.25	0.35	1.00	0.20
Trainees 90%													
Effective Date	Basic Wage Rate	8% Vac. Pay	Health & Welf.	Legal	Pens.	Train. Fund	Tri-Fund	Total Wage Pkg.	Loc W/D 2%	Org. Fund	OPDC Dues	GSRP	WD Ded.
05/01/09	27.06	2.16	2.00	0.05	3.77	0.19	0.05	35.28	0.55	0.25	0.35	1.00	0.20
05/01/10	27.05	2.16	2.00	0.05	4.27	0.30	0.05	35.88	0.55	0.25	0.35	1.00	0.20
05/01/11	27.05	2.16	2.00	0.05	4.77	0.30	0.05	36.38	0.55	0.25	0.35	1.00	0.20
11/01/11	27.14	2.17	2.00	0.05	5.27	0.30	0.05	36.98	0.55	0.25	0.35	1.00	0.20
05/01/12	27.37	2.19	2.00	0.05	5.77	0.30	0.05	37.73	0.55	0.25	0.35	1.00	0.20
11/01/12	27.60	2.21	2.00	0.05	6.27	0.30	0.05	38.48	0.55	0.25	0.35	1.00	0.20

1st Year Apprentice 75%													
Effective Date	Basic Wage Rate	8% Vac. Pay	Health & Welf.	Legal	Pens.	Train. Fund	Tri-Fund	Total Wage Pkg.	Loc W/D 2%	Org. Fund	OPDC Dues	GSRP	WD Ded.
05/01/09	22.48	1.79	2.00	0.05	3.77	0.19	0.05	30.33	0.45	0.25	0.35	1.00	0.20
05/01/10	22.47	1.79	2.00	0.05	4.27	0.30	0.05	30.93	0.45	0.25	0.35	1.00	0.20
05/01/11	22.47	1.79	2.00	0.05	4.77	0.30	0.05	31.43	0.45	0.25	0.35	1.00	0.20
11/01/11	22.56	1.80	2.00	0.05	5.27	0.30	0.05	32.03	0.45	0.25	0.35	1.00	0.20
05/01/12	22.79	1.82	2.00	0.05	5.77	0.30	0.05	32.78	0.46	0.25	0.35	1.00	0.20
11/01/12	23.02	1.84	2.00	0.05	6.27	0.30	0.05	33.53	0.46	0.25	0.35	1.00	0.20

Helper 60%													
Effective Date	Basic Wage Rate	8% Vac. Pay	Health & Welf.	Legal	Pens.	Train. Fund	Tri-Fund	Total Wage Pkg.	Loc W/D 2%	Org. Fund	OPDC Dues	GSRP	WD Ded.
05/01/09	17.89	1.43	2.00	0.05	3.77	0.19	0.05	25.38	0.36	0.25	0.35	1.00	0.20
05/01/10	17.88	1.43	2.00	0.05	4.27	0.30	0.05	25.98	0.36	0.25	0.35	1.00	0.20
05/01/11	17.88	1.43	2.00	0.05	4.77	0.30	0.05	26.48	0.36	0.25	0.35	1.00	0.20
11/01/11	17.97	1.44	2.00	0.05	5.27	0.30	0.05	27.08	0.36	0.25	0.35	1.00	0.20
05/01/12	18.20	1.46	2.00	0.05	5.77	0.30	0.05	27.83	0.36	0.25	0.35	1.00	0.20
11/01/12	18.43	1.48	2.00	0.05	6.27	0.30	0.05	28.58	0.37	0.25	0.35	1.00	0.20

Local 837

Effective Date	Basic Wage Rate	Vac. Pay	Benefits	Pension	Train. Fund	Total Wage Pkg	W. DUES	OPDC
01/01/10	24.58	2.46	1.90	2.90	0.25	32.09	0.50	0.35
05/01/10	24.67	2.47	1.90	3.40	0.25	32.69	0.50	0.35
05/01/11	24.67	2.47	1.90	3.90	0.25	33.19	0.50	0.35
11/01/11	25.22	2.52	1.90	3.90	0.25	33.79	0.50	0.35
05/01/12	25.45	2.54	1.90	4.40	0.25	34.54	0.50	0.35
11/01/12	26.13	2.61	1.90	4.40	0.25	35.29	0.50	0.35

Note: Tri-Fund is included in working dues, as per article 27.03.

Local 1036 (same as ICI Labourers)

GROUP A										
Effective Date	Hourly Rate	10% Vac. Pay	Health & Welfare	Pens.	Train. Fund	Tri Fund	Total Pkg.	WD Ded.	OPDC Dues	Ind. Fund
05/01/09	25.78	2.52	2.50	4.70	0.15	0.05	35.20	1.10	0.35	0.31
05/01/10	25.82	2.58	2.50	5.20	0.15	0.05	36.30	1.10	0.35	0.31
05/01/11	25.82	2.58	2.50	5.70	0.15	0.05	36.80	1.10	0.35	0.31
11/01/11	26.18	2.62	2.50	5.90	0.15	0.05	37.40	1.10	0.35	0.31
05/01/12	26.59	2.66	2.60	6.10	0.15	0.05	38.15	1.10	0.35	0.31
11/01/12	27.09	2.71	2.60	6.30	0.15	0.05	38.90	1.10	0.35	0.31

