PROVINCIAL COLLECTIVE AGREEMENT

THE LABOUR RELATIONS SECTION
OF THE
ONTARIO INDUSTRIAL ROOFING
CONTRACTORS' ASSOCIATION

and

ONTARIO SHEET METAL WORKERS'
& ROOFERS' CONFERENCE

of the

SHEET METAL WORKERS'
INTERNATIONAL ASSOCIATION

on behalf of

THE FOLLOWING AFFILIATED
BARGAINING AGENTS
30, 47, 235, 269, 397, 473,
504, 537 AND 562
AND
SHEET METAL WORKERS'
INTERNATIONAL
ASSOCIATION

May 1, 2025 - April 30, 2028

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COLLECTIVE AGREEMENT

BETWEEN: THE LABOUR RELATIONS SECTION OF THE ONTARIO INDUSTRIAL ROOFING CONTRACTORS' ASSOCIATION

(hereinafter called the "Employer'')

OF THE FIRST PART

AND: THE BUILT-UP ROOFERS, DAMP AND WATERPROOFING SECTION OF THE ONTARIO SHEET METAL WORKERS' & ROOFERS' CONFERENCE OF THE SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION ON BEHALF OF THE FOLLOWING AFFILIATED BARGAINING AGENTS:

(A) Local Unions 30, 47, 235, 269, 397, 473, 504, 537 and 562.

(B) The Sheet Metal Workers' International Union

(hereinafter called the "Union")

OF THE SECOND PART

1. PURPOSE:

The purpose of this Collective Agreement is to facilitate a competitive industry where employers and employees may enjoy a growing share of the market, to advance the Roofing Industry, improve the standard of efficiency in the Roofing Trade and promote peace and harmony between Employers and Employee; to facilitate the orderly adjustment of all grievances, disputes and/or differences that may arise between the Parties hereto and/or the members of each and to prevent all strikes and lock-outs; to record the provisions respecting the agreed conditions of employment and the privileges and duties of the Contractors and Employer, the Union and the Employees; to prevent waste, avoidable delays and unnecessary expense, so that the cost to the Client may be as low as possible consistent with the fair wages and working conditions set forth herein.

2. CODE OF ETHICS:

All parties hereto mutually agree to cooperate fully in every legal and proper way to establish and maintain in the Roofing Industry and within the territory in which

they shall operate, a code of ethics and fair practices which will ensure compliance with the specific terms of this Article and to direct their efforts individually and collectively as circumstances may warrant and justify to the elimination of unfair competition and destructive practices. Contractors and the Employer are to report to Officials of the union, instances of the contravention of the principle of working only for recognized employer of Union Labour, or Union Members working at Roofing work at night or other than non-regular working hours for other than their regular employers. The Association will provide to the Union an up- dated list of OIRCA members on a monthly basis. The Union will regularly advise employers of owners or projects that have been organized and become signatory to this collective agreement.

3. DEFINITIONS:

a) "Association" – means the Labour Relations Section of the Ontario Industrial Roofing Contractors' Association and any successor or assignee.

b) "Board" – means the Joint Conference Boards described in Article 37 herein.

c) "Collective Agreement" – this Collective Agreement shall cover all work to be performed in the Commercial, Industrial and Institutional sectors and new high-rise structures in all other sectors, except the work covered in the Collective Agreement of the Electrical Power Systems Construction Association and the Union.

d) "Employee" – means a Journeyman Roofer or Assistant Roofers or other roofing personnel recognized by the Union and employed by an Employer.

e) "Employer" – means any member of the Labour Relations Section of the Association covered by this Agreement and any contractor in the Roofing Industry who is bound by the terms and conditions of this Agreement and any successor or assignee.

f) "Foreman" – is a journeyman who has the knowledge required so that with the help of the other Roofing personnel can both supervise and perform all of the operations required to apply roofing of a quality that will comply with the most rigid specification.

g) "Gender" – in this Agreement, words importing the singular number shall include the plural and vice versa, and words importing the use of any gender shall include the masculine or feminine.

h) "Holidays" – means those days listed in Article 13.

i) "Journeyman Roofer" – is one who holds a Roofing Certificate of Qualification (C of Q), and/or has met the current requirements to be a Journeyman Roofer or at the signing of this agreement is currently classified as a Journeyman Roofer.

j) "Member" – means Journeyman Roofer, Roofer Assistant or other Roofing Personnel recognized by the Union and employed or eligible to be employed by an Employer.

k) "Pre-Apprentice" – is one who will work supplying materials to be laid in a roof system by more experienced Roofing Personnel.

l) "Roofing Assistant" – is one who will work at the direction of a Journeyman and will perform work supplying and installing materials needed and placed in the proper location.

m) "Material Handler" – is one with sufficient experience with a Roofing crew to be able to anticipate the requirements of the Foreman and the Journeyman Roofer and with a minimum of instruction from either will have the material needed and placed in the proper location on the roof in the amount and at the time it will be required.

n) "Union" – means The Built-Up Roofers' Damp and Waterproofers Section of the Ontario Sheet Metal Workers' Conference and the Affiliated Bargaining Agents.

4. RECOGNITION BY EMPLOYER:

The employer recognizes the Union as the exclusive bargaining agent for all of their employees performing work covered by the terms and conditions of this Agreement in the commercial, industrial and institutional sectors and new high rise structures in all other sectors, except the work covered in the Collective Agreement of the Electrical Power Systems Construction Association and the Union, of the construction industry in all geographic areas in the Province of Ontario as described in Appendix "A".

5. RECOGNITION BY UNION:

The Union recognizes the "Employer" as the exclusive bargaining agent for all members for whom it holds bargaining rights as outlined in Appendix "A" and for any other employers from whom the Union obtains bargaining rights during the life of this Agreement.

6. RECOGNITION OF JURISDICTIONS:

This Agreement covers the rate of pay, rules and working conditions of all Employees engaged in but not limited to, the application and removal of roofing, re-roofing, damproofing and waterproofing on any and all types of structure with materials of the following description when used for roofing re-roofing or in a roofing system, waterproofing and damproofing.

a) Slate, tile, asbestos and asphalt roofing shingles and all cementing, laying of felt, paper, insulation or other underlayment, dressing, punching, cutting either by hand or by machinery in connection with slate, tile, asbestos and asphalt shingles and any and all substitute materials taking the place of slate, tile, asbestos and asphalt shingles and the common drip edge to make watertight.

b) Above deck roof vapour barriers of all kinds, roof insulation of all kinds, composition and built-up roofing of all kinds including hot and cold applied, single ply application, prepared, plastic, fluid applied, sheet applied and mastic roofing, all associated roof surfacing including aggregates, lightweight insulating concrete systems, building integrated photovoltaic membranes, coating, traffic planks, and decorative finishes, gravel stop, scuppers, thru-wall scuppers, termination bars and the common drip edge to make watertight.

c) Any and all materials used for damp proofing, waterproofing and/ or weatherproofing regardless of location in building system or method of application and all laying of curbs, steel deck, tile, brick, wood block, mastic or composition decks or floor when laid in pitch, tar, mastic or any other form of bitumen, all performed waterproofing, compressed paper, chemically prepared paper, burlap and substitute waterproofing products.

d) All slabs of precast concrete, composition, mineral or other panels placed over roofing or waterproofing.

e) Unloading, handling and lifting of all tools materials and equipment to be used in connection with the work described above. Employees will operate all of the machinery on the jobsite related to roofing and waterproofing work including but not limited to hoists, telehandlers, cranes and other equipment as required and permitted by law. Employees will also operate all other jobsite equipment including but not limited to pumps, kettles, burners, spray guns, conveyors, mixers and all gasoline, propane, electrically powered equipment used in composition roofing and waterproofing systems installations.

f) Any and all materials used in connection with environmentally friendly green roofing systems including but not limited to roofing, damp proofing, waterproofing and weather proofing regardless of location.

7. HIGHER RATE APPLICABLE:

The Employer agrees that any Employees who are employed on work specified in Article 6 who are required to work within the territorial jurisdiction of any other Local Union covered by the terms of the Collective Agreement whose gross wage (i.e. wage rate, welfare and/or pension fund and vacation pay percentage, etc.) is higher than that contained in the Local's schedule, then the higher gross wage of the job site local will apply. If the job site local's gross wage rate is lower, than the higher gross wage of the member's home local shall apply.

Regardless of the location of the work being performed, any dues deductions and remittances required by the provisions of this Collective Agreement shall be carried out as if the employee was working within the geographic jurisdiction of his home local.

All of the work covered by the terms and conditions of this Collective Agreement shall be performed by qualified Roofing Personnel recognized by the Local Union.

8. JURISDICTIONAL DISPUTES:

Jurisdictional controversies on disputes affecting or involving parties to this Agreement or to members of each of them shall be settled according to the plan for the settlement of jurisdictional disputes in the construction industry. The work shall be awarded according to a previous agreement between trades or decision of record. Such decisions will be accepted and complied with by each of the disputants and unless reversed by a subsequent ruling of the appeals or a hearing panel set up under the procedures outlined in the plan for the settlement of jurisdictional disputes, the decisions shall be final and binding on all involved.

Jurisdictional disputes or differences over work assignment involving or affecting any party to this agreement shall not result in any work stoppage or interfere with the progress of the work.

It is understood that the assignment of work shall be by traditional historical trade and area practice and the settlement of jurisdictional disputes with other building trades organizations shall be adjusted in accordance with the procedure established by the Ontario Labour Relations Board.

9. SUBCONTRACTS:

a) Roofing Contract

In the event of subcontracting, the Employer agrees that any and all of the acknowledged work herein contained in Article 6 (Recognition of Jurisdiction) must be subcontracted to an Employer who has become signatory to this Provincial Agreement.

b) Sheet Metal Work in Connection with Roofing

It is agreed by the Employer that all Sheet Metal work in connection with a Roofing contract shall be performed by Sheet Metal Workers who are members of the Local Union having jurisdiction of the project except in the case of the common drip edge which shall be installed by Roofers as in the present practice.

It is further agreed that where the Roofing Contractor has no Sheet Metal Department in connection with his firm, he shall subcontract the Sheet Metal work to a company who is signatory to an agreement with and employing members of the Sheet Metal Workers'

Inter- national Association having jurisdiction of the Project.

c) Subcontracting to Employees

It is agreed that no Employer shall subcontract work recognized by this Agreement to a person who is an Employee. It is further agreed that no Employer shall issue payment to an Employee by any method of payment other than as stipulated by the terms of this Agreement.

10. HOURS OF WORK:

Both parties agree that the hours of work will be as per local agreement and contained in the Local Appendix. When extreme weather conditions prevail the regular starting and quitting times may be altered by mutual agreement between the Union and the Employer. Such agreement will not be unreasonably withheld.

11. OVERTIME:

All overtime must be by mutual consent between the union and the employer.

Members will be required to have an overtime permit number issued by the Local Union office. Consent will not be unreasonably withheld.

12. WORK BREAKS:

Two (2) work breaks will be recognized on all projects during the regular working hours of each day. Each work break will not exceed a fifteen (15) minute period and shall be held approximately mid-morning and midafternoon.

If the work day is to extend past the regular quitting time by more than two (2) hours, a half hour lunch may be taken on the employees own time. The employer will pay a maximum of ten (10) dollars per employee for the cost of this meal.

If the work break interferes with the progress of work, the break may be staggered so that all men will not be stopped at the same time. Employees will not leave their immediate work areas during these breaks. A junior man will be delegated to collect and distribute refreshments. The work break will not start until these refreshments have been distributed. Under no circum-

stances will any employees be allowed to leave the project site to which he has been assigned.

Each Local Union will arrange with its respective employees the rules under which these breaks will be taken but whatever these rules, if the actual work area of the members is uncomfortable because of obnoxious working conditions or inclement weather, these breaks will be taken where practicable in a heated shelter or a more comfortable area. On projects of more than ten working days duration, heated shelter will be made available from the first day.

During overtime or irregular hours, the same conditions will apply.

13. HOLIDAYS:

The following days shall be observed as holidays and shall be observed on the calendar date of each unless by mutual consent of the parties or by Government proclamation a different date of observance is agreed to or declared. Excepting only that if Christmas Day, Boxing Day, New Year's Day or Canada Day falls on a non-working day, the next following work day(s) shall be observed as that holiday and if worked, will be paid for at the applicable premium rate:

Victoria Day, Canada Day, Civic Holiday, Labour Day, National Day for Truth and Reconciliation, Thanksgiving Day, Christmas Day, Boxing Day, New Year's Day, Family Day and Good Friday.

If Federal or Provincial legislation is passed during the term of this Agreement establishing an additional statutory holiday, shall be added to and made part of this Agreement.

On those holidays, the employees shall be paid at double the applicable rate for any work performed.

No employee shall be allowed to work on Labour Day except in extreme emergency.

14. REPORTING TIME:

Any employee who reports for work at the direction of the Employer and is not placed at work shall be entitled to three (3) hours' pay at his regular rate and expense money where applicable. If the employee is not placed at work only because weather conditions are not right for the work he is employed on and he

will be placed at work as soon as the weather is right, he shall be entitled to the three (3) hours' pay unless:

a) He has been previously instructed not to report, or

b) At the time he is about to leave for the job site, the weather is unsuitable for the type of work on which he is employed, or

c) If reporting time occurs during overtime hours or holidays, the overtime rate shall apply.

d) Stand-By Time – Employees will receive a minimum of two (2) hours pay plus applicable board daily when employed on out-of-town jobs, but are unable to work due to weather or any conditions beyond their control, provided they report to the jobsite.

15. METHOD OF PAYMENT:

Wages at the established rates specified herein shall be paid by cash before quitting time on Fridays or if by cheque, before quitting time on Thursday each week. If Friday is a holiday, payment in cash will be on Thursday and if by cheque, on Wednesday. The Employer will arrange facilities for the cashing of cheques with an area bank. If an employee does not receive his pay by Thursday, he shall be given one (1) hour paid leave on Friday to cash his cheque.

Wages may be paid by electronic transfer on Thursday each week. Where the electronic payment is not received by Thursday, a two-hour total wage package penalty per working day shall apply and continue thereafter until the electronic deposit has been made. The penalty shall not be applicable in circumstances beyond the employers' control.

Each employee shall be given a detailed record of his earnings showing:

a) Name of Employer
b) Name of Employee
c) Total hours worked
d) Rate of Pay
e) Gross wages
f) Allowances
g) Contributions
h) Deductions
i) Net Wages
j) Dates of pay period

All in accordance with Federal and Provincial Government regulations.

Payroll week be standardized to coincide with the time lines of the Employment Insurance work week (from Sunday to Saturday).

Withholding Wages

Employers may withhold where necessary, a reasonable amount of wages due, not to exceed five (5) working days, to enable them to prepare the payroll.

TRAVEL EXPENSES

The Employer will complete a T2200, Declaration of Conditions of Employment, when requested by the employee. The employee shall make a written request to the employer to complete the T2200 prior to January 31st for the prior year.

16. HIRING PROCEDURE:

The employer agrees that he will give the Union all possible notice of his anticipated manpower requirements.

The Union agrees that it will do all in its power to supply the Employer with the required workmen in the numbers and in the categories requested.

When after reasonable notice, forty-eight (48) hours, the Union fails to supply qualified and competent workers requested by the Employer, then the Employer may secure, from other sources, any additional workers and they shall be paid at the Pre-Apprentice wage rate.

As permitted in s. 163.5(7) of the Labour Relations Act, S.O. 1995, c.1 as amended by Bill 69, the Ontario Sheet Metal Workers' and Roofers' Conference, Sheet Metal Workers' International Association and the Labour Relations Section of the Ontario Industrial Roofing Contractors' Association agree that an Employer bound to the collective agreement may not make the election under s. 163.5(1) of the Labour Relations Act, S.O. 1995, c.1 as amended by Bill 69.

Work Permits

Roofing Personnel, whether supplied by the Union Office or secured from other sources, must be in possession of a work permit issued by the Union Office before being placed at work. The work permit among other things will specify the classification.

In cases where the Union is unable to supply qualified and competent workers within forty-eight (48) hours, the employers may hire directly and any such new hire shall have up to five (5) working days from the date of hire to formally register with the local union hall to be issued a work permit.

The Employer shall have 5 days to register new hires electronically and will incur a penalty of $100.00 per man per day for late registration.

17. UNION SECURITY:

All work under this Agreement must be performed by members in good standing of the Union. All present members covered by this Agreement shall, as a condition of employment, remain members in good standing of the Union and all new employees hired to perform work covered by this Agreement shall, as a condition of employment, be required to become and remain members of the Union in good standing.

18. CHECK-OFF:

The Company agrees to deduct Union Dues (and an additional fee where applicable) in the amount advised by the Financial Secretary of the Union.

19. HIRING OUTSIDE TERRITORIAL – JURISDICTION OF UNION:

Upon notice from the Employer, the Union agrees that a maximum of eight members sent to perform work within the territorial jurisdiction of another local union party to this Agreement shall be permitted to work. Where permitted by the local union, reporting to the union office by telephone will be acceptable. In any case only one union member will be required to re- port to the local union office with dues receipts for the crew. After 8 members, the Union agrees that for every 1 local hire the contractor can add an additional member from his local. (For each local member hired the contractor is allowed to match from his territorial jurisdiction).

If additional members are required they shall be hired, if available, from the local union where the project is located.

Should the local union be unable to supply additional members, then Article 16 shall apply.

20. TOOL REQUIREMENTS:

Each Foreman, Journeyman Roofer, Material Handler, Roofer Assistant and Apprentice 1, 2 and 3 will be responsible to supply and maintain the following tools:

1 Hammer	1 Pair Locking Pliers
1 Roofers' Knife	1 Trowel
1 Pair Snips	1 Tape Measure
1 Adjustable Wrench	

All tools and equipment owned by the Employer but furnished and supplied to the Employee will be used and maintained as directed. The foreman will be responsible to instruct the Employees as to the correct and safe use of such equipment. The Employer agrees to provide facilities capable of being locked for Employees to keep their tools in.

21. CLASSIFICATIONS:

a) **FOREMAN** – is a journeyman who has the knowledge required so that with the help of the other Roofing Personnel can both supervise and perform all of the operations required to apply roofing of a quality that will comply with the most rigid specifications.

b) **JOURNEYMAN ROOFER** – is one who holds a Roofing Certificate of Qualification (C of Q), and/or has met the current requirements to be a Journeyman Roofer or at the signing of this agreement is currently classified as a Journeyman Roofer.

c) **MATERIAL HANDLER** – is one with sufficient experience with a Roofing crew to be able to anticipate the requirements of the Foreman and the Journeyman Roofer and with a minimum of instruction from either will have the material needed and placed in the proper location on the roof in the amount and at the time it will be required.

Effective January 1, 2017, no apprentices or pre-apprentices will qualify as a Material Handler.

d) **ROOFING ASSISTANT** – a "Roofing Assistant" is one who will work at the direction of a Journeyman and will perform work supplying and installing materials needed and placed in the proper location. After progressing through apprenticeship Periods 1 to 3 and completion of an additional 1500 hours,

Roofing Assistants will be paid 85% of the negotiated Journeyman's package.

e) **PRE-APPRENTICE** – is one who will work supplying materials to be laid in a roof system by more experienced Roofing Personnel.

The union and the employers agree the use of nomenclature is meant to refer to both genders.

22. APPRENTICESHIP PROGRAM:

a) Apprentices shall be indentured to the employer and shall continue in training with such employer as long as possible.

b) Apprentices should be tested at the conclusion of each school training period. Apprentices must attend in-school training when directed by the employer. The apprentice will advance to the next training period while waiting for the availability of an in-school training program. An apprentice who fails to successfully complete the in-school training program shall be held in the current training period until the employee tries again and successfully passes the test.

c) **Wages and Conditions**

Period 1 (1300 hours)	60% of the negotiated wage increase; add to sub-total; subtract applicable benefits and deductions.
Period 2 (1300 hours)	70% of the negotiated wage increase; add to sub-total; subtract applicable benefits and deductions.
Period 3 (1300 hours)	80% of the negotiated wage increase; add to sub-total; subtract applicable benefits and deductions.
Pre-Apprentice	50% of the negotiated wage increase; add to sub-total; subtract applicable benefits and deductions.

d) **Roofer Joint Apprentice Committees**

The local committee shall consist of local union contractors and local union representatives of equal numbers. There will also be a provincial committee formed as above with a minimum of 2 of each.

23. RATIO OF ROOFING CATEGORIES ON A PROJECT:

a) Crew composition on 50 squares – On new construction jobs over five thousand (5,000) square feet in roof area consisting of hot built-up roofing.

1 Foreman – 2 Journeymen Roofers – 3 of Material Handlers, Roofing Assistants, Apprentices, Pre-Apprentices; providing the ratio is maintained. Additions to the crew will be made at the proper ratio.

Crew composition on re-roofs, single ply, cold process or inverted roofs, the same ratio of categories as described above will apply but if the nature of the job warrants it, Material Handlers, Roofing Assistants, Apprentices, Pre-Apprentices may be added or deleted from the crew.

Crew size may consist of 3 Journeymen (which includes Journeymen Roofers, Foremen and Material Handlers and Roofing Assistants) and 3 Apprentices.

Where there is an opening for an apprentice, a pre-apprentice shall be selected in order of seniority.

b) When hiring or laying off apprentices, the employer shall maintain an equal distribution of apprentices and maintain the journeyman ratio as prescribed above.

c) Within a company the apprenticeship ratio to journeyman after the first one shall be 1 apprentice to 2 journeymen. The first 90 calendar days of employment shall be considered probationary and will be credited if the apprentice continues.

d) Employers must have a full quota of apprentices in order to qualify to employ a pre-apprentice:

1 apprentice for the first journeyman

1 additional apprentice for every 3 journeymen thereafter 1 pre-apprentice for every apprentice employed

For the purpose of ascertaining apprenticeship ratios, the following applies:

A Journeyman includes Foremen, Journeymen Roofers (Potmen), Material Handlers and Roofing Assistants.