Local 1059

Journeyman										
Effective Date	Hourly Wage Rate	Vac. Pay (10%)	Welfare	Pens.	Tri-Fund	Training Fund	Total Pkg.	Union Admin	OPDC Admin.	
11/01/09	35.65	3.57	2.70	2.13	0.05	0.25	44.35	0.72	0.35	
05/01/10	35.75	3.58	2.80	2.52	0.05	0.25	44.95	0.72	0.35	
05/01/11	35.95	3.59	2.80	2.81	0.05	0.25	45.45	0.72	0.35	
11/01/11	36.49	3.65	2.80	2.81	0.05	0.25	46.05	0.73	0.35	
05/01/12	36.91	3.69	2.80	3.10	0.05	0.25	46.80	0.74	0.35	
11/01/12	37.59	3.76	2.80	3.10	0.05	0.25	47.55	0.75	0.35	
Improvers 95%										
11/01/09	34.04	3.40	2.70	2.13	0.05	0.25	42.57	0.72	0.35	
05/01/10	34.14	3.41	2.80	2.52	0.05	0.25	43.17	0.72	0.35	
05/01/11	34.33	3.43	2.80	2.81	0.05	0.25	43.67	0.72	0.35	
11/01/11	34.87	3.49	2.80	2.81	0.05	0.25	44.27	0.73	0.35	
05/01/12	35.29	3.53	2.80	3.10	0.05	0.25	45.02	0.74	0.35	
11/01/12	35.97	3.60	2.80	3.10	0.05	0.25	45.77	0.75	0.35	
Trainees 90%										
11/01/09	32.40	3.24	2.70	2.13	0.05	0.25	40.77	0.72	0.35	
05/01/10	32.50	3.25	2.80	2.52	0.05	0.25	41.37	0.72	0.35	
05/01/11	32.69	3.27	2.80	2.81	0.05	0.25	41.87	0.72	0.35	
11/01/11	33.24	3.32	2.80	2.81	0.05	0.25	42.47	0.73	0.35	
05/01/12	33.65	3.37	2.80	3.10	0.05	0.25	43.22	0.74	0.35	
11/01/12	34.34	3.43	2.80	3.10	0.05	0.25	43.97	0.75	0.35	

1st Year Apprentice 75%									
Effective Date	Hrly. Wage Rate	Vac. Pay (10%)	Welfare	Pens.	Tri-Fund	Training Fund	Total Pkg.	Union Admin	OPDC Admin.
11/01/09	27.54	2.75	2.70	2.13	0.05	0.25	35.42	0.72	0.35
05/01/10	27.64	2.76	2.80	2.52	0.05	0.25	36.02	0.72	0.35
05/01/11	27.83	2.78	2.80	2.81	0.05	0.25	36.52	0.72	0.35
11/01/11	28.37	2.84	2.80	2.81	0.05	0.25	37.12	0.73	0.35
05/01/12	28.79	2.88	2.80	3.10	0.05	0.25	37.87	0.74	0.35
11/01/12	29.47	2.95	2.80	3.10	0.05	0.25	38.62	0.75	0.35
Helper 60%									
11/01/09	23.06	2.31	2.70	2.13	0.05	0.25	30.50	0.72	0.35
05/01/10	23.16	2.32	2.80	2.52	0.05	0.25	31.10	0.72	0.35
05/01/11	23.35	2.34	2.80	2.81	0.05	0.25	31.60	0.72	0.35
11/01/11	23.90	2.39	2.80	2.81	0.05	0.25	32.20	0.73	0.35
05/01/12	24.32	2.43	2.80	3.10	0.05	0.25	32.95	0.74	0.35
11/01/12	25.00	2.50	2.80	3.10	0.05	0.25	33.70	0.75	0.35

Local 1081

Journeyman											
Effective Date	Basic Wage Rate	10% Vac. Pay	Welfare Dent. Denovo	Pens.	Train. Fund	TRI FUND	Legal	Total Wage Pkg.	IND. FUND	OPDC Dues	WD Ded.
11/01/09	31.99	3.20	2.70	6.04	0.35	0.00	0.07	44.35	0.00	0.35	3%
05/01/10	32.40	3.24	2.80	6.04	0.40	0.00	0.07	44.95	0.10	0.35	3%
05/01/11	32.40	3.24	2.80	6.54	0.40	0.00	0.07	45.45	0.10	0.35	3%
11/01/11	32.86	3.28	2.90	6.54	0.40	0.00	0.07	46.05	0.10	0.35	3%
05/01/12	32.95	3.29	2.90	7.04	0.55	0.00	0.07	46.80	0.10	0.35	3%
11/01/12	33.17	3.32	2.90	7.54	0.55	0.00	0.07	47.55	0.10	0.35	3%
Improvers 95%											
11/01/09	30.39	3.04	2.70	6.04	0.35	0.00	0.07	42.59	0.00	0.35	3%
05/01/10	30.78	3.08	2.80	6.04	0.40	0.00	0.07	43.17	0.10	0.35	3%
05/01/11	30.78	3.08	2.80	6.54	0.40	0.00	0.07	43.67	0.10	0.35	3%
11/01/11	31.22	3.12	2.90	6.54	0.40	0.00	0.07	44.25	0.10	0.35	3%
05/01/12	31.30	3.13	2.90	7.04	0.55	0.00	0.07	44.99	0.10	0.35	3%
11/01/12	31.51	3.15	2.90	7.54	0.55	0.00	0.07	45.72	0.10	0.35	3%