24. SENIOR JOURNEYMEN:

a) Each Employer who employs six or more journeymen from classifications 1 and 2 shall employ, if available at time of hiring, senior journeymen who are capable of performing the work contracted, at the following ratio:

6 to 15 roofers numbers 1 and 2

1 senior journeyman number 1 or 2

16 to 30 roofers numbers 1 and 2

2 senior journeymen numbers 1 or 2

31 to 45 roofers numbers 1 and 2

3 senior journeymen numbers 1 or 2

b) The definition of a senior journeyman is a journeyman who has reached the age of 55 years, and who has the qualifications of a roofer number 1 or a roofer number 2.

25. FREE ZONE: TRAVELLING AND BOARD ALLOWANCE:

Both Parties agree that the free zone, travelling and board allowance will be as per local agreement and contained in the Local Appendix. It is further agreed that any member/employee who agrees to use their own vehicle for travel, during working hours, in addition to all other remuneration or reimbursement they are entitled to, will be paid the maximum rate of reimbursement per kilometer allowed by the Canada Revenue Agency.

26. WAGES: CONTAINED IN LOCAL APPENDICES:

An employee will not be required to accept a lesser wage or terms of this Agreement than that of his classification regardless of the nature of work he is

required to do, or as a result of the standardization of classifications in this Agreement.

PITCH CLAUSE:

The premium for work on pitch roofs as per local appendices. The premium applies for the entire work day where exposure exists. Does not apply if pitch roof system in the entire roof area has been removed and prepared for new roofing system.

FOREMAN PREMIUM:

The premium for Foreman as per local appendices.

VACATION PAY:

Vacation and Statutory Holiday Pay periods will be as per local appendices – ten percent (10%) of the basic hourly rate.

- six percent (6%) Statutory Holiday Pay (as per Article 13)
- four percent (4%) Vacation Pay

Method of payment as per local appendices.

27. PAYMENT OF EMPLOYER CONTRIBUTIONS TO THE WELFARE AND BENEFIT FUNDS OF THE VARIOUS LOCAL UNIONS:

(a) Payment of each of the various funds must be made by the Employer according to the procedures and in the amounts and within the time limit stipulated for contributions to these funds by the Trustee(s) of the Fund(s). Failure to meet the obligations by any Employer will constitute a breach of this Collective Agreement and shall render the delinquent Employer subject to the procedures and/or penalties decided by the Trustee(s) of the Fund(s) of that Local Union and contained in the Appendix of that Local Union attached hereto and thereby made part hereof.

The Employer agrees that all Funds herein referred to in the Local Appendix if discontinued for any reason whatsoever, the hourly wages of the Employee contributions herein agreed to, will then become part of the hourly wages of the Em-

ployee on whose behalf they have formerly been contributed (e.g. Vacation Pay, Welfare Plan, Pension Plan, Training Fund, Union Dues, Promotion, S.U.B. Fund, Dues Check-off and Tool Insurance.)

It is agreed that Local Benefit Plans, if existent, may be varied, provided that such cost variation be taken from negotiated wage packages.

It is further agreed that should a Local Union be desirous of implementing jointly trusteed benefit trust Plans, it shall be permitted to do so, provided that such cost shall be taken from the total negotiated wage package.

OIRCA Industry Funds and Union Dues Plans may be implemented and they shall not be part of the negotiated wage packages.

(b) **Delinquency** – The Employer payment of monies to all funds referred to in Articles 18, 27, 42 and 43 shall be remitted not later than the 15th day of the month following that in which the hours were worked. The employer shall pay a minimum of ten percent (10%) compounded weekly for late contributions. Withdrawal of members from employment of delinquent employers under this Article shall not be considered a violation of this Agreement, provided withdrawal is with consent of the Trustees of the Fund affected. The employer and/or associations will not make an application to the Ontario Labour Relations Board for a cease-and-desist order.

(c) The Employer shall submit completed remittance forms to the local union indicating the names of employees and hours worked by those employees for the relevant month. If an employer does not have any employees such employer will submit a nil report in accordance with the provisions of Article 27 unless such employer is no longer active in the area and has notified the union that it is not currently operating.

(d) If a Pension Trust Fund, arising out of this Agreement is prohibited, by law, from accepting pension contributions required by the terms of this Agreement on account of an employee that is ineligible to contribute to a Registered Pension Plan, then such contributions shall be added to the hourly rate and vacation pay of the employee without

any change to the applicable wage package Sub Total.

28. EMPLOYEE DOCUMENTS:

When an employee first reports to work with an Employer, he shall give to the Employer or his Representative the following documents:

a) Social Insurance Number

b) Referral Slip

c) Union Check-Off Authorization Form (where applicable)

29. PAY AT TIME OF LAY-OFF:

In the event of lay-off, the Employer agrees to give a minimum of eight (8) hours' notice to the Union Office. No employee shall be laid off in the first four (4) hours of any working day.

On any lay-off, the employee shall receive his wages in full at the company's next pay period, excluding Saturdays, Sundays and Holidays. If not paid in full by this date, the employee shall be paid $100.00 per day from the date of lay-off to the date the employee receives his final pay.

In addition to all monies owing him, the employee shall receive the following documents:

a) Unemployment Insurance Record of Employment. If filed electronically then no Record of Employment will be issued unless requested by the employee.

The Employer agrees that Employees covered by this Agreement shall be laid off in the following order:

a) All members and applicants of other Local Unions

b) All other applicants

Apprentices shall be laid off in indentured seniority with employer.

Red Circling – a person presently in the Roofing industry recognized by the Local Union will be red circled at his present rate and will receive all applicable increases. There will be company-wide and industry-wide seniority on hiring and lay-off.

30. QUITTING OR DISCHARGE FOR CAUSE:

When an Employee quits of his own accord or is discharged for just cause, he shall wait until the next regular pay day for his wages and Unemployment Insurance Record of Employment. If filed electronically then no Record of Employment will be issued unless requested by the employee.

31. UNION REPRESENTATION:

Rights of the Business Representative(s)

The Business Representative of each of the Local Unions shall, on reporting, have access to the project where members of a Local Union are employed and in no case, shall the presence of the Business Representative unduly interfere with the progress of work. Should security regulations and/or Owner-Client regulations prevent access to any job or project, the Employer will assist the Business Representative in obtaining a necessary pass or permission to visit the job or projects.

Imposition of Discipline

Any time a member is disciplined in writing the Union will be copied on the discipline communication. At any meetings of any kind where a member may be terminated for cause a representative of the Union (Steward, Business Manager etc.) will be present.

32. UNION MEMBERSHIP RIGHTS:

A Union Member delegated for an official union duty shall be permitted the necessary time off without pay to perform these duties subject to the Employer being notified in advance.

33. TRANSPORTATION OF EMPLOYERS' TOOLS AND/OR MATERIAL:

Roofing Personnel covered by this Agreement shall not be requested to furnish the use of an automobile or other conveyance to transport company tools and/ or material from shop to job, job to job or job to shop. Facilities for such transportation are to be provided by the Employer. Roofing Personnel shall not be required, as a condition of employment, to furnish the use of a motor vehicle or other conveyance.

Where required on downtown sites, the Employer agrees to pay parking fees on the first day and last day on jobs.

34. STEWARDS:

The Employer acknowledges the right of the Union to appoint job Stewards and they will not be discriminated against. The Union undertakes to keep the Employer informed of such appointments in writing.

The Employer agrees that under no circumstances will the union steward be dismissed without consultation and approval of the Business Representative of the Local Union.

Should the Business Representative of the local union withhold approval of lay off or dismissal of the Steward, the matter shall be subject to the provision of Article 36 of the current Agreement.

The Business Representative of the Local Union shall have the right to inspect employees' pay stubs on demand.

35. HEALTH AND SAFETY REPRESENTATIVES:

The Employer acknowledges the right of the Union to appoint job Health and Safety Representatives and they will not be discriminated against. The Union undertakes to keep the Employer informed of such appointments in writing.

The Employer agrees that under no circumstances will the Health and Safety Representative be dismissed without consultation and approval of the Business Representative of the Local Union.

Should the Business Representative of the Local Union withhold approval of lay off or dismissal of the Health and Safety Representative, the matter shall be subject to the provision of Article 36 of the current Agreement.

If willing to work, the Health and Safety Representative will have preference to work on all overtime.

The above does not apply to Management appointed Health and Safety Representatives.

36. GRIEVANCEANDARBITRATION PROCEDURE:

1) A Grievance is a difference arising only from the interpretation, administration, application or alleged violation of this Agreement including any questions as to whether the matter is arbitrable.

2) An employee may lodge a grievance against his employer. The processing of such grievance shall be processed commencing with step one below.

3) A grievance of an employee, to be considered, must be lodged with his employer within two working days following the incidence giving rise to the grievance. Any grievance filed within the prescribed time limits shall have a six-month maximum limitation period for any and all claims or damage save and accept subcontracting of bargaining unit work wherein limitation shall be twelve months from when the work is completed. This limitation period shall not apply to the period from the date of filing of a grievance and/or when the grievance is finally resolved or determined at the Ontario Labour Relations Board or by arbitration. Notwithstanding the above, there shall be an 18-month maximum limitation period for any employee grievance relating to any difference in the contribution amounts reported by the employers and the contribution amounts shown on the annual plan summaries for the pension and health and welfare plans.

4) **Step One:**

   An employee having a grievance shall first discuss the matter with his employer or the employer representative in an effort to have the matter resolved. The Employer shall give his position on the grievance within two working days.

   Step Two:

   If a satisfactory settlement is not reached at Step one, the grievance shall be reduced to writing and signed by the grievor setting out the nature of the grievance, the Article of this Agreement alleged to have been violated and the remedy sought. The Local Union with the grievor in attendance shall meet with the Employer within three working days of receipt of his answer to Step One in an attempt

to settle the difference. The Employer shall give an answer within three working days of this meeting.

If a settlement is not reached, the matter shall be brought before the Local Joint Conference Board within three working days of receipt by the Local Union, of the Employer's answer referred to in Step Two above, or such other time as is mutually agreed upon.

A policy grievance arising between an employer, the Local Trade Association or the Union shall be in writing and signed by the griever, setting forth particulars of the allegation including the Article of this Agreement alleged to have been violated, the nature of the remedy sought by the griever and forwarded to the party against whom the grievance is made. A meeting shall be convened with all parties to the dispute within three working days of receipt of the grievance. The grievance will be initiated within thirty days of the occurrence of the circumstances that have given rise to the grievance.

The Union agrees the Association is not to be a party to any individual grievance.

If a settlement is not arrived at during this meeting or within such time as the parties mutually agree, the matter shall be forwarded to the Local Joint Conference Board.

The Local Joint Conference Board shall convene within five working days of receipt of a grievance. In matters touching upon the interpretation of this Agreement, the Board shall forward the grievance along with their recommendations to the Provincial Joint Conference Board. On all other matters the Local Board shall endeavour to arrive at a settlement. If no settlement can be reached, the matter may be referred to Arbitration.

In order for the Local Joint Conference Board settlement of a grievance to be used by any party as a precedent in future cases, it must be filed with the Provincial Joint Conference Board for their unanimous concurrence. In the event of failure to obtain such unanimous concurrence a settlement shall be treated as being only applicable to the facts in question.

Any grievance involving the interpretation of this Agreement shall be dealt with only by the Provincial Joint Conference Board, such Board shall convene within five working days of receiving the grievance and shall render a decision. If no settlement can be reached, the matter may be referred to Arbitration.

Any policy grievance filed within the prescribed time limits shall have a six-month maximum limitation period for any and all claims and damages.

ARBITRATION:

Any grievance not settled at either the Local Joint Conference Board or the Provincial Conference Board in accordance with the procedure set out above, may within five working days from the date of the decision of such board, be referred to final and binding Arbitration in accordance with the Labour Relations Act.

37. LOCAL JOINT CONFERENCE BOARD:

PURPOSE: A Local Joint Conference Board formed by the Employers and the Local Union for purposes which will improve the Roofing Industry in general shall be formed, and without restricting the generality of the foregoing, for the following specific purposes:

a) To promote closer cooperation and harmony between the Employers and the Local Union for the betterment of the Roofing Industry as a whole.

b) To improve the status and conditions of the Roofing Industry within the Construction Industry and also to suggest methods for the improvement of the Construction Industry as a whole.

c) To investigate and suggest methods to improve trade practices, standards, workmanship, working conditions, efficiency and productivity within the Roofing Industry.

d) To stop unfair practices to or by the Employers and Employees.

e) To constantly work for the improvement of Labour Relations in general

In all of the above purposes, the Joint Conference Board shall not have the power to issue instructions, make special agreements or change

ruling(s) without first referring the subject matter back to the body of their respective organization for approval and ratification.

The Joint Conference Board shall attempt to resolve grievances between the Local Union and the Employer as provided in this Agreement and also recommend regulations governing the conduct of their members.

Notice of grievance or dispute shall be given to the Joint Conference Board in writing and the said Board shall convene within five (5) working days to deal with the said grievance.

Decisions of the Board will be by majority vote with each Party casting three (3) votes. Each representative of either Party, present and voting is entitled to cast an equal portion of the three (3) votes allocated to the Party he represents. If the voting on a question brought before the Board for decision results in a deadlock, then either Party may refer to the Provincial Joint Conference Board.

38. PROVINCIAL JOINT CONFERENCE BOARD:

PURPOSE: The Provincial Joint Conference Board will be formed by both Parties hereto for purposes which will improve the Roofing Industry in general and without restricting the generality of the foregoing, for the following specific purposes:

a) To promote closer cooperation and harmony between the Association and the Union for the betterment of the Roofing Industry as a whole.

b) To improve the status and conditions of the Roofing Industry within the Construction Industry and also to suggest methods for the improvement of the Construction Industry as a whole.

c) To investigate and suggest methods to improve trade practices, standards, workmanship, working conditions, efficiency and productivity within the Roofing Industry.

d) To stop unfair practices to or by Employers and Employees.

e) To constantly work for the improvement of Labour Relations in general.

In all of the above purposes, the Provincial Joint Conference Board does not have the authority to issue instructions, make agreements or change ruling(s) without first referring the subject matter to the Parties for approval and ratification.

FORMATION: The Provincial Joint Conference Board, formed of not less than three (3) members of each party, shall meet as often as necessary and at the meetings, three (3) representatives of each party will form a quorum.

PROCEDURE: Decisions of the Board will be by majority vote with each Party casting three (3) votes. Each representative of either Party present and voting is entitled to cast an equal portion of three (3) votes allocated to the Party he represents. If the voting on questions brought before the Board for decision results in a deadlock and it is decided by either or both parties that the matter is important enough to require a solution, the Representatives will attempt to agree on an Umpire to decide the matter.

If, within five (5) days or a longer period if mutually agreed, no Umpire has been agreed to, then either the Association or the Conference may jointly or unilaterally request the Minister of Labour to appoint an Arbitrator. The decision of the Arbitrator acting within the limits set by this Agreement, shall be final and will bind both parties and members of each.

The Parties agree that this procedure will be followed before Section 126 of the Labour Relations Act or arbitration is implemented. Any grievance arising from a work jurisdiction dispute shall not be dealt with by this Article.

39. NO STRIKES OR LOCK-OUTS:

During the term of this Agreement there shall be no lock-out by the Employer and no strike by the Members.

An Employee of an Employer covered by the terms of this Collective Agreement will not be required to cross and/or work behind a picket line unless the placing or maintaining of that line has been objected to by the appropriate official(s) of the Building and Construction Trades Council having territorial jurisdiction over the work place that is being picketed or a picket protocol has been acknowledged and work to be per-

formed is authorized by the Business Manager of the Local Union that has the geographic jurisdiction in the area in which the picket protocol applies.

40. MANAGEMENT RIGHTS:

The Union agrees and acknowledges that the Employer has the exclusive right to manage the business and to exercise such right without restriction, save and except as such prerogatives of management may be specifically modified by the terms and conditions of this Agreement. Without restricting the generality of the foregoing, it is the exclusive function of the Employer to:

a) Hire, direct, promote, select, demote, lay off, transfer, discipline or discharge any employee or foreman and to increase or decrease working forces, provided that a claim for discriminatory promotion, demotion or transfer or a claim that an employee has been discharged or disciplined without just cause may be the subject of a grievance and dealt with as herein provided.

b) Determine the materials to be used, design of the products to be handled, the facilities and equipment required, scheduling of work and location of equipment.

c) Determine the rules and regulations to be observed by the members, violation of which may be the cause of discipline and may include discharge.

The Employer recognizes that the Employee has recourse through the Grievance Procedure if he feels that the Company has exercised any of the foregoing rights contrary to the terms of this Agreement. The Union has the right to lay a complaint or grievance against the Employer and the Employer has the right to lay a complaint or grievance against the Union.

41. GENERAL WORKING CONDITIONS:

a) It is mutually agreed by both the Employer and the Union that both parties will comply with the current Occupational Health and Safety Act.

b) All Employees shall provide themselves with and maintain in good repair in accordance with the Occupational Health and Safety Act requirements and manufacturer's specification a safety helmet

and safety footwear. On normal contract job sites they shall provide themselves with suitable clothing as required by the Occupational Health and Safety Act. The Employer shall provide to Employees a pair of non-prescription safety glasses and replacements as required.

c) No Employee shall be required to enter or work in an area considered unsafe, or to use apparatus, equipment or machine tools considered unsafe until the area and/or the apparatus, equipment or machine tools have been examined for safety and approved by a competent authority.

d) The Employer agrees that no Employee shall be laid off or discharged or suffer any loss of wages for the balance of the day's shift due to the shutdown of a project by the proper authorities for safety reasons directly attributed to the proven negligence of their Employer.

e) A Safety Committee composed of a Health & Safety Representative and a Representative of the Employer shall be established with each Employer. This Committee shall meet in the event of a lost time accident but at least quarterly.

f) All unsafe conditions on the job site must be reported immediately to either the Foreman or the Steward. The Employer, through his representative on the job, shall take immediate corrective measures concerning same.

g) The Employer shall provide first aid requirements on the job or project and in the shop as prescribed by the Workplace Safety and Insurance Act.

h) Any Employee who has been the victim of an accident at work and is unable to continue his work shall receive his usual pay for that day. If the serious nature of his condition requires him to go for medical attention and should he be accompanied by another person or persons, regular wages shall be paid for any time lost by the escort(s). If transportation expenses are incurred in going for medical attention, they shall be paid by the Employer if Workplace Safety and Insurance Board does not cover the said expense.

i) The Employer and the Local Union will be promptly notified of all accidents and fatalities that require a Workplace Safety and Insurance Board report.

The Local Union will be sent a copy of Form 7 or equivalent immediately.

j) The Employer agrees to provide sanitary facilities and potable water, including ice water at roof work area, as required by the Occupational Health and Safety Act.

k) It is agreed to incorporate coal tar pitch regulations when such regulations are proclaimed into law.

The following Sections 207 to 211 are the regulations of Ontario's Occupational Health and Safety Act pertaining specifically to the Roofing Industry.

ROOFING:

207. (1) If a built-up roof is being constructed, repaired or resurfaced, a barrier shall be placed in the immediate work area at least two metres from the perimeter of the roof.

(2) The barrier shall consist of portable weighted posts supporting a taut chain, cable or rope that is located 1.1 metres above the roof level.

208. (1) A pipe that supplies hot tar or bitumen to a roof shall be securely fixed and supported to prevent its deflection.

(2) If a pipe discharges hot tar or bitumen within two metres of the edge of a roof, a guardrail shall be provided at the edge of the roof.

209. (1) A hoist used on a roof,

a) shall have a guardrail installed on both sides of the frame at the edge of the roof; and

b) shall be positioned in such a way that the hoist cable is vertical at all times while a load is being hoisted.

(2) Only a competent worker shall operate a hoist used on a roof.

210. The counterweights on a roofer's hoist,

a) shall be suitable for the purpose;

b) shall not consist of roofing or other construction material;

c) shall be securely attached to the hoist; and

d) shall provide a safety factor against overturning of not less than three.

211. (1) Only a competent worker shall operate a hot tar or bitumen roadtanker or kettle.

(2) If a hot tar or bitumen roadtanker or kettle is fitted with a propane-fuelled heater,

a) the storage cylinder for propane shall not be placed closer than three metres to a source of fire or ignition;

b) heating device shall be located so that they do not come into contact with the hot tar or bitumen in the case of a spill or a failure of a component of the system; anda fire extinguisher with an Under- writers' Laboratories of Canada rating of at least 4A40BC shall be provided with the roadtanker or kettle.

(3) A propane burner used on a bitumen roadtanker or kettle,

c) shall have a thermal rating no greater than that recommended by the manufacturer of the roadtanker or kettle; and

d) shall consist of components that are adequate for their intended use.

(4) Hot tar or bitumen shall be transferred from a roadtanker to a kettle through enclosed piping.

42. ONTARIO INDUSTRIAL ROOFING CONTRACTORS' ASSOCIATION:

It is agreed that each Employer will remit the sum of ten cents ($0.10) for each regular and overtime hour or part thereof directly to the OIRCA office in accord-

ance with the requirements of the standard form of remittance supplied by the OIRCA.

It is understood these remittances are not part of the wage package and are to be used for the operation of OIRCA's Labour Relation Section.

The Union agrees to provide the monthly summaries of all remittances and hours to the Ontario Industrial Roofing Contractors' Association for all employers who are bound by the terms and conditions of this Agreement. Any non-payment or alleged non-payment of such monthly remittances shall constitute a violation of this Agreement and the non-payment of such monthly remittances by such employers shall be subject to a grievance and enforceable by the Association under Article 36, Grievance and Arbitration procedure. OIRCA agrees to provide the monthly summaries of all remittances and hours to the Ontario Sheet Metal Workers' & Roofers' Conference for all employers who are bound by the terms and conditions of this Agreement.

The Union agrees to inform the OIRCA's Labour Relations Section when an Employer becomes signatory to this Agreement.

The Union agrees to copy the OIRCA's Labour Relations Section on all collective agreement enforcement related correspondence with Employers signatory to this Agreement.

43. ROOFERS' DUES PROMOTION FUND:

In addition to the wages and all Local Union Funds, outlined in the Local Appendix, each Employer agrees to deduct the sum of thirty-two cents ($0.32) effective May 1, 2025, for each regular and overtime hours or part thereof and agrees to remit said amount to the Administrator of Local Union in a same manner outlined in the Local Appendix governing the funds.

Delinquencies shall be dealt within the manner and with the penalties applicable to the delinquency to any of the other funds in that Local Union.

All monies deducted and received in accordance with this Article are the property of the Ontario Sheet Metal Workers' Conference, and shall be used by the Conference in its absolute discretion as directed by representatives of Locals 30, 47,235, 269, 397, 473,504, 537 and 562.

44. SAVING CLAUSE:

Should legislation exist or, during the term of this Collective Agreement be enacted that affects the operation of this Collective Agreement in part or in whole, the Parties shall meet promptly to discuss the effect of that legislation and if necessary, make amendments to the Collective Agreement that might be required to make it comply with the law.

During such discussion and until the amendments are agreed and made part of this Collective Agreement, all Articles not made inoperative by the legislation shall continue in full force and effect.

Such Collective Agreement is amended by mutual consent, shall take precedence over this Collective Agreement but will terminate on the date that this Collective Agreement would have terminated.

45. LOCAL APPENDIX EXEMPTION OR AMENDMENT:

a) Where a particular clause, article or provision contained within a Local Union Appendix and not within the Body of Agreement, works a hardship on a specific geographic area within the jurisdiction of a Local Union, the Local Union and the Local Designated Representative may reach a Memorandum of Local Appendix Exemption or Amendment, in writing, to exempt or amend the particular clause(s), article(s), or provision(s) of the Local Union Appendix for the geographic area within the jurisdiction of the Local Union as specified in the Memorandum of Local Appendix Exemption or Amendment. The basis in part to reach this determination is:

   CHECK SEMI-ANNUALLY:

   1. Total Building Permits in each local union area.
   2. Check local union percentage unemployment level.
   3. Each contractor to provide: name of project, name of company and estimated man hours for each project lost to non-union contractor.
   4. Should the local employment level decrease by 25% or more from the previous year, the parties will meet and implement this article.

b) The Local Union shall have exclusive discretion to determine whether in fact a particular clause(s), article(s) or provision(s) contained within its Local Union Appendix works a hardship on a specific geographic area within the jurisdiction of the Local Union;

c) Any such Memorandum of Local Appendix Exemption or Amendment shall be submitted to the parties to this Agreement designated by the Minister of Labour for their adoption and endorsement. Any such Memorandum of Local Exemption or Amendment shall have no force or effect unless and until the designated parties to the Agreement adopt and endorse the said Memorandum of Local Exemption or Amendment whereupon it shall be effective and apply only to the geographic area within the jurisdiction of the Local Union as specified therein;

d) Any such Memorandum of Local Appendix Exemption or Amendment, when adopted and endorsed by the designated parties to this Agreement, shall exempt or amend the specified clause(s), article(s) or provision(s) of the applicable Local Union Appendix as specified from time to time. Any such Memorandum of Local Appendix Exemption or Amendment shall expire in accordance with its terms or on the expiry date of this Agreement, whichever occurs first, at which time the operative provisions of the Local Union Schedule shall be as originally agreed to between the parties:

46. PAYEQUITY:

The parties agree that as of January 1, 1990, there are no female dominated job classes within the bargaining unit, and, therefore, there are no pay equity adjustments required. This statement is deemed to constitute the Pay Equity Plan for the Employer Bargaining Agency and Employee Bargaining Agency.

47. DURATION, TERMINATION AND CONTINUATION:

This Agreement shall be in effect from May 1, 2025, until April 30, 2028 and thereafter triennially unless writ-ten notice be given not less than sixty (60)

days before expiry date (or its anniversary as the case may be) by the party desirous of change. On receipt of such writ-ten notice the parties to this Agreement shall convene a meeting within thirty (30) days or such time mutually agreed to and endeavour "to reach an agreement".

IN WITNESS AND TESTIMONY OF the provisions and terms mutually agreed upon and specified herein, the duly authorized Officers and/ or Representatives of both parties affix their signature on this 28th day of May 2025.

Signed on behalf of:

THE LABOUR RELATIONS SECTION OF THE ONTARIO INDUSTRIAL ROOFING CONTRACTORS' ASSOCIATION

Don Marks	Jason Campbell
Darcy Beites	Robert Kucher
Manuel Figueiredo	Stephen Patti
Battista Settimi	Mark Aguis
Ryan Warner	Kyle Harding

Signed on behalf of:

THE Built-Up ROOFERS', DAMP AND WATERPROOFING SECTION OF THE ONTARIO SHEET METAL WORKERS' AND ROOFERS' CONFERENCE OF THE SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION:

Mark Hall	Dan Krupa
Jason Addison	Ryan Thompson
Rob Weiler	Roger Michaud
Paul Reynolds	Brent James
Bill Hunt	

LETTER OF UNDERSTANDING

RESOLUTION 78

As provided for in the Memorandum of Settlement dated May 23, 2007, the Ontario Industrial Roofing Contractors' Association and the Built-up Roofers', Damp & Waterproofers' Section of the Ontario Sheet Metal Workers' Conference have agreed to the following Letter of Understanding concerning Resolution 78. This Letter of Understanding forms part of the Collective Agreement between the Ontario Industrial Roofing Contractors' Association and the Built-up Roofers', Damp & Waterproofers' Section of the Ontario Sheet Metal Workers' Conference, effective from May 1, 2025, until April 30, 2028:

The Business Manager of each Local Union is authorized to use Resolution 78 as per the Constitution and Ritual of the Sheet Metal Workers' International Association.

LETTER OF UNDERSTANDING

Fitness and Impairment in the Workplace

The Union, its members and the Employer recognize that addiction to drugs or alcohol is a health problem that may amount to a disability that requires accommodation under the Human Rights Code. The Union and the Employer are committed to helping employees get the counseling, treatment, rehabilitation and support they need to overcome these health problems.

The Union and the Employer further agree that employees who use or are impaired by drugs or alcohol while performing work endanger not only themselves but their co-workers and others affected by their work. The Union and its members acknowledge that employees must report to work fit to perform their duties free

from impairment, including but not limited to impairment from sleep deprivation, alcohol, cannabis and controlled substances (whether legal, prescribed or of any kind). The Union and its members recognize that employees who report to work impaired, or become impaired at work, may face disciplinary action up to and including termination.

The Employer understands and agrees that members of the Union may require the use of prescription medication for the treatment of illnesses and diseases. Where members of the Union are prescribed medication or are suffering from an illness that may affect their fitness to perform their assigned work, the employee is required to advise the Employer and request accommodation which will not be denied unless such accommodation amounts to undue hardship. No determination of undue hardship will be made by any Employer until such time as the Union and the Employer have jointly reviewed the request for accommodation.

APPENDIX "A"

Geographical Jurisdictions of Locals 30, 47, 235, 269,397,473, 504, 537 and 562:

Local 30: TORONTO, ONTARIO (including Halton County with the exception of the west side of Oakville Creek in Trafalgar Township; Nelson and Nassagawega Townships; Peel County; Erin Township in Wellington County; Dufferin County; Simcoe County; Metropolitan Toronto; York County; County Ontario; The Townships of Cartwright and Darlington in Durham County; District Muskoka and the Townships of Carling, Ferguson, McDougall, McKellar, Christie, Foley, Conger and Humphries in the District of Parry Sound).

Local 30: PETERBOROUGH, ONTARIO (all Territories within the boundaries of Peterborough County, Victoria County, Northumberland County and Haliburton County in their entireties the townships of Gaven, Manvers, and Hope in the County of Dur- ham, and all that part of the Town of Newcastle east of the southerly continuation of the western border of the Township of Manvers to the shore of Lake Ontario; all of the County of Hastings with the exception of the Townships of Sydney, Thurlow and Tyendinaga).

Local 47: OTTAWA, ONTARIO (including Carleton, Dundas, Glengarry, Grenville, Lanark, Nipissing (south of a line from Mattawa on the Quebec border to the northeast corner of Paxton Township) Prescott, Renfrew, Russell and Stormont Counties, Ontario).

Local 235: WINDSOR, ONTARIO (including Essex and Kent Counties, Ontario).

Local 235: SARNIA, ONTARIO (including Lambton County, Ontario).

Local 269: KINGSTON, ONTARIO (including Addington, Amherst Island, Frontenac, Howe Island, Leeds, Lennox, Prince Edward County, the Townships of Sidney, Thurlow

and Tyendinaga in Hastings County and Wolfe Island, Ontario).

Local 397: THUNDER BAY, ONTARIO. The boundary line starts at the southeast corner of Thunder Bay district northeasterly to the 49th parallel, approximately at 45 degrees to Brunswick Lake and then follows the 49th parallel to the Quebec border... also the districts of Cochrane, north of the 49th parallel, Kenora, Rainy River and Thunder Bay.

Local 473: LONDON, ONTARIO (including Bruce, Elgin, Huron, Middlesex, Oxford County (with the exception of So. Norwich, No. Norwich, E. Oxford, Blenheim, Blandford and E. Zorra Townships), Perth County (with the exception of So. Easthope, No. Easthope, Ellice, Mornington, Elma and Wallace Townships).

Local 504: SAULT STE. MARIE, ONTARIO

Southern Boundary – International Boundary line Northern Boundary – 49th parallel

Western Boundary – The Eastern limits of the Thunder Bay region.

Eastern Boundary – A line running North and South at the Easterly limits of Striker Township.

Local 504: SUDBURY, ONTARIO – a map or written boundary to be supplied by the Union. Parry Sound with the exception of the Townships of Carling, Ferguson, McDougall, McKellar, Christie, Foley, Conger and Humphrey, Sudbury County; Algoma County, Manitoulin Island. Except the territory within the boundaries of Area 11, Sault Ste. Marie.

Local 537: HAMILTON AND DISTRICT – The Town of Burlington, the Township of Nassagaweya, the Town of Milton, that part of the Town of Oakville being south of the Town of Milton and west of provincial High- way No. 25 to a point where the Oakville creek crosses Highway No. 25 and that part of the Town of Oakville

lying west of the Oakville Creek between Highway No. 25 and Lake Ontario all in the County of Halton; the City of Hamilton, the County of Wentworth, the Townships of Seneca, Oneida, Walpole, Rainham, North Ca- yuga, that part of the Township of South Cayuga lying west of County Road No. 36 and No. 9 and that part of the Town- ship of Canborough lying west of County Road 15 all in the County of Haldimand and that part of the Township of West Lincoln lying between the easterly boundary of the County of Wentworth and Lincoln County Road No. 34 as it extends from its intersection with Lincoln County Road No. 17 to the Town of Smithville and Lincoln County Road No. 36 as it extends from Smithville to the Shores of Lake Ontario.

Local 537: BRANTFORD AND DISTRICT – East Zorra, Blandford, Blenheim, East Oxford, North Norwich and South Norwich in Oxford County and the Counties of Brant and Norfolk.

Local 537: NIAGARA – That portion of Lincoln and Haldimand East of line from Grimsby Breach, South on Park Road to Hwy. #8 and then South on Lincoln County Road #36 and #34 to Lincoln County Road #17 then west on #17 to Haldimand County Road #15 then Westerly on #17 to a point in line South Easterly with Haldimand County Roads #9 and #36 to Lake Erie, Lincoln and Welland Counties to the Niagara River.

Local 562: KITCHENER, ONTARIO (including the Counties of Waterloo, Wellington, Grey and Perth with the exception of Blanchard, Downie, Fullerton, Hibbert and Logan Townships, including all the municipalities contained therein).

APPENDIX "B"

LOCAL 30 – TORONTO, ONTARIO

HOURS OF WORK:

The work week will be up to forty-four (44) hours during Monday to Friday with the work day having flexible starting and quitting times. The work day may be extended by mutual consent of the employer and employees. Should employees be unable to complete forty-four (44) hours worked, due to weather conditions, the employees may be allowed to work hours on Saturday until the forty-four (44) hours are completed. Saturday work is on a voluntary basis, and the employer shall not take discriminatory action against an employee who refuses to work Saturdays.

OVERTIME:

After forty-four (44) hours have been completed any further hours worked shall be paid for at the rate of time and one half. Double time shall be paid for work performed on Sundays and observed holidays as stipulated in Article 13.

SHIFT WORK:

On jobs of a special nature where work must be done during other than regular hours or in other special cases, a night shift may be worked provided that it is continued for not less than three (3) consecutive working days.

Wages for hours worked on shift work within the territorial jurisdiction of the Union – Work on the second shift shall be paid a shift premium of $10.00 per hour effective May 1, 2025; $11.00 per hour effective May 1, 2026 and $12.00 per hour effective May 1, 2027. If a third shift is required it shall be arranged through consultation with the Union Business Representative.

PRE-APPRENTICE:

A new employee hired as a pre-apprentice shall work a maximum of 90 calendar days as a pre-apprentice, and after that 90 calendar days shall become a 1st year apprentice with credit for all hours worked as a pre-apprentice.

It is understood that individuals who are attending school who return to work the following summer for the same employer shall continue to be paid at the pre-apprentice rate. If the individual decides to stay beyond 120 calendar days he or she shall be paid as an apprentice with credit for all hours worked after the first 120 calendar days.

TRAVELLING AND BOARD ALLOWANCE:

a) Zones: When employed on a job, the amount of travelling expense payments will be governed by the distance of the job site from the Toronto City Hall.

The Employer agrees that an employee has the option of using their own vehicle when travelling to and from the job site. No employee shall be required as a condition of employment to travel in a vehicle supplied by the Employer.

Using the Toronto City Hall as a swing point, five (5) concentric circles are swung.

The first circle is swung with a twenty (20) km radius. The area circumscribed will be the first zone and work within this area will entail no travelling allowance.

The second zone includes only the Toronto Island and for work in this area an allowance of twenty dollars ($20.00) effective May 1, 2025, twenty-two dollars ($22.00) effective May 1, 2026, twenty-four dollars twenty-five cents ($24.25) effective May 1, 2027, per day per man shall be paid. An employee who travels to the Toronto Islands via ferry shall be either reimbursed the cost of the ferry or paid the allowance for Zone 2, at the employee's option.

The third zone is the area between a twenty and a fifty km radius and for work within this area an allowance of twenty-eight dollars ($28.00) effective May 1, 2025, thirty dollars ($30.00) effective May 1, 2026, thirty- two dollars twenty-five cents ($32.25) effective May 1,2027, per man per day shall be paid.

The fourth zone is the area between a fifty and an eighty km radius and for work within this area a travelling allowance of thirty-five dollars ($35.00) effective May 1, 2025, thirty-seven dollars ($37.00) effective May 1, 2026, thirty-nine dollars twenty-

five cents ($39.25) effective May 1, 2027, per man per day shall be paid.

The fifth zone will be the area between an eighty and a ninety-five km radius, including the town of Barrie, and for work within this area a travelling allowance of fifty-five dollars ($55.00) effective May 1, 2025, fifty-seven dollars ($57.00) effective May 1, 2026, fifty – nine dollars twenty-five cents ($59.25) effective May 1, 2027, per man per day shall be paid.

A cut-off line for the 5th zone shall be created that runs westward through the length of Lake Ontario and intersects with the land at a point that is on the same longitude as the intersection of the QEW and the Red Hill Valley Parkway before continuing in a straight line towards this intersection. From this point, the cut-offline will continue along the lengths of the Red Hill Valley Parkway and the Lincoln M. Alexander Parkway until it intersects with Highway 403. From this point, the cut-off line will continue along Highway 403 in a southwesterly direction until it intersects with Highway 52. From this point, the cut-off line will continue in a northerly direction along Highway 52 until it intersects with Highway 99. From this point, the cut-off line will continue in a southwesterly direction along Highway 99 (this turns into Highway 5 at Osborne Corners) until it intersects with the Zone 5 radius. Beyond this cut-off line room and board allowance shall be paid.

When employees travel within zones 1-5 in a vehicle supplied by the employer no zone allowance will be paid to these employees.

b) Beyond 95 km – When employed on a project that is beyond ninety-five (95) km from the Toronto City Hall, Roofing Personnel shall be paid travelling time at their regular hourly straight time rate of pay and travel expenses for the first trip to and last trip from the job. In addition, Room and Board allowance, as per the rate below, will be paid to the employees per day worked:

Effective May 1, 2025 – $170.00
Effective May 1, 2026 – $180.00
Effective May 1, 2027 – $190.00

If an employee chooses to return home when employed beyond ninety-five (95) km from the To-

ronto City Hall, the employee will be paid $96.00 – May 1, 2025, $100.00 – May 1, 2026, $105.00 – May 1, 2027 per day instead of the full Room and Board allowance, however, this exception shall not apply in the following circumstances:

i) for the first trip to and the last trip from the job;

ii) for any legal holidays;

iii) the last day in any particular week if that is the only day during that week than an employee returns home;

iv) beyond 240 road kms from Toronto; and

v) for the day that an employee returns home of his or her own volition after sixty (60) or more days of employment per c) below.

The above allowance shall be paid to employees for legal holidays provided that they work a full shift on the normal working day before the holiday and a full shift on the normal working day immediately following the holiday.

When employees report for work while employed in this area and are sent home due to job conditions, they shall be paid show-up time and the applicable Room and Board Allowance above.

If, however, the duration of the job is less than a full week, board and lodging expenses are paid at cost.

If work has been performed for the Employer on the first or last day the Employee is travelling, either before the start or at the end of the journey, the money earned for the hours worked will be in addition to the travelling time. Standard meals while travelling shall be paid for by the Employer and should they be travelling overnight; the Employer shall pay for sleeping accommodation.

Room and Board Allowance shall be based on seven (7) days per week when working beyond two hundred and forty (240) road km from Toronto.

c) Return to Toronto – Roofing Personnel shall be paid under the same conditions and in the same amounts as in Clause "b" above should it be considered necessary by the Employer or his Representative for them to return to Toronto before their work is completed or if they return of their own vol-

ition after sixty (60) or more days of employment in the area.

d) Visits Home – Roofing Personnel shall be paid travelling expenses but not travelling time for trips home hereafter scheduled.

One trip home every month when employed over three hundred and twenty {320) km from Toronto.

In addition, Roofing Personnel who desire it, will be paid for one (1) trip home under the same conditions at the Christmas season.

The length of stay at home during these trips shall not exceed five (5) working days unless the Employer agrees to an extension.

e) Method of Travel – Employees may choose their manner of transportation but the Employer is only obligated to pay the best available rate for air or train service.

f) Car Allowance – If an Employee agrees to use his car for transportation from the job site during working hours, in addition to any other remuneration or reimbursement he may be entitled to, he shall be paid the maximum rate allowed by Canada Revenue Agency.

g) Discharge or Voluntary Separation while out of town – Other than under circumstances described in Clause "c" above, should an employee be discharged for cause or quit without cause before the completion of the Employer's portion of an out of town project, the Employer is not required to pay travel time or supply or pay for the transportation for the employee's return to the City of Toronto.

h) Type of Transportation – All transportation referred to in this Collective Agreement shall be both sheltered and insured transportation.

i) Parking – Employees will be reimbursed for parking charges within Zone 1 upon the presentation of receipts. It is agreed that should the employer procure an advantageous parking rate at a facility that is within a five-ten minute walk of the project, employees shall be expected to utilize that facility for parking. In the event that an employee does not utilize that facility for parking, the employee shall be reimbursed only up to the rate procured by the employer at its chosen parking facility.

PAYMENT OF EMPLOYER CONTRIBUTIONS TO THE WELFARE AND BENEFITS FUND:

The Benefits outlined in Articles 42 and 43 shall be submitted in a manner agreed to between Local #30 and its signatory contractors.

PAYROLL DEDUCTIONS

The Employer agrees to deduct and remit to the Local Union the following union dues as advised by the Local Union:

Monthly Dues
OSM UDPF
Local Union Dues Promotion Fund

It is understood that the above union dues are the only contractual deductions from an employee's pay, and that the amounts of any employee contributions to funds under this Agreement have already been deducted from the hourly rate for each hour worked or part thereof by each employee covered by this Agreement.