Trainees 90%											
Effective Date	Basic Wage Rate	10% Vac. Pay	Welfare Dent. Denovo	Pens.	Train. Fund	TRI FUND	Legal	Total Wage Pkg.	IND. FUND	OPDC Dues	WD Ded.
11/01/09	28.79	2.88	2.70	6.04	0.35	0.00	0.07	40.83	0.00	0.35	3%
05/01/10	29.16	2.92	2.80	6.04	0.40	0.00	0.07	41.39	0.10	0.35	3%
05/01/11	29.16	2.92	2.80	6.54	0.40	0.00	0.07	41.89	0.10	0.35	3%
11/01/11	29.57	2.96	2.90	6.54	0.40	0.00	0.07	42.44	0.10	0.35	3%
05/01/12	29.66	2.97	2.90	7.04	0.55	0.00	0.07	43.19	0.10	0.35	3%
11/01/12	29.85	2.98	2.90	7.54	0.55	0.00	0.07	43.89	0.10	0.35	3%
1st Year Apprentice 75%											
Effective Date	Basic Wage Rate	10% Vac. Pay	Welfare Dent. Denovo	Pens.	Train. Fund	TRI FUND	Legal	Total Wage Pkg.	IND. FUND	OPDC Dues	WD Ded.
11/01/09	23.99	2.40	2.70	6.04	0.35	0.00	0.07	35.55	0.00	0.35	3%
05/01/10	24.30	2.43	2.80	6.04	0.40	0.00	0.07	36.04	0.10	0.35	3%
05/01/11	24.30	2.43	2.80	6.54	0.40	0.00	0.07	36.54	0.10	0.35	3%
11/01/11	24.65	2.46	2.90	6.54	0.40	0.00	0.07	37.02	0.10	0.35	3%
05/01/12	24.71	2.47	2.90	7.04	0.55	0.00	0.07	37.74	0.10	0.35	3%
11/01/12	24.88	2.49	2.90	7.54	0.55	0.00	0.07	38.43	0.10	0.35	3%
Helper 60%											
Effective Date	Basic Wage Rate	10% Vac. Pay	Welfare Dent. Denovo	Pens.	Train. Fund	TRI FUND	Legal	Total Wage Pkg.	IND. FUND	OPDC Dues	WD Ded.
11/01/09	19.19	1.92	2.70	6.04	0.35	0.00	0.07	30.27	0.00	0.35	3%
05/01/10	19.44	1.94	2.80	6.04	0.40	0.00	0.07	30.69	0.10	0.35	3%
05/01/11	19.44	1.94	2.80	6.54	0.40	0.00	0.07	31.19	0.10	0.35	3%
11/01/11	19.72	1.97	2.90	6.54	0.40	0.00	0.07	31.60	0.10	0.35	3%
05/01/12	19.77	1.98	2.90	7.04	0.55	0.00	0.07	32.31	0.10	0.35	3%
11/01/12	19.90	1.99	2.90	7.54	0.55	0.00	0.07	32.95	0.10	0.35	3%

Note: Tri-Fund is included in working dues, as per article 27.03.

Local 1089 (same as ICI Labourers)

Group A: Labourer											
Effective Date	Hourly Rate	8% Vac. Pay	Health & Welfare	GRSP	Pens.	Train. Fund	Tri-Fund	Total Pkg.	WD Ded.	OPC Dues	Emp. Fund
05/01/09	28.99	2.31	1.70	1.75	3.90	0.40	0.05	39.10	1.18	0.35	0.35
05/01/10	29.03	2.32	1.75	1.75	4.40	0.40	0.05	39.70	1.18	0.35	0.35
05/01/11	29.08	2.32	1.85	1.75	4.70	0.45	0.05	40.20	1.22	0.35	0.35
11/01/11	29.63	2.37	1.85	1.75	4.70	0.45	0.05	40.80	1.22	0.35	0.35
05/01/12	29.91	2.39	1.95	1.75	5.00	0.50	0.05	41.55	1.25	0.35	0.35
11/01/12	30.60	2.45	1.95	1.75	5.00	0.50	0.05	42.30	1.25	0.35	0.35

20.02 Employers will be permitted to employ a maximum of one (1) helper for up to five (5) employees. Employers employing over twenty (20) employees will be permitted to hire five (5) helpers per twenty (20) employees.

Helpers shall be given first opportunity to become apprentices, provided they are willing and able to do the work.

It is agreed and understood that helpers will not perform work of other classifications.

20.03 Journeyman Drillers and Sawers shall receive a minimum differential of One Dollar (\$1.00) per hour above the base labourer rate, based on the area of which the Journeyman Driller and Sawyer is a member.

ARTICLE 21 - SWING SCAFFOLD AND SUSPEND SCAFFOLD

21.01 The Employer agrees to pay employees covered by this Agreement a premium of Two Dollars and Fifty (\$2.50) cents per hour for Confined Space work, Swing Scaffold work, Suspended Scaffold work, Bosun's Chair work, Sky lift work and Zoom Boom work. This premium shall be paid for the entire shift.