LETTER OF UNDERSTANDING

BETWEEN:

ONTARIO INDUSTRIAL ROOFING CONTRACTORS' ASSOCIATION ("OIRCA")

and-

ONTARIO SHEET METAL WORKERS' & ROOFERS'CONFERENCE ("OSMWRC")

and-

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 30

("Local 30")

Environmentally Friendly Green Roofing Systems

WHEREAS, OIRCA and OSMWRC and Local 30 recognize that it would be advantageous to have alternate classifications for members whose primary work is related to environmentally friendly green roofing systems ("Green Roofing Work");

AND WHEREAS, OIRCA and OSMWRC and Local 30

wish to amend the Collective Agreement between the Ontario Industrial Roofing Contractors' Association and the Built-Up Roofers', Damp and Waterproofing Section of the Ontario Sheet Metal Workers' & Roofers' Conference, effective from May 1, 2019, until April 30, 2022 ("Roofing Collective Agreement"), in order to create these alternate classifications;

NOW THEREFORE, OIRCA and OSMWRC and Local 30 hereby agree, with each other, as follows:

1. Green Roofing Work is covered by and shall be carried out in accordance with the full terms and conditions of the Roofing Collective Agreement, except as may be specifically varied in paragraphs 2 through 11 below.
2. For the purposes of this Letter of Understanding, "Green Roofing Work" includes only the work associated with the installation, maintenance (warranty period), repair and operation of structures, fixtures and materials that are added to or placed on a water tight roof for the cultivation of vegetation. Green Roofing Work includes, but is not limited to:

a) all systems for the supply, distribution, filtration and drainage of water;

b) all trays, retainers, planters, aggregates, soils, fertilizers, insecticides and other materials used;

c) all plants, vegetables, flowers, grasses, crops and shrubs, etc;

d) all pre-cast slabs of concrete or other materials used for walkways, access or support;

e) the unloading, handling, hoisting and operation of all tools, equipment and materials;

3. With the exception of Article 6(f) of the Roofing Collective Agreement, Green Roofing Work does not include any roofing, re-roofing, damp proofing, waterproofing or weather proofing work that is normally performed pursuant to Article 6 of the Roofing Collective Agreement.

4. Any and all sheet metal work performed in connection with Green Roofing Work shall be performed in compliance with Article 9(b) of the Roofing Collective Agreement.

5. Green Roofers shall be classified and paid as follows:

Classification	**Qualification**	**Rate of Pay**
Green Roofer #1	Over 3900 hours worked	3rd Year Apprentice
Green Roofer #2	Over 2600 hours worked	2nd Year Apprentice
Green Roofer #3	More than 120 calendar days worked up to and including 2600 hours worked	1st Year Apprentice
Green Roofer #4	Up to and including 120 calendar days worked	Pre-Apprentice

6. A Green Roofer assigned to perform work covered by Article 6 of the Roofing Collective Agreement, other than Green Roofing Work, shall be paid at the applicable rate for the standard roofer classifications of Articles 21 and 22 for all such work.

Such hours worked shall count toward his or her progression through the Green Roofer classifications set out in paragraph 5 above. All such hours shall also count toward a Green Roofer's progression through the standard roofer classifications of Articles 21 and 22. On lay off or discharge, the work card issued to a Green Roofer shall list separately the hours accumulated during their employment on work other than Green Roofing Work.

7. In the event that a member classified as a Green Roofer accumulates sufficient hours on work other than Green Roofing Work to qualify as a Roofing Assistant or higher, then that Green Roofer will henceforth be classified pursuant to the standard roofer classifications of Article 21.
8. Employer reports of an employee's hours worked for the purposes of dues and benefit contribution remittances shall list any hours worked in the Green Roofer classifications separately from any hours worked in the standard roofer classifications of Articles 21 and 22.
9. Crews of 6 performing Green Roofing Work shall consist of either the ratio set out in Article 23 of the Roofing Collective Agreement, or the following:

   One Green Roofer #1 paid a foreman premium of
   $4.80 per hour May 1, 2025
   $5.30 per hour May 1, 2026
   $6.05 per hour May 1, 2027

   Two Green Roofer #2s

   Three Green Roofer #3s or #4s

   If the nature of the job warrants it, Green Roofer #3s and #4s shall be added or deleted from the crew.
10. When assigned to perform Green Roofing Work, roofers normally covered by the standard roofer classifications of Articles 21 and 22 in the Roofing Collective Agreement shall be entitled to their regular wage rates and contributions.
11. No current member shall have a reduction in wages as a result of the adoption of this Letter of Understanding, and any current member who performs Green Roofing Work who occupies a higher classification or receives a higher wage rate than the 3rd year apprentice rate for his or her local

area shall remain entitled to that higher classification and/or higher wage rate, as the case may be, and shall receive any and all negotiated wage increases on that higher wage rate.

12. Green Roofers entitled to room and board allowance shall be paid room and board allowance only for those days that they report for work on site.
13. This Letter of Understanding shall form part of the Roofing Collective Agreement and shall apply province-wide.

Dated at Toronto this 28th day of May, 2025.

For OIRCA
Don Marks
Don Marks

For OSMWRC
Mark Hall
Mark Hall

For Local 30
Jason Addison
Jason Addison

LETTER OF UNDERSTANDING

BETWEEN:

ONTARIO INDUSTRIAL ROOFING CONTRACTORS' ASSOCIATION ("OIRCA")

and-

ONTARIO SHEET METAL WORKERS' & ROOFERS'CONFERENCE ("OSMWRC")

and-

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, "LOCAL 30

("Local 30")

Roof Vacuuming

WHEREAS, OIRCA and OSMWRC and Local 30 recognize that it would be advantageous to have alternate classifications for members whose primary work is roof vacuuming ("Vacuum Work");

AND WHEREAS, OIRCA and OSMWRC and Local 30

wish to amend the Collective Agreement between the Ontario Industrial Roofing Contractors' Association and the Built-Up Roofers', Damp and Waterproofing Section of the Ontario Sheet Metal Workers' & Roofers' Conference, effective from May 1, 2019, until April 30, 2022 ("Roofing Collective Agreement"), in order to create these alternate classifications;

NOW THEREFORE, OIRCA and OSMWRC and Local 30 hereby agree, with each other, as follows:

1. Vacuum Work is covered by and shall be carried out in accordance with the full terms and conditions of the Roofing Collective Agreement, except as may be specifically varied in paragraphs 2 through 11 below.
2. For the purposes of this Letter of Understanding, "Vacuum Work" includes only the work of removing ballast rock, gravel and dirt from a roof using specialized vacuuming machines and equipment.
3. Any and all sheet metal work performed in connection with Vacuum Work shall be performed in compliance with Article 9(b) of the Roofing Collective Agreement.
4. Vacuum Roofers shall be classified and paid as follows:

Classification	Qualification	Rate of Pay
Vacuum Roofer #1	Over 3900 hours worked	3rd Year Apprentice
Vacuum Roofer #2	Over 2600 hours worked	2nd Year Apprentice
Vacuum Roofer #3	More than 120 calendar days worked up to and including 2600 hours worked	1st Year Apprentice
Vacuum Roofer #4	Up to and including 120 calendar days worked	Pre-Apprentice

5. A Vacuum Roofer assigned to perform work covered by Article 6 of the Roofing Collective Agreement, other than Vacuum Work, shall be paid at the applicable rate for the standard roofer classifications of Articles 21 and 22 for all such work. Such hours worked shall count toward his or her progression through the Vacuum Roofer classifications set out in paragraph 4 above. All such hours shall also count toward a Vacuum Roofer's progression through the standard roofer classifications of Articles 21 and 22. On lay off or dis- charge, the work card issued to a Vacuum Roofer shall list separately the hours accumulated during their employment on work other than Vacuum Work.
6. In the event that a member classified as a Vacuum Roofer accumulates sufficient hours on work other than Vacuum Work to qualify as a Roofing Assistant or higher, then that Vacuum Roofer will henceforth be classified pursuant to the standard roofer classifications of Article 21.
7. Employer reports of an employee's hours worked for the purposes of dues and benefit contribution remittances shall list any hours worked in the Vacuum Roofer classifications separately from any hours worked in the standard roofer classifications of Articles 21 and 22.
8. Crews of 3 performing Vacuum Work shall consist of either the ratio set out in Article 23 of the Roofing Collective Agreement, or the following:

One Vacuum Roofer #1 paid a foreman premium of $4.80 per hour May 1, 2025, $5.30 May 1, 2026, $6.05 per hour May 1, 2027 Two Vacuum Roofer #2s, #3s or #4s

If the nature of the job warrants it, Vacuum Roofer #2s, #3s and #4s shall be added or deleted from the crew.

9. When assigned to perform Vacuum Work, roofers normally covered by the standard roofer classifications of Articles 21 and 22 in the Roofing Collective Agreement shall be entitled to their regular wage rates and contributions.
10. No current member shall have a reduction in wages as a result of the adoption of this Letter of Understanding, and any current member who performs Vacuum Work who occupies a higher classification or receives a higher wage rate than the 3rd year apprentice rate for his or her local area shall remain entitled to that higher classification and/or higher wage rate, as the case may be, and shall receive any and all negotiated wage increases on that higher wage rate.
11. Vacuum Roofers entitled to room and board allowance shall be paid room and board allowance only for those days that they report for work on site.
12. This Letter of Understanding shall form part of the Roofing Collective Agreement and shall apply province-wide.

Dated at Toronto this 28th day of May, 2025.

For OIRCA
Don Marks
Don Marks

For OSMWRC
Mark Hall
Mark Hall

For Local 30
Jason Addison
Jason Addison

APPENDIX "B" – revised Aug 6th, 2025 **LOCAL 30 TORONTO, ONTARIO**

May 1, 2025	Foreman	Journeyman	Asst	3rd Yr.	2nd Yr.	1st Yr.	PreAppr
Basic Rate	51.85	51.48	41.83	40.43	35.00	29.45	23.95
Foreman Prem.	9.68						
Vac. Pay	6.46	5.41	4.39	4.25	3.68	3.09	2.52
H&W	6.80	6.80	6.80	6.80	6.80	6.80	6.80
Pension	9.36	9.36	9.08	7.42	6.39	5.38	4.44
Bereavement	0.04	0.04	0.04	0.04	0.04	0.04	0.04
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Sub Total	**84.31**	**73.21**	**62.26**	**59.06**	**52.03**	**44.88**	**37.87**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**84.41**	**73.31**	**62.36**	**59.16**	**52.13**	**44.98**	**37.97**

Foreman's Premium – $9.68 (calculated in above rates)
Pitch Premium – $5.05 May 1, 2022
BEREAVEMENT FUND: The Bereavement Fund to be funded by four cents ($0.04) per hour employer contribution administered by the Union. This plan will apply upon verification by the Union to the immediate family, i.e. Wife, husband, son, daughter, mother, father, mother-in-law, father-in-law, grandmother, grandfather.
UNION DUES PROMOTION FUND: The Employer agrees to deduct the following amounts per hour for each hour worked from the Employee's wage rate as the Union Dues Promotion Fund effective May 1, 2010 – 2% of sub total.
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each

APPENDIX "B" – revised Feb 12th, 2026 **LOCAL 30 TORONTO, ONTARIO**

May 1, 2026	Foreman	Journeyman	Asst	3rd Yr.	2nd Yr.	1st Yr.	PreAppr
Basic Rate	53.45	53.11	43.22	41.74	36.14	30.43	24.76
Foreman Prem.	9.93						
Vac. Pay	6.66	5.58	4.54	4.38	3.79	3.19	2.60
H&W	6.80	6.80	6.80	6.80	6.80	6.80	6.80
Pension	9.81	9.81	9.46	7.78	6.71	5.65	4.67
Bereavement	0.04	0.04	0.04	0.04	0.04	0.04	0.04
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Sub Total	**86.81**	**75.46**	**64.18**	**60.86**	**53.60**	**46.23**	**38.99**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**86.91**	**75.56**	**64.28**	**60.96**	**53.70**	**46.33**	**39.09**

Foreman's Premium – $9.93 (calculated in above rates)
Pitch Premium – $6.05 May 1, 2026
BEREAVEMENT FUND: The Bereavement Fund to be funded by four cents ($0.04) per hour employer contribution administered by the Union. This plan will apply upon verification by the Union to the immediate family, ie. Wife, husband, son, daughter, mother, father, mother-in-law, father-in-law, grandmother, grandfather.
UNION DUES PROMOTION FUND: The Employer agrees to deduct the following amounts per hour for each hour worked from the Employee's wage rate as the Union Dues Promotion Fund effective May 1, 2010 - 2% of the sub total.
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each

APPENDIX "B" – revised Feb 12th, 2026 **LOCAL 30 TORONTO, ONTARIO**

May 1, 2027	Foreman	Journeyman	Asst	3rd Yr.	2nd Yr.	1st Yr.	PreAppr
Basic Rate	55.69	55.38	45.14	43.55	37.72	31.78	25.89
Foreman Prem.	10.18						
Vac. Pay	6.92	5.81	4.74	4.57	3.96	3.34	2.72
H&W	6.80	6.80	6.80	6.80	6.80	6.80	6.80
Pension	9.81	9.81	9.46	7.78	6.71	5.65	4.67
Bereavement	0.04	0.04	0.04	0.04	0.04	0.04	0.04
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Sub Total	**89.56**	**77.96**	**66.30**	**62.86**	**55.35**	**47.73**	**40.24**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**89.66**	**78.06**	**66.40**	**62.96**	**55.45**	**47.83**	**40.34**

Foreman's Premium – $10.18 (calculated in above rates)
Pitch Premium – $6.05 May 1, 2026
BEREAVEMENT FUND: The Bereavement Fund to be funded by four cents ($0.04) per hour employer contribution administered by the Union. This plan will apply upon verification by the Union to the immediate family, ie. Wife, husband, son, daughter, mother, father, mother-in-law, father-in-law, grandmother, grandfather.
UNION DUES PROMOTION FUND: The Employer agrees to deduct the following amounts per hour for each hour worked from the Employee's wage rate as the Union Dues Promotion Fund effective May 1, 2010 - 2% of the sub total.
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each

	MATERIAL HANDLER		
	May 1, 2025	**May 1, 2026**	**May 1, 2027**
Basic Rate	50.24	51.86	54.13
Vac. Pay	5.27	5.45	5.68
H&W	6.80	6.80	6.80
Pension	9.36	9.81	9.81
Bereavement	0.04	0.04	0.04
H2H	0.02	0.02	0.02
DeNovo	0.10	0.10	0.10
Sub Total	**71.83**	**74.08**	**76.58**
OIRCA	0.10	0.10	0.10
Total	**71.93**	**74.18**	**76.68**

Pitch Premium – $6.05 May 1, 2026

BEREAVEMENT FUND: The Bereavement Fund to be funded by four cents ($0.04) per hour employer contribution administered by the Union. This plan will apply upon verification by the Union to the immediate family, ie. Wife, husband, son, daughter, mother, father, mother-in-law, father-in-law, grandmother, grandfather.

UNION DUES PROMOTION FUND: The Employer agrees to deduct the following amounts per hour for each hour worked from the Employee's wage rate as the Union Dues Promotion Fund effective May 1, 2010 - 2% of the sub total.

OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.

VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.

DENOVO FUND: Employers and Employees funded by $0.05 per hour each

H2H: Employers and Employees funded by $0.01 per hour each

APPENDIX "C"

LOCAL 47-OTTAWA,ONTARIO

HOURS OF WORK:

The work week will be up to forty-four (44) hours during Monday to Friday with the work day having flexible starting and quitting times. The work day may be extended by mutual consent of the employer and employees. Should employees be unable to complete forty-four (44) hours worked, due to weather conditions, the employees may be allowed to work hours on Saturday until the forty-four (44) hours are completed. Saturday work is on a voluntary basis and the employer shall not take discriminatory action against an employee who refuses to work Saturdays.

OVERTIME:

After forty-four (44) hours have been completed any further hours worked shall be paid for at the rate of time and one half. Double time shall be paid for work performed on Sundays and observed holidays as stipulated in Article 13.

TRAVEL AND BOARD ALLOWANCE:

Inner Free Zone 1: (as defined by the concentric circle for this area)

When employees are required to work in the inner free zone circle such as Kanata, Stittsville, Manotick, Carlsbad Springs, Orleans, Carleton Place, Rockland, will not be remunerated for travel or board.

Zone 2: (as defined by the concentric circle for this area)

When employees are required to work beyond zone 1 and up to and including Arnprior, Kemptville, Chesterville, Casselman, employees shall be remunerated at a flat rate of effective May 1, 2025 $25.00 per day for each day worked.

Zone 3: (as defined by the concentric circle for this area)

When employees are required to work beyond zone 2 up to and including Renfrew, Perth, Prescott, Morrisburg, Maxville, Alfred, employees shall be remunerated at $80.00 effective May 1, 2025 per day

room and board for each day reported for work and shall further be remunerated for travel and time for the first trip up and the last trip back. (All calculations of travel and time shall be calculated from the outer boundaries of zone 1 by the most direct automobile route from this zone to the project.)

Work Beyond Zone 3:

When employees are required to work beyond zone 3, employees shall be remunerated at $150.00 effective May 1, 2025, $155.00 effective May 1, 2026, $160.00 effective May 1, 2027, room, and board for each day reported for work and shall further be remunerated for time and travel for the first trip up and the last trip back. (All calculations of travel and time shall be calculated from the outer boundaries of zone 1 by the most direct automobile route from this zone to the project.)

Travel allowance shall be calculated and paid at CRA Maximum effective May 1, 2022. Travel time within Local Union 47's jurisdiction shall be paid for at the rate of straight time even if the total hours worked that week exceed the normal working hours per week as per Appendix "C".

PARKING

Employees will be reimbursed for parking charges upon the presentation of receipts. It is agreed that should the employer procure an advantageous parking rate at a facility that is within a ten-minute walk of the project, employees shall be expected to utilize that facility for parking, the employee shall be reimbursed only up to the rate procured by the employer at its chosen parking facility.

PAYMENT OF EMPLOYER CONTRIBUTIONS TO THE WELFARE AND BENEFIT FUNDS:

The Benefits outlined in Articles 42 and 43 shall be in addition to the following:

UNION DUES PROMOTION TRUST FUND:

In addition to the wages, travel allowances and all other benefits herein set out, each Employer will pay to each Employee covered by this Collective Agreement an additional one dollar and ten cents ($1.10) effective

May 1, 2019, one dollar and thirteen cents ($1.13) effective May 1, 2020 and one dollar and sixteen cents ($1.16) effective May 1, 2021, wages for each regular and overtime hour or part thereof, worked by each such Employee and each Employer further agrees to deduct the said sum of one dollar and ten cents ($1.10) effective May 1, 2019, one dollar and thirteen cents ($1.13) effective May 1, 2020 and one dollar and sixteen cents ($1.16) effective May 1, 2021, for each regular and overtime hour or part thereof, and agrees to remit said sum to the Administrator of "the Local 47 Union Dues Promotion Trust Fund" or such other person appointed under a Trust Agreement to be entered into as soon as possible.

Remittance to the Union Dues Promotion Trust Fund shall be made by each Employer monthly and shall be made prior to the 15th day of the month immediately following that in which the hours are worked and shall be accompanied by a list of all employees on behalf of whom the deductions are made and shall be accompanied by a report indicating the number of hours or part thereof worked by each employee concerned. The Administrator or other person appointed under the said Trust Agreement shall supply the Employer with appropriate reporting forms.

Without limiting the generality of the term Promotion and without limiting the terms of the said Trust Agreement, the purpose and intent of this Trust shall be to make any and all expenditures necessary to promote Local Union 47 Roofing Personnel and any other matters deemed proper by the Trustees in charge of the said Fund.

Local Union 47 has established a "Committee of Trustees" to manage the said Promotion Trust Fund. The Committee consists of two (2) trustees elected or appointed by Local Union 47.

In the event that this Union Dues Promotion Trust Fund is discontinued for any reason whatsoever, the hourly contributions herein agreed will then become part of the hourly wages of the Employee on whose behalf they have been formerly contributed.

PENSION TRUST FUND:

In addition to the wages, vacation pay and other benefits set out in this Collective Agreement, each Em-

ployer will contribute the sum of pension contribution as stipulated in the wage schedule for all regular and overtime hours worked by each Employee covered by the Collective Agreement to the Trust Fund known as "Local Union 47 Pension Trust Fund". Without limiting the terms of the said Trust Agreement to be entered into, the purpose and intent of such Agreement shall be to purchase Pension and Supplementary Benefits and such other benefits as the said Trustees shall deem

advisable, provided, however, that all such benefits shall be for the exclusive advantage and benefit of the Employees covered by this Collective Agreement.

Payment to the said Local Union 47 Pension Trust Fund shall be made by the Employers prior to the 15th day of the month immediately following the month in which the said wages were earned and at no time shall the payments be made to any individual employee. Payments to the Local Union 47 Pension Trust Fund shall be accompanied by a completed monthly report on a form to be supplied to the Employers by the Trustees and/or the Administrator appointed by the said Trustees to administer the said Trust Funds.

All amounts paid by the Employer to the Pension Trust Fund shall be in addition to the hourly wage rates established in this Agreement and in no case shall the Employer deduct any such amounts from the Employee's wage.

In the event that this Pension Plan is discontinued for any reason whatsoever, the hourly contributions herein agreed will become part of the hourly wages of the employee on whose behalf they have been formerly contributed.

WELFARE PLAN CONTRIBUTIONS:

For the life of this Agreement, the employers agree to pay into the SMART Local 47 Welfare Plan contributions in the amount and under conditions stipulated in the wage schedule.

The payment of employer contributions shall be made monthly by cheque payable to the Trustees of SMART Local 47 Welfare Trust Fund and forwarded not later than the 15th day of the following month to the administrators together with the names of all employees for whom contributions have been made, number

of weekly hours worked and total contributions on the contribution forms and one such copy is to be forwarded to the Business Representative of the Local Union.

In the event that this plan is discontinued for any reason whatsoever, the hourly contributions herein agreed will then become part of the hourly wages of the employee on whose behalf they have been formerly contributed. Information on contribution forms may be obtained from the Administrator of the SMART Local 47 Welfare Trust Fund Business Office of Local 47upon request.

ROOFERS TRAINING FUND:

Each employer will contribute to the Local 47 Apprenticeship and Journeyman Training Fund the amount set out in the applicable Wage Schedules for each hour worked by each employee and will remit the said amount to the Joint Trustees or the Administrator as established under the Declaration of Trust Agreement.

The Local Union and the Local Trade Association shall maintain a "Committee of Trustees" to administer the said Local Union 47 Training Fund and such committee shall consist of not less than three trustees appointed or elected by each of the parties.

The Trust Agreement shall establish among other things the duties and responsibilities of the trustees.

In the event that this Training Fund is discontinued for any reason whatsoever, half of the hourly contributions herein agreed will become part of the hourly wages of the employee on whose behalf they have been formerly contributed.

It is agreed that the employer will contribute $0.25 per hour and the employee will contribute $0.25 per hour from the employee wage package.

ROOFING STABILIZATION TRUST FUND:

Each employer shall contribute to the Fund for each hour worked by all employees in the amount of

$0.65 per hour effective May 1, 2019, and $0.70 per hour effective May 1, 2020.

Each employee shall contribute to the Fund for each hour worked by all employees in the amount of

$0.65 per hour effective May 1, 2019 and $0.70 per hour effective May 1, 2020.

If the obligation to contribute is terminated, the amounts previously payable to the Fund on behalf of the employees shall be reallocated within the applicable total wage package. The amounts previously payable to the Fund by the Employers shall be deducted from the total wage package.

WORK READY TRAINING FUND:

Each employer shall contribute the amount set out in the applicable Wage Schedules for every hour worked by each employee covered by this Agreement as the employers' contribution to the Local 47 Work Ready Training Fund. The Employer shall contribute $0.10 per hour worked to the SMART Training Center for the administration of this program. In the event that this plan is discontinued for any reason whatsoever, the hourly contribution herein agreed will then be removed from the employer's contribution.

PRE-APPRENTICE PROGRESSION

PA1 – Orientation with LU47, duties would be picking up and disposing of ripped roofing debris, shoveling gravel, cleaning debris on the roof or ground, picking up and storing unused roofing materials and tools. Future increase based on 40% of Journeyman rate.

PA2 – Educational courses to be done with LU47 prior the advancement to this level. Duties would include everything a PA1 does plus now able to supply roofer with materials for roof installation. Example: insulation, roofing boards, rolled material's adhesive or fasteners and be able to operate mechanical equipment. Future increase based on 45% of Journeyman rate.

PA3 – Educational courses to be done with LU47 prior the advancement to this level. Duties would include everything a PA1 and PA2 does, as well as now being able to help in the setting up and tearing down

of jobs. Example: installing barricades, fence, ramps, chutes. Future increase based on 50% of Journey- man rate.

LETTER OF UNDERSTANDING

BETWEEN:

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL47

(The Union)

-and-

THE LABOUR RELATIONS SECTION OF THE ONTARIO INDUSTRIAL ROOFING CONTRACTORS' ASSOCIATION

(The Association)

WHEREAS the Union and the Association are parties to the Memorandum of Agreement dated May 28, 2025 settling the terms of the Provincial Agreement for Roofing in the Industrial. Commercial and Institutional sector of the construction industry in Ontario for the period May 1, 2025 to April 30, 2028 (the '"MOA");

AND WHEREAS following the signing of the Local Memorandum of Agreement for the Union (Appendix "C") to the MOA the Association's representative_for the Ottawa region bad further discussions with the Union's local Business Agent concerning ongoing challenges with the recruitment and retention of Journeyperson Roofers in the Ottawa area;

AND WHEREAS it was agreed that an additional increase to the Journeyperson Roofer base wage rare would be necessary to address these challenges;

NOW THEREFORE, the Union and the Association agree as follows:

1. Effective May 1, 2025 a one-time base rate increase of an additional thirty cents ($0.30) per hour will be added to the Journeyperson base rate in Appendix "C" of 'the Provincial Agreement for Roofing.
2. This one-time additional increase to the base rate will be over and above any base rate increases allocated by the Union to the Journeyperson base rate out of the monetary settlement with the Union pursuant to the MOA.

Dated at Toronto, *this* 2nd day of June, 2025.

Don Marks	*Mark Hall*
The Labour Relations Section of the Ontario Industrial Roofing Contractors' Association	Sheet Metal Workers' International Association, Local 47

APPENDIX C – WAGE RATES – revised Aug 6th, 2025 **OTTAWA AREA – LOCAL UNION 47**

			Roofing	Apprentices					
May 1, 2025	**Foreman**	**Journeyman**	**Asst**	**3rd Yr.**	**2nd Yr.**	**1st Yr.**	**PA3**	**PA2**	**PA1**
Basic Rate	44.10	44.60	37.38	35.57	30.92	26.59	25.82	26.28	24.43
Vac. Pay	5.45	4.68	3.92	3.73	3.25	2.79	2.71	2.76	2.57
Work Ready Allow	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15
H & W	4.20	4.20	4.20	4.20	4.20	4.20	4.20		
Pension	10.38	8.95	7.23	6.92	6.07	4.81			
UDPF/Bereavement	1.40	1.40	1.40	1.40	1.40	1.40	1.40	1.40	1.40
Local Training	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
Local 47 TC	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
Stabilization Fund	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20
De Novo/H2H	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12
Sub Total	**74.40**	**64.85**	**55.16**	**52.84**	**46.86**	**40.81**	**35.15**	**31.46**	**29.42**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Local Training	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
Local 47 TC	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Stabilization Fund	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20
Total	**75.05**	**65.50**	**55.81**	**53.49**	**47.51**	**41.46**	**35.80**	**32.11**	**30.07**

Foreman's Premium – $7.85 (calculated in above rates)
Pitch Premium – $5.05 May 1, 2022
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
BEREAVEMENT FUND: Employee funded by $0.03 per hour. This fund will apply upon verification by the union to the immediate family, i.e. wife, husband, son, daughter, mother, father, brother, sister, mother-in-law, father-in-law, grandmother, grandfather. The amount of payment shall be determined by the Executive Board of Local 47.
Stabilization Fund: Employer funded May 1, 2025 by $0.20 per hour and Employee funded May 1, 2025 by $0.20 per hour
Local Training: Employer funded May 1, 2025 by $0.25 per hour and Employee funded May 1, 2025 by $0.25 per hour
SMART LOCAL 47 TRAINING CENTRE: Employer funded May 1, 2025 by $0.10 per hour and Employee funded May 1, 2025 by $0.30 per hour
WORK READY ALLOWANCE: Employer funded by $0.15
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.

APPENDIX C – WAGE RATES – revised Aug 6th, 2025 **OTTAWA AREA – LOCAL UNION 47**

			Roofing			Apprentices		
May 1, 2026	**Foreman**	**Journeyman**	**Asst**	**3rd Yr.**	**2nd Yr.**	**1st Yr.**	**PA**	**PA1**
Basic Rate	45.79	46.32	38.83	36.92	32.10	27.58	26.63	27.00
Foreman Prem.	8.10							
Vac. Pay	5.66	4.86	4.08	3.88	3.37	2.90	2.80	2.84
Work Ready Allow	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15
H & W	4.20	4.20	4.20	4.20	4.20	4.20	4.20	
Pension	10.38	8.95	7.23	6.92	6.07	4.81		
UDPF/Bereavement	1.40	1.40	1.40	1.40	1.40	1.40	1.40	1.40
Local Training	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
Local 47 TC	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
Stabilization Fund	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20
De Novo/H2H	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12
Sub Total	**76.65**	**66.85**	**56.86**	**54.44**	**48.26**	**42.01**	**36.15**	**32.36**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Local Training	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
Local 47 TC	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Stabilization Fund	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20
Total	**77.30**	**67.50**	**57.51**	**55.09**	**48.91**	**42.66**	**36.80**	**33.01**

Foreman's Premium – $8.10 (calculated in above rates)
Pitch Premium – $6.05 May 1, 2026
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
BEREAVEMENT FUND: Employee funded by $0.03 per hour. This fund will apply upon verification by the union to the immediate family, i.e. wife, husband, son, daughter, mother, father, brother, sister, mother-in-law, father-in-law, grandmother, grandfather. The amount of payment shall be determined by the Executive Board of Local 47.
Stabilization Fund: Employer funded May 1, 2025 by $0.20 per hour and Employee funded May 1, 2025 by $0.20 per hour
Local Training: Employer funded May 1, 2025 by $0.25 per hour and Employee funded May 1, 2025 by $0.25 per hour
SMART LOCAL 47 TRAINING CENTRE: Employer funded May 1, 2025 by $0.10 per hour and Employee funded May 1, 2026 by $0.40 per hour
WORK READY ALLOWANCE: Employer funded by $0.15
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.

APPENDIX C – WAGE RATES – revised Aug 6th, 2025 **OTTAWA AREA – LOCAL UNION 47**

			Roofing			Apprentices		
May 1, 2027	**Foreman**	**Journeyman**	**Asst**	**3rd Yr.**	**2nd Yr.**	**1st Yr.**	**PA**	**PA1**
Basic Rate	47.58	48.13	40.37	38.37	33.37	28.67	27.54	27.81
Foreman Prem.	8.35							
Vac. Pay	5.87	5.05	4.24	4.03	3.50	3.01	2.89	2.92
Work Ready Allow	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15
H & W	4.20	4.20	4.20	4.20	4.20	4.20	4.20	
Pension	10.38	8.95	7.23	6.92	6.07	4.81		
UDPF/Bereavement	1.40	1.40	1.40	1.40	1.40	1.40	1.40	1.40
Local Training	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
Local 47 TC	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
Stabilization Fund	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20
De Novo/H2H	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12
Sub Total	**78.90**	**68.85**	**58.56**	**56.04**	**49.66**	**43.21**	**37.15**	**33.26**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Local Training	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
Local 47 TC	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Stabilization Fund	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20
Total	**79.55**	**69.50**	**59.21**	**56.69**	**50.31**	**43.86**	**37.80**	**33.91**

Foreman's Premium – $8.35 (calculated in above rates)
Pitch Premium – $6.05 May 1, 2026
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
BEREAVEMENT FUND: Employee funded by $0.03 per hour. This fund will apply upon verification by the union to the immediate family, i.e. wife, husband, son, daughter, mother, father, brother, sister, mother-in-law, father-in-law, grandmother, grandfather. The amount of payment shall be determined by the Executive Board of Local 47.
Stabilization Fund: Employer funded May 1, 2025 by $0.20 per hour and Employee funded May 1, 2025 by $0.20 per hour
Local Training: Employer funded May 1, 2025 by $0.25 per hour and Employee funded May 1, 2025 by $0.25 per hour
SMART LOCAL 47 TRAINING CENTRE: Employer funded May 1, 2025 by $0.10 per hour and Employee funded May 1, 2026 by $0.40 per hour
WORK READY ALLOWANCE: Employer funded by $0.15
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.

MATERIAL HANDLER

	May 1, 2025	May 1, 2026	May 1, 2027
Basic Rate	44.16	45.88	47.69
Vac. Pay	4.64	4.82	5.01
Work Ready Allow	0.15	0.15	0.15
H & W	4.20	4.20	4.20
Pension	8.47	8.47	8.47
UDPF/Bereavement	1.40	1.40	1.40
Local Training	0.25	0.25	0.25
Local 47 TC	0.30	0.40	0.40
Stabilization Fund	0.20	0.20	0.20
H2H/DeNovo	0.12	0.12	0.12
Sub Total	**63.89**	**65.89**	**67.89**
OIRCA	0.10	0.10	0.10
Local Training	0.25	0.25	0.25
Local 47 TC	0.10	0.10	0.10
Stabilization Fund	0.20	0.20	0.20
Total	**64.54**	**66.54**	**68.54**

Pitch Premium – $6.05 May 1, 2026
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
BEREAVEMENT FUND: Employee funded by $0.03 per hour. This fund will apply upon verification by the union to the immediate family, i.e. wife, husband, son, daughter, mother, father, brother, sister, mother-in-law, father-in-law, grandmother, grandfather. The amount of payment shall be determined by the Executive Board of Local 47.
Stabilization Fund: Employer funded May 1, 2025 by $0.20 per hour and Employee funded May 1, 2025 by $0.20 per hour
Local Training: Employer funded May 1, 2025 by $0.25 per hour and Employee funded May 1, 2025 by $0.25 per hour
SMART LOCAL 47 TRAINING CENTRE: Employer funded May 1, 2025 by $0.10 per hour and Employee funded May 1, 2025 by $0.30 May 1, 2026 by $0.40 per hour
WORK READY ALLOWANCE: Employer funded by $0.15
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.

APPENDIX "D"

LOCAL 235 – WINDSOR, ONTARIO

HOURS OF WORK:

The work week will be up to forty-four (44) hours during Monday to Friday with the work day having flexible starting and quitting times. The work day may be extended by mutual consent of the employer and employees. Should employees be unable to complete forty-four (44) hours worked, due to weather conditions, the employees may be allowed to work hours on Saturday until the forty-four (44) hours are completed. Saturday work is on a voluntary basis and the employer shall not take discriminatory action against an employee who refuses to work Saturdays.

OVERTIME:

After forty-four (44) hours have been completed any further hours worked shall

be paid for at the rate of time and one half. Double time shall be paid for work performed on Sundays and observed holidays as stipulated in Article 13.

SHIFT WORK:

On jobs of a special nature where work must be done during other than regular

hours or in other special cases, a night shift may be worked provided that it is continued for not less than three (3) consecutive working days.

Wages for hours worked on shift work within the territorial jurisdiction of the Union – Work on the second shift shall be paid for at the rate of seven and one half (7-1/2) hours work for eight (8) hours' pay. If a third shift is required it shall be arranged through consultation with the Union Business Representative.

Shift work on Saturdays and Sundays and Holidays (as outlined in Article 13 of the Provincial Agreement) will be at double the regular hourly rate for eight

(8) hours' pay for seven (7) hours' work. On all shift work the Union shall be notified prior to its commencement.

TRAVELAND BOARD ALLOWANCE:

a) Essex County:

There shall be a free travel zone extending twenty-four (24) km in any direction from Walker Road and Highway 401. If an employee is required to travel anywhere in or from Essex County outside the twenty-four (24) km free zone he shall be paid the maximum mileage rate allowed by Canada Revenue Agency per km effective May 1, 2019, from the limits of the free zone to the jobsite and return.

b) Kent County:

There shall be a free travel zone within a twenty-four (24) km area from Chatham City Hall. If an employee is required to travel anywhere outside this free zone he shall be paid the maximum mile- age rate allowed by Canada Revenue Agency per km effective May 1, 2019, from the limits of the free zone to the jobsite and return.

c) Employer Providing Transportation:

When an Employer makes transportation available to a project within Essex and Kent Counties, no travelling allowance will be paid to the Employee. The Employer shall supply transportation to and from the job thus conforming to the Workers' Compensation Board ruling covering Employees in transit.

Transportation facilities when provided by the Employer, are to be in vehicles primarily built or modified for transportation of passengers and the Employee driver to be paid at regular rate of pay.

d) When an Employer transfers any Employee from one job to another and the transfer is made during working hours, the transportation charges and the time during transit (at the prevailing wage rate and travel allowance) shall be paid by the Employer. Notwithstanding when an Employee is transferred from one job to another, the Employer shall at all times be responsible for and arrange for the transportation of the Employee's tools from one job to another at the Employer's expense.

e) Board Allowance:

Employees who are sent out of the county in which they reside to do work shall, if required by the Employer to remain out of the said County, receive

one hundred and forty-five dollars ($145.00) effective May 1, 2025/ one hundred and fifty dollars ($150.00) effective May 1, 2026/ one hundred and fifty-five dollars ($155.00) effective May 1, 2027 per day as expenditures for board and lodging for each day they remain outside said County.

f) Employees in receipt of Board Allowance shall be paid this allowance for any Holiday, provided that such Employees work a full scheduled shift, if it can be worked, on the normal working day preceding the holiday and full scheduled, if it can be worked, on the normal working day immediately following the holiday.

g) When Board Allowance applies, travel allowance and travel time per this Agreement will be paid once to Employees by the Employer to and from out of area jurisdiction projects.

PAYMENT OF EMPLOYER CONTRIBUTIONS TO THE VACATION PAY, WELFARE AND PENSION BENEFITS FUNDS:

LOCAL 235 – WINDSOR:

The Benefits outlined in Articles 42 and 43 shall be in addition to the following:

In addition to the wages, the following is to be paid for each hour worked, in trust, on behalf of each employee to cover:

(a) Welfare – as set out in the wage schedule.

(b) Pension – as set out in the wage schedule.

(c) Vacation and Statutory Holiday Pay – as per Article 26.

The amounts covering the above shall be forwarded monthly to Local 235, Roofing Section. The above benefit plan to be similar to that currently in effect with the Sheet Metal Workers. Said funds to be submitted by the 15th day of the month that follows the hours worked.

UNION DUES PROMOTION FUND:

Each employer agrees to pay for each hour or part thereof worked by all employees covered by this Agreement the amount set out in the applicable Wage Schedule and further agrees to remit said amount to

the Administrator of Local Union 235 Trust Funds in the same manner as provided for in Clause 25.

The Administrator shall forward immediately the Union Dues Promotion Fund to Local Union 235.

The Local Union shall administer this fund and shall supply the necessary forms to be completed and forwarded to the Administrator by the employer.

Without limiting the generality of the term "Promotion", and without limiting the terms of the said fund, the purpose and intent of this fund shall be to make any and all expenditures necessary to assist members and to promote the Union.

APPENDIX "D" – revised Sep 12th, 2025 **LOCAL 235 – WINDSOR, ONTARIO**

				Apprentices			
May 1, 2025	**Foreman**	**Journeyman**	**Roofing Asst.**	**3rd Yr.**	**2nd Yr.**	**1st Yr.**	**PreAppr.**
Basic Rate	47.53	47.32	39.30	37.61	32.48	27.57	22.52
Vac. Pay	5.81	4.97	4.13	3.95	3.41	2.90	2.36
H & W	4.88	4.88	4.88	4.88	4.88	4.88	4.88
Pension	6.25	6.25	5.60	5.00	4.72	4.10	3.75
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Sub Total	**72.44**	**63.54**	**54.03**	**51.56**	**45.61**	**39.57**	**33.63**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**72.54**	**63.64**	**54.13**	**51.66**	**45.71**	**39.67**	**33.73**

Foreman's Premium – $7.85 (calculated in above rates)
Pitch Premium – $5.05 May 1, 2022
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.
UNION DUES PROMOTION FUND: Effective May 1, 2016, the Employer agrees to deduct one dollar and ninety-six cents ($1.96) per hour for each hour worked from the employee's wage rate as the Union Dues Promotion Fund. This deduction shall be remitted to Local Union 235 and the Union will be the sole administrator of this fund. The Union agrees that the Employer is held harmless in the administration of this fund.

APPENDIX "D" – revised Sep 12th, 2025 **LOCAL 235 – WINDSOR, ONTARIO**

			Roofing	Apprentices			
May 1, 2026	**Foreman**	**Journeyman**	**Asst.**	**3rd Yr.**	**2nd Yr.**	**1st Yr.**	**PreAppr.**
Basic Rate	49.31	49.13	40.84	39.06	33.75	28.66	23.42
Vac. Pay	6.03	5.16	4.29	4.10	3.54	3.01	2.46
H & W	4.88	4.88	4.88	4.88	4.88	4.88	4.88
Pension	6.25	6.25	5.60	5.00	4.72	4.10	3.75
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Sub Total	**74.69**	**65.54**	**55.73**	**53.16**	**47.01**	**40.77**	**34.63**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**74.79**	**65.64**	**55.83**	**53.26**	**47.11**	**40.87**	**34.73**

Foreman's Premium – $8.10 (calculated in above rates)
Pitch Premium – $6.05 May 1, 2026
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.
UNION DUES PROMOTION FUND: Effective May 1, 2016, the Employer agrees to deduct one dollar and ninety-six cents ($1.96) per hour for each hour worked from the employee's wage rate as the Union Dues Promotion Fund. This deduction shall be remitted to Local Union 235 and the Union will be the sole administrator of this fund. The Union agrees that the Employer is held harmless in the administration of this fund.

APPENDIX "D" – revised Sep 12th, 2025 **LOCAL 235 – WINDSOR, ONTARIO**

			Roofing	Apprentices			
May 1, 2027	**Foreman**	**Journeyman**	**Asst.**	**3rd Yr.**	**2nd Yr.**	**1st Yr.**	**PreAppr.**
Basic Rate	51.10	50.94	42.38	40.51	35.01	29.75	24.33
Vac. Pay	6.24	5.35	4.45	4.25	3.68	3.12	2.55
H & W	4.88	4.88	4.88	4.88	4.88	4.88	4.88
Pension	6.25	6.25	5.60	5.00	4.72	4.10	3.75
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Sub Total	**76.94**	**67.54**	**57.43**	**54.76**	**48.41**	**41.97**	**35.63**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**77.04**	**67.64**	**57.53**	**54.86**	**48.51**	**42.07**	**35.73**

Foreman's Premium – $8.35 (calculated in above rates)
Pitch Premium – $6.05 May 1, 2026
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.
UNION DUES PROMOTION FUND: Effective May 1, 2016, the Employer agrees to deduct one dollar and ninety-six cents ($1.96) per hour for each hour worked from the employee's wage rate as the Union Dues Promotion Fund. This deduction shall be remitted to Local Union 235 and the Union will be the sole administrator of this fund. The Union agrees that the Employer is held harmless in the administration of this fund.