ARTICLE 22 - FOREMAN

22.01 The Employer shall choose a Working Foreman belonging to the bargaining unit, and on site for the duration of the job provided there is more than four (4) employees working in the same location for the same customer and provided that the job is in excess of seven (7) days in duration. That Foreman shall be paid an additional two dollar (\$2.00) per hour.

ARTICLE 23 - COFFEE BREAK

23.01 An employee will be allowed to have one (1) paid work break of ten (10) minutes during each half of his working shift, mid-point.

23.02 One half-hour (1/2) lunch or supper break mid-way in each shift.

ARTICLE 24 - WORKING CONDITIONS

24.01 The Employer will replace worn, broken or damaged tools as follows:

hammer, pliers, vise grips, pipe wrenches, ratchet set, 4 screwdrivers, chalk line, tape measure.

(a) Employees to be allowed sufficient time on each shift to clean up and put away tools and equipment.

(b) The Employer agrees that when employees are working at night or with mechanical equipment there shall be at least two (2) employees of the Employer scheduled at all times or provisions will be made with the owner of the work to have another person in the immediate area. All employees have the right to a work refusal if there is no person in the area without any repercussion.

ARTICLE 25 - JURISDICTIONAL DISPUTES

25.01 When a work claim dispute arises between the Union which is a Party to this Agreement, and any other Union, persons or organization which cannot be settled to the satisfaction of all Parties concerned, such dispute shall immediately be processed as a Complaint to the Ontario Labour Relations Board, requesting an Order from the Board as outlined in Section 91 of the Labour Relations Act. In the meantime, work will continue as assigned to the Labourers' Union by the Employer until

otherwise directed by the Ontario Labour Relations Board.

ARTICLE 26 - WELFARE, TRAINING AND PENSION

26.01 WELFARE:

(a) Each Employer shall make contributions to the applicable Employee Benefit Plan as per Appendix “C” at the rates provided in Article 20 – Rates of Wages. Such contributions shall be made on or before the fifteenth (15th) of the month following the month in which such hours were worked and shall be accompanied by a remittance report form for such employees as prescribed by the Trustees of the applicable Fund. Each monthly report and contributions shall include all obligations arising from hours worked up to the close of the Employer’s payroll ending the nearest to the last day of the preceding calendar month. Such contributions shall be made payable by cheque to the applicable Fund

(b) The Employer agrees that an amount of two cents (\$0.02) per hour earned by each employee covered by this agreement shall be sent to the Employee Benefit Trust to establish a Substance Abuse Program with DeNovo.

26.02 TRAINING:

(a) It is agreed that the Employers shall continue to contribute to the established Labourers’ Training Trust Funds as per Appendix “C” at the rates provided by Article 20 – Rates of Wages.

(b) The established Welfare and Training Plans of each Local, shall be complied with as required herein provided that, except in the case of a General Concrete Sawing and Drilling Labourer, the total payment of wages, vacation pay, welfare, pension and training shall be equal to the total provided herein and wages shall, if necessary, be

adjusted to comply with this requirement.

(c) The Employer agrees to pay into the appropriate Funds, the amounts as per Appendix 'C' attached to this Agreement by the fifteenth (15th) day of the month following the month such hours were worked and shall be accompanied by a remittance form for each employee on a form prescribed by the trustees of the Fund. Each monthly report and contribution shall include all obligations arising from hours worked up to the close of the Employer's payroll ending nearest to the last day of the preceding calendar month. At no time shall Employer contributions due the Funds provided herein be paid directly to the employee.

26.03 **PENSION:**

It is agreed that the Employer shall pay into the established Labourers' Pension Fund of Central & Eastern Canada, at the rates provided by Article 20 – Rates of Wages. Such contributions shall be paid to the Trustees of the Pension fund on or before the fifteenth (15th) of the month following the month such hours were worked and shall be accompanied by a remittance form for each employee on a form prescribed by the Trustees of the Fund. Each monthly report and contribution shall include all obligations arising from hours worked up to the preceding calendar month.

26.04 If the Employer does not have any members in his employ a NIL REPORT shall be filed in accordance with Section 26:01 above.

26.05 At no time shall the contributions be paid directly to the employee. If payment is over thirty (30) days late, interest at one (1%) percent per month shall be paid from the due date, provided the Employer is given five (5) days after notice to correct such delinquency. In addition, the delinquent Employer may be required by the Trustees of the Funds to deposit with the Trustees a Two Thousand, Five Hundred Dollar cash bond (\$2,500.00).

26.06 Each Employer bound by this Collective Agreement agrees that upon the written demand of the Trustees of any Employee Benefit Plan to which the Employer shall permit the Trustees, their Representatives or anyone acting on their behalf or in accordance with their instructions to:

(i) enter upon the Employer's premises at any reasonable time or times for the purpose of carrying out an inspection, audit or examination;

(ii) examine all books of accounts, documents, vouchers, payrolls, records, time sheets or any other material which may be relevant to the said inspection, audit or examination;

(iii) make inquiries of the Employer or any persons employed or otherwise engaged by the Employer, which person shall produce all books of account, documents, vouchers, payrolls, records, time sheets or any other material which may be relevant to the said inspection, audit or examination; in order to ensure that the Employer has been complying with its obligations to make contributions to any such Benefit Plan.

26.07 Every Employer bound by this Collective Agreement hereby covenants and agrees to sign a Participation Agreement with the Trustees of the applicable Fund in the Form attached hereto:

ARTICLE 27 - LABOURERS LOCAL UNION ADMINISTRATION FUND INITIATION FEES AND UNION DUES

27.01 (a) The employee hereby agrees that each Employer shall deduct an amount as specified in Article 20 – Rates of Wages for each hour earned from the Employee's hourly rate for Union Administration Dues. Furthermore, an additional amount of thirty-five (\$0.35) cents, as specified in Article 20 – Rates of Wages, shall be deducted for OPDC Administration Dues.

(b) Local Union working dues shall be paid to the Local Union the work is being performed in for all employees covered by this agreement.

SCHEDULE OF WORKING DUES

Refer to Rates on Page 21, Article 20:01

27.02 Such deductions shall be compiled monthly and remitted, along with such other contributions and deductions as provided for by this Agreement, not later than the: fifteenth (15) of the month following the work month for deposit with the secretary-treasurer of the "Labourers' Local union where the work is being performed.

27.03 (a) Ontario Provincial District Council dues deductions shall be compiled monthly and remitted not later than the 15th of the month following the work month for deposit to the Labourers Pension Fund of Central and Eastern Canada. Notwithstanding any other provisions of this Agreement, Appendix or Local Union Schedule, the Employer shall pay the sum of five cents (\$0.05) for each hour worked to the Labourers' International Union of North America, Canadian Tri-Fund and remit same to the Labourers' Pension Fund of Central and Eastern Canada on the fifteenth (15th) day of the calendar month following the month in which these hours were worked.

27.04 A check off system of Union Initiation Fees and Dues shall be instituted and made operative for the life of this Agreement. The Employer will supply full check off lists of employees, subject to check off, and agrees to collect monthly for the Union Dues and Initiation Fees as prescribed by the Union. The Employer will transmit the monies so collected to the designated official(s) of the Union once each month, before the fifteenth (15th) day of the month, accompanied by a list of those employees from whom deductions have been made.

27.05 The Local 506 wage rates and other monetary terms shall apply

in all areas provided that the Association may, on Ten (10) days written notice, require any other local union bound to this agreement to bargain wages rates and monetary terms for that local union's geographic area. Pending the negotiation of such other rates and/or monetary terms the local 506 terms shall continue to apply.

ARTICLE 28 - GENERAL PURPOSE

28.01 Employees who voluntarily are designated "Standby" for a weekend and who are not called out, will receive sixty dollars (\$60.00) for that weekend.

ARTICLE 29 - TERMINATION

29.01 This Agreement shall become effective and operative from the 1st. day of May 2010, and shall remain in effect until the 30th day of April 2013, and shall continue in force from year to year thereafter, unless either Party shall furnish the other with notice of termination of or proposed revision of this Agreement, not more than ninety (90) days and not less than sixty (60) days before the 30th day of April 2010, or in a like period in any year thereafter.

SIGNED ON BEHALF OF THE PARTIES THIS 14th DAY OF December , 2010

For: Concrete Sawing and
Drilling Association

For: Labourers' International Union
of North America Ontario
Provincial District Council



DAVID NEAL
PRINT NAME

PRINT NAME

PRINT NAME



PATRICK LITTLE
PRINT NAME

Paul Hickey
PAUL HICKEY
PRINT NAME



Roy BERNARDINI
PRINT NAME

APPENDIX A.

JOB CLASSIFICATIONS - Equipment operators of the following.

1. Core Drill c/w Electric and Hydraulic power unit;
2. Diamond Core Bits;
3. Carbide Core Bits and twist drill;
4. Compressors air and hydraulic;
5. Demo hammers electric and air;
6. Concrete road saw and electric gas hydraulic;
7. Diamond Saw blades and abrasive blades;
8. Wall saws hydraulic and electric;
9. Cut off saws gas and electric;
10. Grooving equipment road and plant;
11. 8 H.P. and 65 H.P. concrete saw gas;
12. 220-3 phase electric saw;
13. 550 electric saws;
14. Aqua tech drill stands w/d-t-1 4 speed motors;
15. Milwaukee vacuum cleaners;
16. "999" Kent air rams;
17. 250 CFM Compressors;
18. 75 CFM Compressors;
19. 150 CFM Compressors;
20. Target safety groovers w/20" wide diamond head;
21. 60 and 80 lb. air hammers;
22. "747" Roto hammers;
23. Cappar injection machine;
24. Cushion cut wall saw frames and power units;
25. Grout pumps;
26. Water pumps;

27. 400 watt generators;
28. Fork lifts;
29. Step groovers;
30. All types of control joint application equipment;
31. Blow guns;
32. Core drilling machines; electric hydraulic; air motor; gas diamond and abrasive; wet or dry;
33. Flat saws;
34. Wall saws;
35. Curb cutting machines;
36. Wagon drill and air truck drill;
37. Scarfire machine;
38. Back hoe "case" (580)
39. John Deere 450c crawler loaders;
40. Fork lift;
41. Dump trucks;
42. Boom trucks;
43. Scaffold stationary;
44. Swing stage;
45. Bosun's chair;
46. Rigging;
47. Scanners, X-ray

WORK JURISDICTION

1. Concrete core drilling;
2. Concrete test cores;
3. Flat sawing, (reinforced concrete floors);
4. Road sawing asphalt and concrete;
5. Wall sawing, concrete, brick, stone, block;
6. Control joints;
7. Structural concrete bonding (epoxy injection);