	MATERIAL HANDLER		
	May 1, 2025	**Aug 1, 2026**	**May 1, 2027**
Basic Rate	44.06	45.87	47.68
Vac. Pay	4.63	4.82	5.01
H & W	4.88	4.88	4.88
Pension	5.60	5.60	5.60
H2H	0.02	0.02	0.02
DeNovo	0.10	0.10	0.10
Sub Total	**59.29**	**61.29**	**63.29**
OIRCA	0.10	0.10	0.10
Total	**59.39**	**61.39**	**63.39**

Pitch Premium – $6.05 May 1, 2026

VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.

DENOVO FUND: Employers and Employees funded by $0.05 per hour each

H2H: Employers and Employees funded by $0.01 per hour each

OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.

UNION DUES PROMOTION FUND: Effective May 1, 2016, the Employer agrees to deduct one dollar and ninety-six cents ($1.96) per hour for each hour worked from the employee's wage rate as the Union Dues Promotion Fund. This deduction shall be remitted to Local Union 235 and the Union will be the sole administrator of this fund. The Union agrees that the Employer is held harmless in the administration of this fund.

APPENDIX "E" LOCAL

269- BELLEVILLE, ONTARIO

HOURS OF WORK:

The work week will be up to forty-four (44) hours during Monday to Friday with the work day having flexible starting and quitting times. The work day may be extended by mutual consent of the employer and employees. Should employees be unable to complete forty-four (44) hours worked, due to weather conditions, the employees may be allowed to work hours on Saturday until the forty-four (44) hours are completed. Saturday work is on a voluntary basis and the employer shall not take discriminatory action against an employee who refuses to work Saturdays.

OVERTIME:

After forty-four (44) hours have been completed any further hours worked shall

be paid for at the rate of time and one half. Double time shall be paid for work performed on Sundays and observed holidays as stipulated in Article 13.

TRAVELLING AND BOARD ALLOWANCE:

Zones are paid when travelling from home to job site in personal vehicle. No zone pay when travelling in a company vehicle.

a) Free zone boundary shall be a fifty (50) km radius from City Hall in Belleville.

b) Employees based in the City of Belleville shall provide their own transportation to the shop or job, within the free zone boundary set out in "a" above. After the Employee travels farther than the free zone boundary, the Employer will pay the following travelling or board allowance:

   From the free zone boundary to 125 km, CRA maximum per km for travel reimbursement. For all distances travelled farther than 125 km and for work performed in the towns of Carlton Place, Morrisburg and Kemptville, $150.00 per day May 1, 2025, $155.00 May 1, 2026, $160.00 May 1, 2027 will be paid

c) If a Statutory Holiday occurs during the period of their absence, the full Board Allowance will be paid with a hotel/lodging receipt and $90.00 without a receipt per day effective May 1, 2022. The statutory holiday Board Allowance will be paid, provided the Employee works the working day previous to and following the Statutory Holi- day.

d) Expenses as set out in "c" above shall be indicated on the Employees' pay cheque as separate items.

PAYMENT OF EMPLOYER CONTRIBUTIONS TO THE VACATION PAY, WELFARE AND PENSION BENEFIT FUNDS:

The benefits outlined in Articles 42 and 43 shall be submitted in a manner agreed to between Local 269 and its signatory employers.

APPENDIX "E" – revised Apr 15, 2026 **LOCAL 269 – BELLEVILLE, ONTARIO**

			Roofing	Apprentices			
May 1, 2025	**Foreman**	**Journeyman**	**Asst**	**3rd Yr.**	**2nd Yr.**	**1st Yr.**	**PreAppr**
Basic Rate	47.12	48.44	41.06	38.90	34.08	29.28	24.44
Foreman Prem.	7.85						
Vac. Pay	5.77	5.09	4.31	4.08	3.58	3.07	2.57
Pension	10.77	9.52	8.31	7.59	6.67	5.64	4.74
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Sub Total	**71.63**	**63.17**	**53.80**	**50.69**	**44.45**	**38.11**	**31.87**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**71.73**	**63.27**	**53.90**	**50.79**	**44.55**	**38.21**	**31.97**

Foreman's Premium – $7.85 (calculated in above rates)
Pitch Premium – $5.05 May 1, 2022
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
UNION DUES PROMOTION FUND: The Employer agrees to deduct the following amounts per hour for each hour worked from the Employee's wages rate as the Union Dues Promotion Fund – $1.20 May 1, 2024. With monthly dues at $40.00
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.

APPENDIX "E" – revised Apr 15, 2026 **LOCAL 269 – BELLEVILLE, ONTARIO**

			Roofing	Apprentices			
May 1, 2026	**Foreman**	**Journeyman**	**Asst**	**3rd Yr.**	**2nd Yr.**	**1st Yr.**	**PreAppr**
Basic Rate	48.90	50.25	42.60	40.34	35.35	30.36	25.35
Foreman Prem.	8.10						
Vac. Pay	5.99	5.28	4.47	4.24	3.71	3.19	2.66
Pension	10.77	9.52	8.31	7.59	6.67	5.64	4.74
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Sub Total	**73.88**	**65.17**	**55.50**	**52.29**	**45.85**	**39.31**	**32.87**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**73.98**	**65.27**	**55.60**	**52.39**	**45.95**	**39.41**	**32.97**

Foreman's Premium – $8.10 (calculated in above rates)
Pitch Premium – $6.05 May 1, 2026
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
UNION DUES PROMOTION FUND: The Employer agrees to deduct the following amounts per hour for each hour worked from the Employee's wages rate as the Union Dues Promotion Fund – $1.20 May 1, 2025, $1.38 May 1 2026, $1.42 May 1 2027. With monthly dues at $40.00
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.

APPENDIX "E" – revised Apr 15, 2026 **LOCAL 269 – BELLEVILLE, ONTARIO**

			Roofing	Apprentices			
May 1, 2027	**Foreman**	**Journeyman**	**Asst**	**3rd Yr.**	**2nd Yr.**	**1st Yr.**	**PreAppr**
Basic Rate	50.69	52.06	44.14	41.79	36.61	31.45	26.25
Foreman Prem.	8.35						
Vac. Pay	6.20	5.47	4.63	4.39	3.85	3.30	2.76
Pension	10.77	9.52	8.31	7.59	6.67	5.64	4.74
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Sub Total	**76.13**	**67.17**	**57.20**	**53.89**	**47.25**	**40.51**	**33.87**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**76.23**	**67.27**	**57.30**	**53.99**	**47.35**	**40.61**	**33.97**

Foreman's Premium – $8.35 (calculated in above rates)
Pitch Premium – $6.05 May 1, 2026
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
UNION DUES PROMOTION FUND: The Employer agrees to deduct the following amounts per hour for each hour worked from the Employee's wages rate as the Union Dues Promotion Fund – $1.20 May 1, 2025, $1.38 May 1 2026, $1.42 May 1 2027. With monthly dues set at $40.00
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.

MATERIAL HANDLER

	May 1, 2025	Aug 1, 2026	May 1, 2027
Basic Rate	47.00	48.81	50.62
Vac. Pay	4.94	5.13	5.32
Pension	9.22	9.22	9.22
H2H	0.02	0.02	0.02
De Novo	0.10	0.10	0.10
Sub Total	**61.28**	**63.28**	**65.28**
OIRCA	0.10	0.10	0.10
Total	**61.38**	**63.38**	**65.38**

Pitch Premium – $6.05 May 1, 2026

VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.

DENOVO FUND: Employers and Employees funded by $0.05 per hour each

H2H: Employers and Employees funded by $0.01 per hour each

UNION DUES PROMOTION FUND: The Employer agrees to deduct the following amounts per hour for each hour worked from the Employee's wages rate as the Union Dues Promotion Fund – $1.20 May 1, 2025, $1.38 May 1 2026, $1.42 May 1 2027. With monthly dues set at $40.00

OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.

APPENDIX "F"

LOCAL269- KINGSTON, ONTARIO

HOURS OF WORK:

The work week will be up to forty-four (44) hours during Monday to Friday with the work day having flexible starting and quitting times. The work day may be extended by mutual consent of the employer and employees. Should employees be unable to complete forty-four (44) hours worked, due to weather conditions, the employees may be allowed to work hours on Saturday until the forty-four (44) hours are completed. Saturday work is on a voluntary basis and the employer shall not take discriminatory action against an employee who refuses to work Saturdays.

OVERTIME:

After forty-four (44) hours have been completed any further hours worked shall

be paid for at the rate of time and one half. Double time shall be paid for work performed on Sundays and observed holidays as stipulated in Article 13.

TRAVELLING AND BOARD ALLOWANCE:

Zones are paid when travelling from home to job site in personal vehicle. No zone pay when travelling in a company vehicle.

a) Free zone boundary shall be a fifty (50) km radius from City Hall in Kingston.

b) Employees based in the City of Kingston shall provide their own transportation to the shop or job, within the free zone boundary set out in "a" above. After the Employee travels farther than the free zone boundary, the Employer will pay the following travelling or board allowance:

   From the free zone boundary to 125 km, CRA maximum per km for travel reimbursement. For all distances travelled farther than 125 km and for work performed in the towns of Carlton Place, Morrisburg and Kemptville, $150.00 per day May 1, 2025, $155.00 May 1, 2026, $160.00 May 1, 2027 will be paid.

c) If a Statutory Holiday occurs during the period of their absence, the full Board Allowance will be paid with a hotel/lodging receipt and $90.00 without a receipt per day effective May 1, 2022. The statutory holiday Board Allowance will be paid, provided the Employee works the working day previous to and following the Statutory Holiday.

d) Expenses as set out in "c" above shall be indicated on Employees' pay cheque as separate items.

PAYMENT OF EMPLOYER CONTRIBUTIONS TO THE WELFARE AND BENEFIT FUNDS, LOCAL269

The benefits outlined in Articles 42 and 43 shall be submitted in a manner agreed to between Local 269 and its signatory employers.

APPENDIX "F" – revised Apr 15, 2026 **LOCAL 269 – KINGSTON, ONTARIO**

			Roofing	Apprentices			
May 1, 2025	**Foreman**	**Journeyman**	**Asst**	**3rd Yr.**	**2nd Yr.**	**1st Yr.**	**PreAppr**
Basic Rate	47.04	48.44	40.98	38.82	34.02	29.22	24.40
Foreman Prem.	7.85						
Vac. Pay	5.76	5.09	4.30	4.08	3.57	3.07	2.56
Pension	10.77	9.52	8.31	7.59	6.67	5.64	4.74
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Sub Total	**71.54**	**63.17**	**53.71**	**50.61**	**44.38**	**38.05**	**31.82**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**71.64**	**63.27**	**53.81**	**50.71**	**44.48**	**38.15**	**31.92**

Foreman's Premium – $7.85 (calculated in above rates)
Pitch Premium – $5.05 May 1, 2022
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
UNION DUES PROMOTION FUND: The Employer agrees to deduct the following amounts per hour for each hour worked from the Employee's wages rate as the Union Dues Promotion Fund – $1.20 May 1, 2025. With monthly dues set at $40.00
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.

APPENDIX "F" – revised Apr 15, 2026 **LOCAL 269 – KINGSTON, ONTARIO**

			Roofing	Apprentices			
May 1, 2026	**Foreman**	**Journeyman**	**Asst**	**3rd Yr.**	**2nd Yr.**	**1st Yr.**	**PreAppr**
Basic Rate	48.82	50.25	42.52	40.27	35.28	30.31	25.30
Foreman Prem.	8.10						
Vac. Pay	5.98	5.28	4.46	4.23	3.71	3.18	2.66
Pension	10.77	9.52	8.31	7.59	6.67	5.64	4.74
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Sub Total	**73.79**	**65.17**	**55.41**	**52.21**	**45.78**	**39.25**	**32.82**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**73.89**	**65.27**	**55.51**	**52.31**	**45.88**	**39.35**	**32.92**

Foreman's Premium – $8.10 (calculated in above rates)
Pitch Premium – $6.05 May 1, 2026
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
UNION DUES PROMOTION FUND: The Employer agrees to deduct the following amounts per hour for each hour worked from the Employee's wages rate as the Union Dues Promotion Fund – $1.20 May 1, 2025, $1.38 May 1 2026, $1.42 May 1 2027. With monthly dues set at $40.00
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.

APPENDIX "F" – revised Apr 15, 2026 **LOCAL 269 – KINGSTON, ONTARIO**

			Roofing	Apprentices			
May 1, 2027	**Foreman**	**Journeyman**	**Asst**	**3rd Yr.**	**2nd Yr.**	**1st Yr.**	**PreAppr**
Basic Rate	50.61	52.06	44.05	41.72	36.55	31.39	26.21
Foreman Prem.	8.35						
Vac. Pay	6.19	5.47	4.63	4.38	3.84	3.30	2.75
Pension	10.77	9.52	8.31	7.59	6.67	5.64	4.74
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Sub Total	**76.04**	**67.17**	**57.11**	**53.81**	**47.18**	**40.45**	**33.82**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**76.14**	**67.27**	**57.21**	**53.91**	**47.28**	**40.55**	**33.92**

Foreman's Premium – $8.35 (calculated in above rates)
Pitch Premium – $6.05 May 1, 2026
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
UNION DUES PROMOTION FUND: The Employer agrees to deduct the following amounts per hour for each hour worked from the Employee's wages rate as the Union Dues Promotion Fund – $1.20 May 1, 2025, $1.38 May 1 2026, $1.42 May 1 2027. With monthly dues set at $40.00
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.

MATERIAL HANDLER

	May 1, 2025	**Aug 1, 2026**	**May 1, 2027**
Basic Rate	47.16	48.97	50.78
Vac. Pay	4.95	5.14	5.33
Pension	9.22	9.22	9.22
H2H	0.02	0.02	0.02
De Novo	0.10	0.10	0.10
Sub Total	**61.45**	**63.45**	**65.45**
OIRCA	0.10	0.10	0.10
Total	**61.55**	**63.55**	**65.55**

Pitch Premium – $6.05 May 1, 2026
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
UNION DUES PROMOTION FUND: The Employer agrees to deduct the following amounts per hour for each hour worked from the Employee's wages rate as the Union Dues Promotion Fund – $1.20 May 1, 2025, $1.38 May 1 2026, $1.42 May 1 2027. With monthly dues set at $40.00
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.

APPENDIX "G"

LOCAL 30 – PETERBOROUGH, ONTARIO

HOURS OF WORK:

The work week will be up to forty-four (44) hours during Monday to Friday with the work day having flexible starting and quitting times. The work day may be extended by mutual consent of the employer and employees. Should employees be unable to complete forty-four (44) hours worked, due to weather conditions, the employees may be allowed to work hours on Saturday until the forty-four (44) hours are completed. Saturday work is on a voluntary basis and the employer shall not take discriminatory action against an employee who refuses to work Saturdays.

OVERTIME:

After forty-four (44) hours have been completed any further hours worked shall be paid for at the rate of time and one half. Double time shall be paid for work performed on Sundays and observed holidays as stipulated in Article 13.

When Employees covered by this Agreement are required to work after 6:00 p.m. they shall be allowed one half (1/2) hour for lunch without loss of pay, and such shall be paid for by the Employer.

SHIFT WORK:

On jobs of a special nature where work must be done during other than regular hours or in other special cases, a night shift may be worked provided that it is continued for not less than three (3) consecutive working days.

Wages for hours worked on shift work within the territorial jurisdiction of the Union – Work on the second shift shall be paid a shift premium of $10.00 per hour as of May 1, 2025/ $11.00 per hour as of May 1, 2026/ $12.00 as of May 1, 2027. If a third shift **is** required, it shall be arranged **through consultation with the Union Business Representative**

PRE-APPRENTICE:

A new employee hired as a pre-apprentice shall work a maximum of 90 calendar days as a pre-appren-

tice, and after that 90 calendar days shall become a 1st year apprentice with credit for all hours worked as a pre- apprentice.

TRAVELLING TIME AND BOARD ALLOWANCE:

When employed in the shop or on job site within the corporate limits of the City of Peterborough, Employees shall work the regular hours specified in Hours of Work above of this Agreement and shall provide for themselves necessary transportation from home to shop or job site at starting time and from shop or job site to home at quitting time.

The Employer shall provide all necessary transportation or pay for same during the regular working day.

Employees working outside the corporate limits of the City of Peterborough shall report at the shop or other designated venue at the regular starting time (such

venue to be within the corporate limits of the City of Peterborough) and be returned to the shop or other designated venue at quitting time.

This section shall apply only to work being performed within ninety-six (96) km outside the corporate limits of the City of Peterborough.

When work must be performed at a job site more than ninety-six (96) km outside the corporate limits of the City of Peterborough, the following rules for Board and Transportation shall apply.

The full cost of transportation from the city limits to the job site at the beginning of employment and from the job site to the city limits at the completion of employment and the full cost of meals and accommodation, if travel- ling overnight, within reason plus an additional sixty dollars ($60.00) effective May 1, 2025, for each Employee per day. Any dispute as to cost of board and/or transportation that should arise shall be decided by the Joint Conference Board.

Employees travelling outside the City limits who are requested to and agree to use their own vehicle shall be paid travelling expense at the maximum rate allowed by Canada Revenue Agency effective May 1, 2022, starting from the City limits.

PAYMENT OF EMPLOYER CONTRIBUTIONS TO THE WELFARE AND BENEFIT FUND OF LOCAL 30:

The benefits outlined in Articles 42 and 43 shall be submitted in a manner agreed to between Local 30 and its signatory contractors.

PAYROLL DEDUCTIONS

The Employer agrees to deduct and remit to the Local Union the following union dues as advised by the Local Union:

Monthly Dues
OSM UDPF
Local Union Dues Promotion Fund

It is understood that the above union dues are the only contractual deductions from an employee's pay, and that the amounts of any employee contributions to funds under this Agreement have already been deducted from the hourly rate for each hour worked or part thereof by each employee covered by this Agreement.

LETTER OF UNDERSTANDING

BETWEEN:

ONTARIO INDUSTRIAL ROOFING CONTRACTORS' ASSOCIATION

("OIRCA")

and-

ONTARIO SHEET METAL WORKERS' & ROOFERS'CONFERENCE ("OSMWRC")

and-

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 30

("Local 30")

Environmentally Friendly Green Roofing Systems

WHEREAS, OIRCA and OSMWRC and Local 30 recognize that it would be advantageous to have alternate classifications for members whose primary work is related to environmentally friendly green roofing systems ("Green Roofing Work");

AND WHEREAS, OIRCA and OSMWRC and Local 30 Wish to amend the Collective Agreement between the Ontario Industrial Roofing Contractors' Association and the Built-Up Roofers', Damp and Waterproofing Section of the Ontario Sheet Metal Workers' & Roofers' Conference, effective from May 1,2025, until April 30, 2028 ("Roofing Collective Agreement"),in order to create these alternate classifications;

NOW THEREFORE, OIRCA and OSMWRC and Local 30 hereby agree, with each other, as follows:

1. Green Roofing Work is covered by and shall be carried out in accordance with the full terms and conditions of the Roofing Collective Agreement, except as may be specifically varied in paragraphs 2 through 11 below.
2. For the purposes of this Letter of Understanding, "Green Roofing Work" includes only the work associated with the installation, maintenance (warranty period), repair and operation of structures, fixtures and materials that are added to or placed on a watertight roof for the cultivation of vegetation. Green Roofing Work includes, but is not limited to:

a) all systems for the supply, distribution, filtration and drainage of water;

b) all trays, retainers, planters, aggregates, soils, fertilizers, insecticides and other materials used;

c) all plants, vegetables, flowers, grasses, crops and shrubs, etc;

d) all pre-cast slabs of concrete or other materials used for walkways, access or support;

e) the unloading, handling, hoisting and operation of all tools, equipment and materials;

3. With the exception of Article 6(f) of the Roofing Collective Agreement, Green Roofing Work does not include any roofing, re-roofing, damp proofing, waterproofing or weather proofing work that is normally performed pursuant to Article 6 of the Roofing Collective Agreement.

4. Any and all sheet metal work performed in connection with Green Roofing Work shall be performed in compliance with Article 9(b) of the Roofing Collective Agreement.

5. Green Roofers shall be classified and paid as follows:

Classification	Qualification	Rate of Pay
Green Roofer #1	Over 3900 hours worked	3rd Year Apprentice
Green Roofer #2	Over 2600 hours worked	2nd Year Apprentice
Green Roofer #3	More than 120 calendar days worked up to and including 2600 hours worked	1st Year Apprentice
Green Roofer #4	Up to and including 120 calendar days worked	Pre-Apprentice

6. A Green Roofer assigned to perform work covered by Article 6 of the Roofing Collective Agreement, other than Green Roofing Work, shall be paid at the applicable rate for the standard roofer classifications of Articles 21 and 22 for all such work. Such hours worked shall count toward his or her

progression through the Green Roofer classifications set out in paragraph 5 above. All such hours shall also count toward a Green Roofer's progression through the standard roofer classifications of Articles 21 and 22. On lay off or discharge, the work card issued to a Green Roofer shall list separately the hours accumulated during their employment on work other than Green Roofing Work.

7. In the event that a member classified as a Green Roofer accumulates sufficient hours on work other than Green Roofing Work to qualify as a Roofing Assistant or higher, then that Green Roofer will henceforth be classified pursuant to the standard roofer classifications of Article 21.

8. Employer reports of an employee's hours worked for the purposes of dues and benefit contribution remittances shall list any hours worked in the Green Roofer classifications separately from any hours worked in the standard roofer classifications of Articles 21 and 22.

9. Crews of 6 performing Green Roofing Work shall consist of either the ratio set out in Article 23 of the Roofing Collective Agreement, or the following:

   One Green Roofer #1 paid a foreman premium of
   $4.80 per hour May 1 , 2025
   $5.30 per hour May 1, 2026
   $6.05 per hour May 1, 2027

   Two Green Roofer #2s Three Green Roofer #3s or #4s

   If the nature of the job warrants it, Green Roofer #3s and #4s shall be added or deleted from the crew.

10. When assigned to perform Green Roofing Work, roofers normally covered by the standard roofer classifications of Articles 21 and 22 in the Roofing Collective Agreement shall be entitled to their regular wage rates and contributions.

11. No current member shall have a reduction in wages as a result of the adoption of this Letter of Understanding, and any current member who performs Green Roofing Work who occupies a higher classification or receives a higher wage rate than the 3rd year apprentice rate for his or her local area shall remain entitled to that higher classifica-

tion and/or higher wage rate, as the case may be, and shall receive any and all negotiated wage increases on that higher wage rate.

12. Green Roofers entitled to room and board allowance shall be paid room and board allowance only for those days that they report for work on site.
13. This Letter of Understanding shall form part of the Roofing Collective Agreement and shall apply province-wide.

Dated at Toronto this 28th day of May, 2025.

For OIRCA
Don Marks
Don Marks

For OSMWRC
Mark Hall
Mark Hall

For Local 30
Jason Addison
Jason Addison

LETTER OF UNDERSTANDING

BETWEEN:

ONTARIO INDUSTRIAL ROOFING CONTRACTORS' ASSOCIATION ("OIRCA")

and-

ONTARIO SHEET METAL WORKERS' & ROOFERS'CONFERENCE ("OSMWRC")

and-

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, "LOCAL30

("Local 30")

Roof Vacuuming

WHEREAS, OIRCA and OSMWRC and Local 30 recognize that it would be advantageous to have alternate classifications for members whose primary work is roof vacuuming ("Vacuum Work");

AND WHEREAS, OIRCA and OSMWRC and Local 30 wish to amend the Collective Agreement between the Ontario Industrial Roofing Contractors' Association and the Built-Up Roofers', Damp and Waterproofing Section of the Ontario Sheet Metal Workers' & Roofers' Conference, effective from effective from May 1,2025, until April 30, 2028 ("Roofing Collective Agreement"), in order to create these alternate classifications;

NOW THEREFORE, OIRCA and OSMWRC and Local 30 hereby agree, with each other, as follows:

1. Vacuum Work is covered by and shall be carried out in accordance with the full terms and conditions of the Roofing Collective Agreement, except as may be specifically varied in paragraphs 2 through 11 below.
2. For the purposes of this Letter of Understanding, "Vacuum Work" includes only the work of removing ballast rock, gravel and dirt from a roof using specialized vacuuming machines and equipment.
3. Any and all sheet metal work performed in connection with Vacuum Work shall be performed in compliance with Article 9(b) of the Roofing Collective Agreement.
4. Vacuum Roofers shall be classified and paid as follows:

Classification	Qualification	Rate of Pay
Green Roofer #1	Over 3900 hours worked	3rd Year Apprentice
Green Roofer #2	Over 2600 hours worked	2nd Year Apprentice
Green Roofer #3	More than 120 calendar days worked up to and including 2600 hours worked	1st Year Apprentice
Green Roofer #4	Up to and including 120 calendar days worked	Pre-Apprentice

5. A Vacuum Roofer assigned to perform work covered by Article 6 of the Roofing Collective Agreement, other than Vacuum Work, shall be paid at the applicable rate for the standard roofer classifications of Articles 21 and 22 for all such work. Such hours worked shall count toward his or her progression through the Vacuum Roofer classifications set out in paragraph 4 above. All such hours shall also count toward a Vacuum Roofer's progression through the standard roofer classifications of Articles 21 and 22. On lay off or discharge, the work card issued to a Vacuum Roofer shall list separately the hours accumulated during their employment on work other than Vacuum Work.
6. In the event that a member classified as a Vacuum Roofer accumulates sufficient hours on work other than Vacuum Work to qualify as a Roofing Assistant or higher, then that Vacuum Roofer will henceforth be classified pursuant to the standard roofer classifications of Article 21.
7. Employer reports of an employee's hours worked for the purposes of dues and benefit contribution remittances shall list any hours worked in the Vacuum Roofer classifications separately from any hours worked in the standard roofer classifications of Articles 21 and 22.
8. Crews of 3 performing Vacuum Work shall consist of either the ratio set out in Article 23 of the Roofing Collective Agreement, or the following:

One Vacuum Roofer #1 paid a foreman premium of $4.80 per hour May 1, 2025, $5.30 per hour May 1, 2026, $6.05 per hour May 1, 2027. Two Vacuum Roofer #2s, #3s or #4s

If the nature of the job warrants it, Vacuum Roofer #2s, #3s and #4s shall be added or deleted from the crew.

9. When assigned to perform Vacuum Work, roofers normally covered by the standard roofer classifications of Articles 21 and 22 in the Roofing Collective Agreement shall be entitled to their regular wage rates and contributions.
10. No current member shall have a reduction in wages as a result of the adoption of this Letter of Understanding, and any current member who performs Vacuum Work who occupies a higher classification or receives a higher wage rate than the 3rd year apprentice rate for his or her local area shall remain entitled to that higher classification and/or higher wage rate, as the case may be, and shall receive any and all negotiated wage increases on that higher wage rate.
11. Vacuum Roofers entitled to room and board allowance shall be paid room and board allowance only for those days that they report for work on site.
12. This Letter of Understanding shall form part of the Roofing Collective Agreement and shall apply province-wide.

Dated at Toronto this 28th day of May, 2025.

For OIRCA
Don Marks
Don Marks

For OSMWRC
Mark Hall
Mark Hall

For Local 30
Jason Addison
Jason Addison

APPENDIX "G" – revised Aug 6th, 2025 **LOCAL 30 – PETERBOROUGH**

May 1, 2025	Foreman	Journeyman	Roofing Asst.	3rd Yr.	Apprentices 2nd Yr.	1st Yr.	PreAppr.
Basic Rate	46.32	46.54	38.20	37.13	32.25	27.26	22.29
Foreman Prem.	7.85						
Vac. Pay	5.69	4.89	4.01	3.90	3.39	2.86	2.34
H&W	6.82	6.82	6.53	5.41	4.84	4.27	3.70
Pension	6.88	6.88	6.63	5.75	5.29	4.84	4.49
Bereavement	0.04	0.04	0.04	0.04	0.04	0.04	0.04
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Sub Total	**73.72**	**65.29**	**55.53**	**52.35**	**45.93**	**39.39**	**32.98**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**73.82**	**65.39**	**55.63**	**52.45**	**46.03**	**39.49**	**33.08**

Foreman's Premium – $7.85 (calculated in above rates)
Pitch Premium – $5.05 May 1, 2022
BEREAVEMENT FUND: The Bereavement Fund to be funded by four cents ($0.04) per hour employer contribution administered by the Union. This plan will apply upon verification by the Union to the immediate family, ie. Wife, husband, son, daughter, mother, father, mother-in-law, father-in-law, grandmother, grandfather.
UNION DUES PROMOTION FUND: The Employer agrees to deduct the following amounts per hour for each hour worked from the Employee's wage rate as the Union Dues Promotion Fund effective May 1, 2010 – 2% of sub total.
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each

May 1, 2026	Foreman	Journeyman	Roofing Asst.	Apprentices 3rd Yr.	2nd Yr.	1st Yr.	PreAppr.
Basic Rate	48.13	48.37	39.56	37.40	31.86	26.22	20.59
Foreman Prem.	8.10						
Vac. Pay	5.90	5.08	4.15	3.93	3.35	2.75	2.16
H&W	6.35	6.35	6.35	6.35	6.35	6.35	6.35
Pension	7.33	7.33	7.01	6.11	5.61	5.11	4.72
Bereavement	0.04	0.04	0.04	0.04	0.04	0.04	0.04
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Sub Total	**75.97**	**67.29**	**57.23**	**53.95**	**47.33**	**40.59**	**33.98**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**76.07**	**67.39**	**57.33**	**54.05**	**47.43**	**40.69**	**34.08**

Foreman's Premium – $8.10 (calculated in above rates)
Pitch Premium – $6.05 May 1, 2026
BEREAVEMENT FUND: The Bereavement Fund to be funded by four cents ($0.04) per hour employer contribution administered by the Union. This plan will apply upon verification by the Union to the immediate family, ie. Wife, husband, son, daughter, mother, father, mother-in-law, father-in-law, grandmother, grandfather.
UNION DUES PROMOTION FUND: The Employer agrees to deduct the following amounts per hour for each hour worked from the Employee's wage rate as the Union Dues Promotion Fund effective May 1, 2010 - 2% of the sub total.
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each

APPENDIX "G" – revised Feb 12th, 2026 **LOCAL 30 – PETERBOROUGH**

May 1, 2027	Foreman	Journeyman	Roofing Asst.	3rd Yr.	Apprentices 2nd Yr.	1st Yr.	PreAppr.
Basic Rate	49.91	50.18	41.10	38.85	33.13	27.30	21.49
Foreman Prem.	8.35						
Vac. Pay	6.12	5.27	4.31	4.08	3.48	2.87	2.26
H&W	6.35	6.35	6.35	6.35	6.35	6.35	6.35
Pension	7.33	7.33	7.01	6.11	5.61	5.11	4.72
Bereavement	0.04	0.04	0.04	0.04	0.04	0.04	0.04
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Sub Total	**78.22**	**69.29**	**58.93**	**55.55**	**48.73**	**41.79**	**34.98**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**78.32**	**69.39**	**59.03**	**55.65**	**48.83**	**41.89**	**35.08**

Foreman's Premium – $8.35 (calculated in above rates)
Pitch Premium – $6.05 May 1, 2026
BEREAVEMENT FUND: The Bereavement Fund to be funded by four cents ($0.04) per hour employer contribution administered by the Union. This plan will apply upon verification by the Union to the immediate family, ie. Wife, husband, son, daughter, mother, father, mother-in-law, father-in-law, grandmother, grandfather.
UNION DUES PROMOTION FUND: The Employer agrees to deduct the following amounts per hour for each hour worked from the Employee's wage rate as the Union Dues Promotion Fund effective May 1, 2010 - 2% of the sub total.
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each

MATERIAL HANDLER

	May 1, 2025	Aug 1, 2026	May 1, 2027
Basic Rate	44.85	46.25	48.06
Vac. Pay	4.71	4.86	5.05
H&W	6.82	6.82	6.82
Pension	6.88	7.33	7.33
Bereavement	0.04	0.04	0.04
H2H	0.02	0.02	0.02
DeNovo	0.10	0.10	0.10
Sub Total	**63.42**	**65.42**	**67.42**
OIRCA	0.10	0.10	0.10
Total	**63.52**	**65.52**	**67.52**

Pitch Premium – $6.05 May 1, 2026
BEREAVEMENT FUND: The Bereavement Fund to be funded by four cents ($0.04) per hour employer contribution administered by the Union. This plan will apply upon verification by the Union to the immediate family, ie. Wife, husband, son, daughter, mother, father, mother-in-law, father-in-law, grandmother, grandfather.
UNION DUES PROMOTION FUND: The Employer agrees to deduct the following amounts per hour for each hour worked from the Employee's wage rate as the Union Dues Promotion Fund effective May 1, 2010 - 2% of the sub total.
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each

APPENDIX "H"

LOCAL 397 -THUNDER BAY, ONTARIO

HOURS OF WORK:

The work week will be up to forty-four (44) hours during Monday to Friday with the work day having flexible starting and quitting times. The work day may be extended by mutual consent of the employer and employees. Should employees be unable to complete forty-four (44) hours worked, due to weather conditions, the employees may be allowed to work hours on Saturday until the forty-four (44) hours are completed. Saturday work is on a voluntary basis and the employer shall not take discriminatory action against an employee who refuses to work Saturdays.

OVERTIME:

After forty-four (44) hours have been completed any further hours worked shall be paid for at the rate of time and one half. Double time shall be paid for work performed on Sundays and observed holidays as stipulated in Article 13.

SHIFT WORK:

On jobs of a special nature where work must be done during other than regular hours or in other special cases, a night shift may be worked provided that it is continued for not less than three (3) consecutive working days.

Wages for hours worked on shift work within the territorial jurisdiction of the Union – Work on the second and third shift shall be paid for at the rate of four dollars ($4.00) per hour effective May 1, 2025 over and above his regular rate for the second and third shifts.

TRAVELLING TIME AND BOARD ALLOWANCE:

On jobs in the city limits of Thunder Bay, Employees will not receive any compensation when travelling from home to the jobsite or from the jobsite home. All other travel throughout the day will be on company time.

On all jobs outside of the city limits of Thunder Bay and up to eighty (80) kilometers away from the Local

Union Hall every Employee will be provided transportation in an Employer supplied vehicle. The employee will be paid the straight time full package for all time spent while travelling to and from the jobsite, or they will be provided with rooms and/or suitable accommodation by the Employer for temporary accommodation near the jobsite. Paid travel time will be calculated at the rate of 80 km per hour for all kilometers travelled from the Union Hall to the job site as per Google Maps.

On jobs more than (80) kilometers away from the Local Union Hall employees will be provided with rooms and/or suitable accommodation by the Employer for each day the Employee is scheduled to work.

When staying in temporary accommodation near the out of town jobsite and meals are not otherwise provided as part of the accommodation, the Employer will pay a meal allowance of $75.00 effective May 1, 2025 and $80.00 as of May 1, 2026 for every day an Employee is scheduled to work.

When staying in temporary accommodation near the out of town jobsite Employees will be paid travel time for the first trip to the jobsite and the last trip home. In addition all Employees will be paid a wrap (a paid trip home and back) forty-nine (49) calendar days. The transportation will be provided in an Employer supplied vehicle and all travel time will be paid at straight time for total package. Paid travel time will be calculated at the rate of 80 km per hour for all kilometers travelled from the Union Hall to the job site as per Google Maps.

When staying in temporary accommodation that is more than twenty-five (25) kms away from the out of town jobsite travel time will be paid at straight time for total package. Paid travel time will be calculated at the rate of 80 km per hour for all kilometers travelled from the temporary accommodation to the job site.

If and when an Employer does not provide transportation to out of town jobsites the employee will be reimbursed for each kilometer at the full rate set out by CRA for mileage for the first trip to the jobsite, last trip home and the wrap. This travel time in a personal vehicle will be paid at straight time for total package. Paid travel time will be calculated at the rate of 80 km per hour for all kilometers travelled from the Union Hall to the job site as per Google Maps.

All travel time to or from the job site at the start and end of the day will not count as hours of work in the work week. All mid-day travel will count as hours of work in the work week.

PARKING

Employees will be reimbursed for parking charges upon the presentation of receipts. It is agreed that should the employer procure an advantageous parking rate at a facility that is within a ten-minute walk of the project, employees shall be expected to utilize that facility for parking. In the event that an employee does not utilize that facility for parking, the employee shall be reimbursed only up to the rate procured by the employer at its chosen parking facility.

PAYMENT OF EMPLOYER CONTRIBUTIONS TO THE WELFARE AND BENEFIT FUND OF LOCAL 397:

The benefits outlined in Articles 42 and 43 shall be in addition to the following:

WELFARE AND PENSION BENEFITS:

The Employer shall contribute to an employees' Welfare and Pension Fund for each hour worked the amount as set out in the wage schedule.

Payment to the Local 397 Welfare Fund shall be forwarded to the Local Union Off ice along with a breakdown on the forms provided by the Union.

UNION DUES PROMOTION FUND:

Each employer shall deduct for each hour or part thereof worked by all employees covered by this Agreement the amount set out in the wage schedule and shall remit said amount, on the forms provided by the Local Union, to the Local 397 Welfare Trust Fund. All remittances shall be made by the fifteenth day of the month following the month in which such deductions were made.

Without limiting the generality of the term "Promotion", and without limiting the terms of the Fund, the purpose and intent of this Fund shall be to make any and all expenditures necessary to improve, promote and assist members in the roofing industry. This shall be at the sole discretion of Local Union 397.

SAFETY TRAINING:

Each Employer shall contribute the amount set out in the Wage Schedule for every hour worked by each employee covered by this Agreement as the Employer's contribution to the Safety Training Fund. In addition, the Safety Training Allowance is to be paid to all employees on all hours worked for all classifications as set out in the applicable wage schedules and does not attract vacation pay.

APPENDIX "H" – revised Apr 15, 2026 **LOCAL 397 – THUNDER BAY, ONTARIO**

					Apprentices		
May 1, 2025	**Foreman**	**Journeyman**	**Roofing Asst**	**3rd Yr.**	**2nd Yr.**	**1st Yr.**	**PreAppr**
Basic Rate	45.43	45.48	39.00	36.66	31.24	28.83	26.46
Foreman Prem.	7.85						
Vac. Pay	5.59	4.78	4.09	3.85	3.28	3.03	2.78
H & W	4.23	4.23	4.23	4.23	4.23	4.23	4.23
Pension	9.23	9.23	6.85	6.85	6.85	3.38	
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
Sub Total	**72.45**	**63.84**	**54.29**	**51.71**	**45.72**	**39.59**	**33.59**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Safety Training	0.15	0.15	0.15	0.15	0.15	0.15	0.15
Total	**72.70**	**64.09**	**54.54**	**51.96**	**45.97**	**39.84**	**33.84**

OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.
Safety Training Allowance – $0.15 per hour worked for all classification above. Paid over and above the listed rate.
Foreman's Premium – $7.85 May 1, 2025, $8.10 May 1,2026, $8.35 May 1, 2027 (calculated in above rates)
Pitch Premium – $5.05 May 1, 2022
UNION DUES PROMOTION FUND: The Employer agrees to deduct the amount per hour for each hour worked from the Employee's wage rate as Union Dues Promotion Fund – one dollar and twenty-four cents ($1.24) May 1, 2025. This deduction shall be remitted to Local Union 397 and the Union will be the sole administrator of this Fund. The Union agrees that the Employer is held harmless in the administration of this fund.
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacation shall be mutually agreed to by the Employer and the Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each

APPENDIX "H" – revised Apr 15, 2026 **LOCAL 397 – THUNDER BAY, ONTARIO**

			Roofing	Apprentices			
May 1, 2026	**Foreman**	**Journeyman**	**Asst**	**3rd Yr.**	**2nd Yr.**	**1st Yr.**	**PreAppr**
Basic Rate	47.10	47.18	40.53	38.11	32.51	29.92	27.37
Foreman Prem.	8.10						
Vac. Pay	5.79	4.95	4.26	4.00	3.41	3.14	2.87
H & W	4.23	4.23	4.23	4.23	4.23	4.23	4.23
Pension	9.36	9.36	6.85	6.85	6.85	3.38	
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
Sub Total	**74.70**	**65.84**	**55.99**	**53.31**	**47.12**	**40.79**	**34.59**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Safety Training	0.25	0.25	0.25	0.25	0.25	0.25	0.25
Total	**75.05**	**66.19**	**56.34**	**53.66**	**47.47**	**41.14**	**34.94**

OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.
Safety Training Allowance – $0.15 per hour worked for all classification above. Paid over and above the listed rate. Foreman's Premium – $7.85 May 1, 2025, $8.10 May 1,2026, $8.35 May 1, 2027 (calculated in above rates)
Pitch Premium – $6.05 May 1, 2026
UNION DUES PROMOTION FUND: The Employer agrees to deduct the amount per hour for each hour worked from the Employee's wage rate as Union Dues Promotion Fund – one dollar and twenty-four cents ($1.24) May 1, 2025, one dollar and forty-nine cents ($1.49) May 1 2026, one dollar and seventy-five cents ($1.75) May 1 2027. This deduction shall be remitted to Local Union 397 and the Union will be the sole administrator of this Fund. The Union agrees that the Employer is held harmless in the administration of this fund.
agreed to by the Employer and the Employee.
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacation shall be mutually agreed to by the Employer and the Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each

APPENDIX "H" – revised Apr 15, 2026 **LOCAL 397 – THUNDER BAY, ONTARIO**

				Apprentices			
May 1, 2027	**Foreman**	**Journeyman**	**Roofing Asst**	**3rd Yr.**	**2nd Yr.**	**1st Yr.**	**PreAppr**
Basic Rate	48.60	48.71	42.07	39.56	33.77	31.00	28.27
Foreman Prem.	8.35						
Vac. Pay	5.98	5.11	4.42	4.15	3.55	3.26	2.97
H & W	4.23	4.23	4.23	4.23	4.23	4.23	4.23
Pension	9.67	9.67	6.85	6.85	6.85	3.38	
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
Sub Total	**76.95**	**67.84**	**57.69**	**54.91**	**48.52**	**41.99**	**35.59**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Safety Training	0.25	0.25	0.25	0.25	0.25	0.25	0.25
Total	**77.30**	**68.19**	**58.04**	**55.26**	**48.87**	**42.34**	**35.94**

OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.
Safety Training Allowance – $0.15 per hour worked for all classification above. Paid over and above the listed rate. Foreman's Premium – $7.85 May 1, 2025, $8.10 May 1,2026, $8.35 May 1, 2027 (calculated in above rates)
Pitch Premium – $6.05 May 1, 2026
UNION DUES PROMOTION FUND: The Employer agrees to deduct the amount per hour for each hour worked from the Employee's wage rate as Union Dues Promotion Fund – one dollar and twenty-four cents ($1.24) May 1, 2025, one dollar and forty-nine cents ($1.49) May 1 2026, one dollar and seventy-five cents ($1.75) May 1 2027. This deduction shall be remitted to Local Union 397 and the Union will be the sole administrator of this Fund. The Union agrees that the Employer is held harmless in the administration of this fund.
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacation shall be mutually agreed to by the Employer and the Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each

MATERIAL HANDLER

	May 1, 2025	May 1, 2026	May 1, 2027
Basic Rate	44.80	46.49	48.02
Vac. Pay	4.70	4.88	5.04
H & W	4.23	4.23	4.23
Pension	9.23	9.36	9.67
De Novo	0.10	0.10	0.10
H2H	0.02	0.02	0.02
Sub Total	**63.08**	**65.08**	**67.08**
OIRCA	0.10	0.10	0.10
Safety Training	0.15	0.25	0.25
Total	**63.33**	**65.43**	**67.43**

OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.
Safety Training Allowance – $0.15 per hour worked for all classification above. Paid over and above the listed rate. Foreman's Premium – $7.85 May 1, 2025, $8.10 May 1,2026, $8.35 May 1, 2027 (calculated in above rates)
Pitch Premium – $6.05 May 1, 2026
UNION DUES PROMOTION FUND: The Employer agrees to deduct the amount per hour for each hour worked from the Employee's wage rate as Union Dues Promotion Fund – one dollar and twenty-four cents ($1.24) May 1, 2025, one dollar and forty-nine cents ($1.49) May 1 2026, one dollar and seventy-five cents ($1.75) May 1 2027. This deduction shall be remitted to Local Union 397 and the Union will be the sole administrator of this Fund. The Union agrees that the Employer is held harmless in the administration of this fund.