8. Concrete spall repairs;
9. Anti-skid floor surfaces;
10. Grouting - slab surfaces;
11. Safety grooving;
12. Supply and install expansion joint;
13. Epoxy mortar application;
14. Supply and apply epoxy sealers;
15. Flashing cutting;
16. Curb cutting;
17. Drill and install anchor bolts;
18. Joint sealing with joint compounds epoxy, sterfoam, lead, wax, rubber or caulk;
19. Concrete removal;
20. Removal of rubble from sites, (Dump truck);
21. Building and bridge demolition;
22. Back filling, excavating;
23. Pavement removal;
24. Wire Sawing;
25. Hydro Stress;
26. X-Ray;
27. Scanning;
28. Brokk;
29. Diamond Chain Saw;
30. Skill Saw.
31. Cutting loops to control traffic
32. Pick up and disposal of al slur
33. X-ray and Scanners
34. Pouring and finishing of concrete

APPENDIX B.

ASSOCIATION / LOCAL UNIONS & GEOGRAPHIC LOCATIONS

Concrete Sawing & Drilling Association

25 Hale Road

Brampton, ON L6W 3J9

David Neal

Phone: (905) 457-8120

Fax: (905) 457-8944

Labourers' International Union of North America, Ontario Provincial District Council

1315 North Service Rd. East

7th Floor, Suite 701

Oakville, ON L6H 1A7

Phone: (416) 240-7254

Fax: (416) 240-7260

District Council Business Manager: Patrick Little

President: Joseph Mancinelli

Vice-President: Carmen Principato

Secretary Treasurer: Robert Leone

Executive Board: Luigi Carrozzi, Walter Dunn, Jim MacKinnon

LIUNA Central & Eastern Canada Regional Office

44 Hughson Street South

Hamilton, Ontario L8N 2A7

Regional Manager: Joseph Mancinelli

Phone: (905) 522-7177

Fax: (905) 522-9310

Universal Workers Union Local 183 - Eastern Office

(Local 183 has the right to, and may, change its name and the Employer agrees that upon written notice from Local 183 that it has formally changed its name, Local 183, under its new name, will enjoy all status, rights, obligations and will in all other ways, both under the Collective Agreement and otherwise, be the successor to the Universal Workers Union L.I.U.N.A. Local 183)

560 Dodge Street, P.O.Box 156

Phone: (905) 372-1183

Coburg, Ontario K9A 4K5

Fax: (905) 372-7488

Business Manager: Durval Terceira

The Counties of Peterborough, Victoria and Haliburton, east part of Northumberland County on a line running from Lake Ontario to Rice Lake, including Cramahe, Percy, Seymore, Brighton and Murray Township. The Regional Municipality of Durham (with the exception of part of Pickering Township on a line running from the south of Lake Ontario to the north at the third concession on Pickering Beach Road) and including all towns and townships therein; namely, the Town of Whitby, Whitby Township, Uxbridge and Uxbridge Township, Scott, Reach, Brock, the Town of Port Darlington, Cartwright, Clark, Manvers, Hope and Caven Townships and the Town of Bowmanville, Newcastle, Port Hope and Millbrook. The County of Northumberland including Hamilton, Haldimand, Alnwick Townships, the Towns of Cobourg, Grafton and Baltimore, District of Muskoka and the Townships of Rama, Mara and Thorah in the County of Simcoe.

Labourers' International Union of North America, Local 247

145 Dalton Avenue, Suite 1

Phone: (613) 542-5950

Kingston, Ontario K7K 6C2

Fax: (613) 542-2781

Business Manager: Victor Claro

Area 29 is the Counties of Lennox, Addington, Frontenac and Leeds; Area 12 is Prince Edward County and the Townships of Lake Tudor,

Grimsthorpe, Marmora, Madoc, Elzevir, Rawson, Huntingdon, Hungerford, Sydney, Thurlow and Tyendinaga, in the County of Hastings, and the Townships of McClure, Wicklow, Bangor, Herschel, Monteagle, Carlow, Faraday, Dunganon, Mayo, Wollaston, Limerick and Cashel, being all of Hastings County outside Area 12.

Labourers' International Union of North America, Local 493

392 Montague Avenue

Phone: (705) 674-2515

Sudbury, Ontario P3C 4G5

Fax: (705) 674-6728

Business Manager: Mike Ryan

The District of Sudbury (excluding that portion lying north of Highway 101 West to the border of the District of Algoma, including the Town of Chapleau), Manitoulin Island, Nipissing, Algonquin Provincial Park, Temiskaming, Parry Sound and part of the District of Cochrane lying south of the 49th Parallel, including an eighty (80) kilometre radius of the Timmins Federal Building, including the Town of Chapleau, Cockburn and all other islands situated in Georgian Bay of Lake Huron, shall be recognized as being the exclusive territory jurisdiction of Local 493.

Labourers' International Union of North America, Local 506

3750 Chesswood Drive

Phone: (416) 638-0506

Toronto, Ontario M3J 2P6

Fax: (416) 638-1334

Business Manager: Carmen Principato

Board Area No. 8, being the Municipality of Metropolitan Toronto, the Regional Municipalities of Peel and York, the Towns of Oakville and Halton Hills and the portion of the Town of Milton within the geographic Township of Esquesing, and the Towns of Ajax and Pickering in the Regional Municipality of Durham, and the County of Simcoe, excluding the Townships of Rama, Mara, and Thorah.

Labourers' International Union of North America, Local 527

Effective January 1, 2011

6 Corvus Court

Phone: (613) 521-6565

Ottawa, Ontario K2E 7Z4

Fax: (613) 521-6580

Business Manager: Luigi Carrozzi

The Regional Municipality of Ottawa-Carleton, the Counties of Grenville, Lanark, Russell, Prescott, Dundas, Stormont, Glengarry and Renfrew.

Construction and Allied Workers Local Union 607

730 Balmoral Street

Phone: (807) 622-0607

Thunder Bay, Ontario P7C 5V3

Fax: (807) 622-0454

Business Manager: Gino Russo

The Districts of: Kenora, including the Patricia portion; Rainy River; Thunder Bay; and that part of the District of Cochrane which lies north of the forty-ninth (49th) parallel of latitude and is not in Ontario Labour Relations Board Area No. 19.

Labourers' International Union of North America, Local 625

2155 Fasan Drive Unit RR1

Phone: (519) 737-0373

Oldcastle, Ontario NOR 1L0

Fax: (519) 737-0380

Business Manager: Robert Petroni

The Counties of Essex and Kent.

Labourers' International Union of North America, Local 837

44 Hughson Street South

Phone: (905) 529-1116

Hamilton, Ontario L8N 2A7

Fax: (905) 529-2723

Business Manager: Manuel Bastos

Niagara Phone: (905) 227-1837

The Regional Municipality of Hamilton-Wentworth, that portion of the Halton Regional Municipality west of Highway 25, extended in a straight line to the Queen Elizabeth Way. For that portion south of the Queen

Elizabeth Way the property line dividing the BP and Shell Oil refineries in the Regional Municipality of Halton, and Board Area 5; namely, the Regional Municipalities of Niagara and Haldimand-Norfolk.

Labourers' International Union of North America, Local 1036

395 Korah Road Phone: (705) 942-1036
Sault Ste. Marie, Ontario P6C 4H5 Fax: (705) 942-1015
Business Manager: Wayne Scott

The District of Algoma including that portion of the District of Algoma which lies north of the 49th Parallel of latitude and which is not within the Ontario Labour Relations Board Area No. 21.

Labourers' International Union of North America, Local 1059

56 Firestone Blvd. Phone: (519) 455-8083
London, Ontario N5W 5L4 Fax: (519) 455-0712
Business Manager: Jim MacKinnon

The Counties of Middlesex, Huron, Bruce, Perth, Oxford and Elgin, recognized as Ontario Labour Relations Board Area No. 3.

Labourers' International Union of North America, Local 1081

812 Lawrence Street Phone: (519) 653-3333
Cambridge, Ontario N3H 2N1 Fax: (519) 653-8086
Business Manager: Manuel Andrade

The Regional Municipality of Waterloo, and the Counties of Wellington, Dufferin, Grey, Norfolk and Brant, recognized as Ontario Labour Relations Board Areas 4, 6, 7, 27 and 28.

Labourers' International Union of North America, Local 1089

1255 Confederation Street

Phone: (519) 332-1089

Sarnia, Ontario N7S 4M7

Fax: (519) 332-6378

Business Manager: Mike Maitland

The County of Lambton

LETTER OF UNDERSTANDING

B E T W E E N:

CONCRETE SAWING & DRILLING ASSOCIATION

On behalf of its Member Companies

- and -

**LABOURERS' INTERNATIONAL UNION OF NORTH
AMERICA,**

LOCAL 506

RE: ANNUAL MEMBERSHIP FOR ALL COMPANIES

All Companies signatory to this Agreement must make application to join the Ontario Concrete Sawing and Drilling Association. Annual Membership dues of Five Hundred Dollars (\$500.00) payable to "The Ontario Concrete Sawing and Drilling Association" and mail to "25 Hale Road, Brampton, Ontario L6W 3J9."

APPENDIX 'G'

This Appendix will set out the name, address and the contributing payment of all Trust Funds.

Pension:

For all Local Unions, make cheque payable to:

The Labourers' Pension Fund of Central and Eastern Canada
and shall be remitted directly to:

The Labourers' Pension Fund of Central and Eastern Canada
P.O. Box 9002, Stn Main
Oakville, Ontario L6J 0B9

Tri-Fund:

For all Local Unions, make cheque payable to the Canadian Tri-Fund
and shall be remitted directly to:

The Labourers' Pension Fund of Central and Eastern Canada
P.O. Box 9002, Stn Main
Oakville, Ontario L6J 0B9

Welfare, Training, Vacation and Holiday Pay & Other Contributions:

Local Union:	Payable to:	Mail to:	Phone/Fax:
Local 183 (Toronto)	Local 183 Trust Administration	Local 183 Benefit Plan Administrators Limited 1263 Wilson Ave., Ste. 205 Toronto, ON M2M 3G2	Tel: (416) 240-7480 Fax: (416) 240-7488
Local 183 (Oshawa)	Local 183 Trust Administration	Local 183 Benefit Plan Administrators Limited 1263 Wilson Ave., Ste. 205 Toronto, ON M2M 3G2	Tel: (416) 240-7480 Fax: (416) 240-7488

Local Union:	Payable to:	Mail to:	Phone/Fax:
Local 247	The Labourers' Multi-Local Welfare Trust Fund	c/o Global Benefit Plan Consultants Inc. 545 Wilson Avenue Toronto, ON M3H 1V2	Tel: (416) 635-6000 Fax: (416) 635-6464
Local 247 GRSP	Local 247 GRSP Fund	c/o LIUNA Local 247 145 Dalton Ave., Suite 1 Kingston, ON K7K 6C2	Tel: (613) 542-5950 Fax: (613) 542-2781
Local 247 -Training	Local 247 Training and Rehabilitation Fund		
Local 493 Scholarship & Welfare	Labourers' Local 493 Welfare Trust Fund	Employee Benefit Plan Services 45 McIntosh Drive Markham, ON L3R 8C7	Tel: (905) 946-8655 Fax: (905) 946-2535
Organizing Fund	Labourers' Local 493	392 Montague Avenue Sudbury, ON P3C 4G5	Tel: 705-674-2515 Fax: 705-674-6728
Training Fund	Labourers' Local 493	392 Montague Avenue Sudbury, ON P3C 4G5	Tel: 705-674-2515 Fax: 705-674-6728
Local 506	Trustees of Labourers' Union Local 506 (Construction Division) Employee Benefit Trust	c/o Global Benefit Plan Consultants Inc. 545 Wilson Avenue Toronto, ON M3H 1V2	Tel: (416) 635-6000 Fax: (416) 635-6464
Local 527	LIUNA Local 527 Benefit Funds	c/o LIUNA Local 527 6 Corvus Court Ottawa, ON K2E 7Z4	Tel: (613) 521-6565 Fax: (613) 521-6580
Local 607	The Labourers' Multi-Local Welfare Trust Fund	c/o Global Benefit Plan Consultants Inc. 545 Wilson Avenue Toronto, ON M3H 1V2	Tel: (416) 635-6000 Fax: (416) 635-6464
Local 607 - Training	Construction and Allied Workers Local Union 607 Training and Education Fund	c/o Construction and Allied Workers Local Union 607 730 Balmoral Street Thunder Bay, ON P7C 5V3	Tel: (807) 622-0607 Fax: (807) 622-0454

Local Union:	Payable to:	Mail to:	Phone/Fax:
Local 625	Trustees of the L.I.U.N.A. Ontario Participating Locals 1981 Benefit Trust	Global Benefits c/o The Royal Bank of Canada P.O. Box 9380, Station A Toronto, ON M5W 3M2	Tel: (416) 635-6000 Fax: (416) 635-6461
Local 625 - Training	Labourers' Local 625 Training Fund	c/o LIUNA Local 625 2155 Fasan Drive Unit RR1 Oldcastle, ON NOR 1L0	Tel: (519) 737-0373 Fax: (519) 737-0380
Local 625 GRRSP Organizing	Local 625 GRRSP Fund Organizing Fund		
Local 837	LIUNA Local 837 Welfare Fund	All remittances to:	
Local 837 - Training	Labourers' Local 837 Training Trust	c/o LIUNA Local 837 44 Hughson St. South, Hamilton, ON L8N 2A7	Tel: (905) 529-1116 Fax: (905) 529-2723
Local 837 - Vacation with Pay	Local 837 (Hamilton) Vacation Pay Trust Fund		
Local 1036	Labourers' Local 1036 Employee Benefit Trust Fund	c/o Royal Bank of Canada P.O. Box 9285, Station "A" Toronto, ON M5W 3M1	Tel: (416) 932-1100
Local 1036 - Training	Labourers' Local 1036 Training Fund	c/o Labourers' Pension Fund of C & E Canada P.O. Box 9002, Stn. Main Oakville, ON L6J 0B9	Fax: (416) 932-1177
Local 1059	LIUNA Local 1059 Benefit Trust Fund	c/o Global Benefit Plan Consultants Inc. 545 Wilson Avenue, Toronto, ON M3H 1V2	Tel: (416) 635-6000 Fax: (416) 635-6464
Local 1059 - Training	LIUNA Local 1059 Training Trust Fund	c/o LIUNA Local 1059 56 Firestone Blvd. London, ON N5W 5L4	Tel: (519) 455-8083 Fax: (519) 455-0712
Local 1059 - GRRSP	Local 1059 GRRSP Fund	Or designated alternative with 60 days written notice by Local 1059	

Local Union:	Payable to:	Mail to:	Phone/Fax:
Local 1081	The Labourers' Multi-Local Welfare Trust Fund	c/o Global Benefit Plan Consultants Inc. 545 Wilson Avenue, Toronto, ON M3H 1V2	Tel: (416) 635-6000 Fax: (416) 635-6464
Local 1081 - Training	Labourers' Local 1081 Training Trust Fund	c/o LIUNA Local 1081 812 Lawrence Street Cambridge, ON N3H 2N1	Tel: (519) 653-3333 Fax: (519) 653-8086
Local 1089	Labourers' Local 1089 (Sarnia) Benefit Trust Fund	All remittances to: c/o LIUNA Local 1089 1255 Confederation Street Sarnia, ON N7S 4M7	Tel: (519) 332-1089 Fax: (519) 332-6378
Local 1089 - GRSP	Labourers' Local 1089 G.R.S.P. Fund		
Local 1089 - Training	The Administrator of Local 1089 Training Fund		

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