APPENDIX "I"

LOCAL 473- LONDON, ONTARIO

HOURS OF WORK:

The work week will be up to forty-four (44) hours during Monday to Friday with the work day having flexible starting and quitting times. The work day may be extended by mutual consent of the employer and employees. Should employees be unable to complete forty-four (44) hours worked, due to weather conditions, the employees may be allowed to work hours on Saturday until the forty-four (44) hours are completed. Saturday work is on a voluntary basis and the employer shall not take discriminatory action against an employee who refuses to work Saturdays.

OVERTIME:

After forty-four (44) hours have been completed any further hours worked shall be paid for at the rate of time and one half. Double time shall be paid for work performed on Sundays and observed holidays as stipulated in Article 13.

SHIFT PREMIUM

Shift work will be paid at the rate of time and one fifth (1-1/5)

TRAVELLING TIME AND BOARD ALLOWANCE:

a) Travel expenses shall be paid to all Employees at the maximum rate allowed by Canada Revenue Agency when supplying their own transportation where km reimbursement is applicable.

b) The Employer agrees that an employee has the option of using their own vehicle when travelling to and from the job site. No employee shall be required as a condition of employment to travel in a vehicle supplied by the Employer.

c) When employees travel within zones 1-3 in a vehicle supplied by the employer no travel time or zone allowance will be paid to these employees.

d) For travel from job to job or shop to job or to shop required by the employer during regular working hours, the employee will be paid for his travel time

at the applicable hourly rate. If the employee is required to use their own vehicle to travel during regular working hours he will be reimbursed the maximum rate set by Canada Revenue Agency per km driven.

ZONE #1

Zone number one shall include the travel driven up to fifty-five (55) km from the intersection of Dundas and Richmond Streets in the City of London including the travel driven to Stratford and Tillsonburg.

All Employees working in Zone Number One shall supply their own transportation, and travel without any zone allowance or wages when travelling from home to the shop, the project or work site at the beginning of the day and return travel home.

ZONE #2

Zone Number Two shall include the travel driven between fifty-five (55) and eighty

(80) km from Dundas and Richmond Streets. All employees performing work in this Zone shall receive zone allowance at the rate of forty-eight dollars ($48.00) for each day worked effective May 1, 2025.

ZONE #3

1) Zone Number Three shall be that area between eighty (80) and ninety-six (96) km driven from Dundas and Richmond Streets. Zone Number Three shall include the City of Sarnia. All employees performing work in this Zone shall receive zone allowance at the rate of sixty-one dollars ($61.00) for each day worked effective May 1, 2025.
2) All Employees who report for work at the beginning of any work shift outside the fifty-five (55) km radius and are transferred to another work site shall be paid travel expense at the maximum rate allowed by Canada Revenue Agency for travel between work sites in addition to the zone travel expense. Travel time shall be at the regular rate of pay.
3) In all cases where travel expense is paid the most direct route shall be used in calculating the mileage.

BOARD:

4) All employees performing work that is ninety-six km or more driven from the intersection of Dundas and Richmond Streets in the City of London shall receive Board Allowance at the rate of one hundred and fifty dollars ($150.00) effective May 1, 2025, one hundred and fifty-five (155.00) effective May 1, 2026 and one-hundred sixty dollars ($160.00) effective May 1, 2027 for each day worked.

   For all work performed in the City of Sarnia, employees shall receive Board Allowance of one-hundred and forty dollars ($140.00) with a hotel/lodging receipt and one hundred dollars ($100.00) without a receipt per day worked effective May 1, 2025 for each day worked. It is the members choice to get a room or not. In addition, employees will be paid travelling time at their regular hourly straight time rate of pay and any travel expenses for the first trip to the job site and the last trip from the job site.

5) All employees sent to a project or work site beyond ninety-six (96) km driven shall leave Dundas and Richmond Streets in the City of London at 8:00 a.m. on the initial trip.

   When returning they shall leave the project or work site in time to arrive back at Dundas and Richmond Streets in the City of London by 4:30 p.m. on the final trip. All travel time for such travel shall be at the regular rate of pay.

6) If a Statutory (legal) Holiday falls during the normal work week, Board Allowance shall be paid for that day providing the Employee is available for work the day prior to the holiday and the day after the holiday. Board Allowance shall also be paid to all employees when they are unable to work due to job conditions, shortage of material, weather conditions, providing they have shown up available for work.

7) In the event the project or work site is ninety-six km or more driven from Dundas and Richmond Streets in the City of London, all Employees shall receive return trip every four (4) weeks calculated at the maximum rate allowed by Canada Revenue Agency for mileage.

8) It is agreed and understood that if an Employee voluntarily terminates his employment while work-

ing on a project or work site beyond ninety-six (96) km driven from Dundas and Richmond Streets in the City of London, the Employer shall not be required to pay return travel expense or travel time to such an Employee.

PAYMENT OF EMPLOYER CONTRIBUTIONS TO THE WELFARE AND BENEFIT FUND LOCAL 473:

The benefits outlined in Articles 42 and 43 shall be in addition to the following:

The Employer agrees to contribute to Local 473, S.M.W.I.A. Welfare Plan a total contribution (as per attached wage schedule) for every hour worked by members of Local 473, Roofing Foreman, Roofers, Roofing applicants and from the first day of employment of new Roofing Applicants. This contribution shall be paid in addition to the regular rates of pay shown in this Agreement.

This contribution per hour shall be for Local 473 Welfare Plan premiums. It is further agreed that should Local 473 Welfare Plan premiums increase during the term of this Agreement, the contribution amount per hour per member will be adjusted to balance the increase in premiums by reducing the hourly wage rate and increasing the hourly contribution proportionately.

The contribution shall be paid to the Authorized Collector (Administrator) for the Plan as designated by the Trustees of the Plan not later than the fifteenth (15th) day of the month in which work was performed.

UNION DUES PROMOTION FUND:

The Employer agrees to deduct and pay into the Union Dues Promotion Fund the amount set out in the wage schedule.

This deduction shall be remitted to Local Union 473 and the Union will be the sole administrator of this fund.

WAGES FOR SAFETY TRAINING:

All employees will be paid $0.10 per hour as income on account of attending safety training courses. It is understood that no further payments will be made to employees for their time attending the safety training courses.

APPENDIX "I" – revised Sep 12th, 2025 **LOCAL 473 – LONDON, ONTARIO**

May 1, 2025	Foreman	Journeyman	Roofing Asst.	Apprentices 3rd Yr.	2nd Yr.	1st Yr.	PreAppr.
Basic Rate	48.25	48.28	39.63	36.96	34.57	30.68	25.06
Vac. Pay	5.89	5.07	4.16	3.88	3.63	3.22	2.63
H & W	5.03	5.03	5.03	5.03	5.03	5.03	5.03
Pension	5.57	5.57	5.57	5.57	2.00		
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Sub Total	**72.71**	**64.07**	**54.51**	**51.56**	**45.35**	**39.05**	**32.84**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**72.81**	**64.17**	**54.61**	**51.66**	**45.45**	**39.15**	**32.94**

Foreman's Premium – $7.85 (calculated in above rates)
Pitch Premium – $5.05 May 1, 2022
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.
UNION DUES PROMOTION FUND: The Employer agrees to deduct the following amounts per hour for each hour worked from the Employee's wages rate as the Union Dues Promotion Fund one dollar and forty cents – ($1.40) May 1, 2025.

APPENDIX "I" – revised Sep 12th, 2025 **LOCAL 473 – LONDON, ONTARIO**

			Roofing	Apprentices			
May 1, 2026	**Foreman**	**Journeyman**	**Asst.**	**3rd Yr.**	**2nd Yr.**	**1st Yr.**	**PreAppr.**
Basic Rate	49.85	49.91	40.99	38.23	35.71	31.76	25.96
Vac. Pay	6.09	5.24	4.30	4.01	3.75	3.34	2.73
H & W	5.03	5.03	5.03	5.03	5.03	5.03	5.03
Pension	5.77	5.77	5.77	5.77	2.14		
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Sub Total	**74.96**	**66.07**	**56.21**	**53.16**	**46.75**	**40.25**	**33.84**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**75.06**	**66.17**	**56.31**	**53.26**	**46.85**	**40.35**	**33.94**

Foreman's Premium – $8.10 (calculated in above rates)
Pitch Premium – $6.05 May 1, 2026
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.
UNION DUES PROMOTION FUND: The Employer agrees to deduct the following amounts per hour for each hour worked from the Employee's wages rate as the Union Dues Promotion Fund one dollar and forty cents – ($1.40) May 1, 2025.

APPENDIX "I" – revised Sep 12th, 2025 **LOCAL 473 – LONDON, ONTARIO**

May 1, 2027	Foreman	Journeyman	Roofing Asst.	Apprentices 3rd Yr.	2nd Yr.	1st Yr.	PreAppr.
Basic Rate	51.46	51.54	42.34	39.49	36.85	32.85	26.87
Vac. Pay	6.28	5.41	4.45	4.15	3.87	3.45	2.82
H & W	5.03	5.03	5.03	5.03	5.03	5.03	5.03
Pension	5.97	5.97	5.97	5.97	2.28		
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Sub Total	**77.21**	**68.07**	**57.91**	**54.76**	**48.15**	**41.45**	**34.84**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**77.31**	**68.17**	**58.01**	**54.86**	**48.25**	**41.55**	**34.94**

Foreman's Premium – $8.35 (calculated in above rates)
Pitch Premium – $6.05 May 1, 2026
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.
UNION DUES PROMOTION FUND: The Employer agrees to deduct the following amounts per hour for each hour worked from the Employee's wages rate as the Union Dues Promotion Fund one dollar and forty cents – ($1.40) May 1, 2025.

MATERIAL HANDLER

	May 1, 2025	May 1, 2026	May 1, 2027
Basic Rate	47.00	48.62	50.25
Vac. Pay	4.93	5.11	5.28
H & W	5.03	5.03	5.03
Pension	5.57	5.77	5.97
H2H	0.02	0.02	0.02
DeNovo	0.10	0.10	0.10
Sub Total	**62.65**	**64.65**	**66.65**
OIRCA	0.10	0.10	0.10
Total	**62.75**	**64.75**	**66.75**

Pitch Premium – $6.05 May 1, 2026

VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.

DENOVO FUND: Employers and Employees funded by $0.05 per hour each

H2H: Employers and Employees funded by $0.01 per hour each

OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.

UNION DUES PROMOTION FUND: The Employer agrees to deduct the following amounts per hour for each hour worked from the Employee's wages rate as the Union Dues Promotion Fund one dollar and forty cents – ($1.40) May 1, 2025.

APPENDIX "J"

LOCAL 504 – SUDBURY & SAULT STE. MARIE, ONTARIO

HOURS OF WORK:

The work week will be up to forty-four (44) hours during Monday to Friday with the work day having flexible starting and quitting times. The work day may be extended by mutual consent of the employer and employees. Should employees be unable to complete forty-four (44) hours worked, due to weather conditions, the employees may be allowed to work hours on Saturday until the forty-four (44) hours are completed.

Saturday work is on a voluntary basis and the employer shall not take discriminatory action against an employee who refuses to work Saturdays.

OVERTIME:

After forty-four (44) hours have been completed any further hours worked shall be paid for at the rate of time and one half. Double time shall be paid for work performed on Sundays and observed holidays as stipulated in Article 13.

SHIFT WORK:

On jobs of a special nature where work must be done during other than regular hours or in other special cases, a night shift may be worked provided that it is continued for not less than three (3) consecutive working days.

Wages for hours worked on shift work within the Territorial Jurisdiction of Union -Work on the second shift shall be paid at the rate of seven and one half (7-1/2) hours' pay. If a third shift is required, it shall be arranged through consultation with the Union Business Representative.

SAFETY:

The employer shall supply one (1) pair of suitable gloves after one hundred &

twenty (120) hours of work.

TRAVELLING TIME AND BOARD ALLOWANCE:

a) When employed on a job, the amount of travelling expense payments will be governed by the distance that the job site is from the Sudbury – Sault Ste. Marie City Hall.

The area between a thirty (30) and a forty (40) km radius and for work within this area a travelling allowance of eleven dollars ($11.00) effective May 1, 2022, per day per man shall be paid.

The area between forty (40) and a fifty (50) km radius and for work within this area a travelling allowance of thirteen ($13.00) effective May 1, 2022, per day per man shall be paid.

WITHIN NINETY (90) KILOMETRES:

b) When employed on a project that is within a distance of more than fifty (50) and less than ninety (90) road km from the Sudbury – Sault Ste. Marie City Hall, Roofing Personnel may choose to commute or to live away from home. Should they choose to live away from home, the conditions contained in Clause "c" below will ap- ply. Should they choose to commute they shall be paid travelling time and mileage for the first trip to and the last trip from the job and in addition, they shall be paid $50.00 per day effective May 1, 2025.

All days listed above shall be working days. Roofing Personnel shall work the regular hours specified in Appendix "J" and shall provide for themselves necessary transportation within this area to bring them from job to home after quitting time.

BEYOND EIGHTY (80) KILOMETRES:

c) When employed on a project that is beyond ninety (90) road km from the Sudbury – Sault Ste. Marie City Hall, Roofing Personnel shall be paid travelling time and travel allowances for the first trip to and the last trip from the job and in addition (unless room and board is provided by the Employer on approved campsite maintained to Government Regulation) they shall be paid $150.00 per day effective May 1, 2025, $155.00 per day effective May 1, 2026, and $160.00 per day effective May 1, 2027.

All days listed above shall be working days. The above allowance shall be paid to employees for legal holidays provided that they work a full shift on the normal working day before the holiday and a full shift on the normal working day immediately following the holiday.

When Employees report for work while employed in this area and are sent home due to job conditions, they shall be paid show up time and $150.00 per day effective May 1, 2025, $155.00 per day effective May 1, 2026, and $160.00 per day effective May 1, 2027.

If, however, the duration of the job is less than a full week, board and lodging expenses are paid at cost.

An Employer that opts to provide rooms for employees will pay a meal allowance of seventy-seven ($77.00) effective May 1, 2025, seventy-nine dollars ($79.00) effective May 1, 2026, and eighty-one dollars ($81.00) effective May 1, 2027, for each day an employee is away from home.

When employed on a project that is beyond ninety (90) road km from Sudbury – Sault Ste. Marie City Hall while travelling, the Roofing Personnel shall be paid their regular hourly straight time rate of pay for the hours spent travelling, up to a maximum of eight (8) hours in any twenty-four (24) hours, addition they shall be paid travel allowance. If work has been performed for the Employer on the day the Employee is travelling, either before the start or at the end of the journey, the money earned for the hours worked will be in addition to the travelling time. Standard meals while travelling shall be paid by the Employer and should they be travelling overnight; the Employer shall pay for sleeping accommodation on the train.

When an employee travels to the job site the day before commencing work, the employer will pay a meal allowance to the employee of seventy-seven ($77.00) effective May 1, 2025, seventy-nine dollars ($79.00) effective May 1, 2026, and eighty-one dollars ($81.00) effective May 1, 2027.

RETURN TO SUDBURY- SAULT STE. MARIE:

d) Roofing Personnel shall be paid under the same conditions and in the same amounts as in Clause "c" above, should it be considered necessary by the Employer or his Representative for them to return to Sudbury – Sault Ste. Marie before their work is completed or if they return of their own volition after sixty (60) or more days of employment in the area.

VISITS HOME:

e) Roofing Personnel shall be paid travel allowance and travel time for trips home as hereafter scheduled.

One (1) return trip home every two (2) months when employed over three hundred and twenty (320) km but fewer than six hundred and forty (640) km from Sudbury- Sault Ste. Marie.

In addition, Roofing Personnel will be paid for one trip home under the same conditions at the Christmas Season.

TRAVEL ALLOWANCE:

f) If an employee agrees to use his car for transportation from job site to job site during working hours in addition to any other remuneration or reimbursement he may be entitled to, he shall be paid the CRA Maximum for travel reimbursement.

CAR ALLOWANCE:

g) When an Employee is transferred at the request of the Employer during working hours and provides his own transportation, he shall be paid his applicable wages while travelling from job to job, plus travel allowances as shown above.

DISCHARGE OR VOLUNTARY SEPARATION WHILE OUT OF TOWN:

h) Other than under circumstances described in Clause "d" should an Employee be discharged for cause or quit without cause before the completion of the Employer's portion of an out of town project, the Employer is not required to pay travel time or supply or pay for the transportation for the Em-

ployee's return to the City of Sudbury – Sault Ste. Marie.

TYPE OF TRANSPORTATION:

i) All transportation referred to in this Collective Agreement shall be both sheltered and insured transportation.

PAYMENT OF EMPLOYER CONTRIBUTIONS TO THE WELFARE AND BENEFIT FUND LOCAL 504:

The benefits outlined in Articles 42 and 43 shall be in addition to the following:

The Employer will contribute for each employee for every hour worked contributions in the amount set out in the wage schedule. These contributions will be paid to Local 504 Welfare Fund. Cheques are to be made payable to the Sheet Metal Workers' International Association, Local Union 504, 1204 St. Jerome Street, Unit B, Sudbury, P3A 2V9 and mailed not later than the 15th of the following month of said contributions.

UNION DUES PROMOTION FUND:

The Employer agrees to deduct seventy cents ($0.70) effective May 1, 2019, seventy-three cents ($0.73) effective May 1, 2020, and seventy-six cents ($0.76) effective May 1, 2021, per hour for each hour worked from the employees' wage rate as the Union Dues Promotion Fund.

This deduction shall be remitted to Local Union 504 and the Union will be the sole administrator of this fund. The Union agrees that the Employer is held harmless in the administration of this fund.

			Roofing	Apprentices			
May 1, 2025	**Foreman**	**Journeyman**	**Asst.**	**3rd Yr.**	**2nd Yr.**	**1st Yr.**	**PreAppr.**
Basic Rate	43.76	44.01	38.18	36.54	32.24	28.24	24.50
Foreman Prem.	7.85						
Vac. Pay	5.42	4.62	4.01	3.84	3.39	2.97	2.57
H&W	4.38	4.38	4.38	4.38	4.38	4.38	4.38
Pension	10.28	10.00	7.08	6.06	4.72	2.97	1.02
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Sub Total	**71.81**	**63.13**	**53.77**	**50.94**	**44.85**	**38.68**	**32.59**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**71.91**	**63.23**	**53.87**	**51.04**	**44.95**	**38.78**	**32.69**

Foreman's Premium – $7.85 (calculated in above rates)
Pitch Premium – $5.05 May 1, 2022
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
UNION DUES PROMOTION FUND: Effective August 1 2025 one dollar fifty-one cents ($1.51) effective May 1 2026 one dollar sixty-six cents ($1.66) effective may 1 2027 one dollar eighty-one ($1.81) for each hour worked from the Employee's wages rate as the Union Dues Promotion Fund. This deduction shall be remitted to Local Union 504 and the Union willl be the sole administrator of this fund. The Union agrees that the Employer is held harmless in the administration of this fund.
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.

APPENDIX "J" – revised Jul 24th, 2025 **LOCAL 504 – SUDBURY/SAULT STE. MARIE, ONTARIO**

				Apprentices			
May 1, 2026	**Foreman**	**Journeyman**	**Roofing Asst.**	**3rd Yr.**	**2nd Yr.**	**1st Yr.**	**PreAppr.**
Basic Rate	44.99	45.28	39.33	37.74	33.32	29.15	25.19
Foreman Prem.	8.10						
Vac. Pay	5.57	4.75	4.13	3.96	3.50	3.06	2.64
H&W	4.58	4.58	4.58	4.58	4.58	4.58	4.58
Pension	10.70	10.40	7.31	6.14	4.73	2.97	1.06
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Sub Total	**74.06**	**65.13**	**55.47**	**52.54**	**46.25**	**39.88**	**33.59**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**74.16**	**65.23**	**55.57**	**52.64**	**46.35**	**39.98**	**33.69**

Foreman's Premium – $8.10 (calculated in above rates)
Pitch Premium – $6.05 May 1, 2026
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
UNION DUES PROMOTION FUND: Effective August 1 2025 one dollar fifty-one cents ($1.51) effective May 1 2026 one dollar sixty-six cents ($1.66) effective may 1 2027 one dollar eighty-one ($1.81) for each hour worked from the Employee's wages rate as the Union Dues Promotion Fund. This deduction shall be remitted to Local Union 504 and the Union willl be the sole administrator of this fund. The Union agrees that the Employer is held harmless in the administration of this fund.
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.

				Apprentices			
May 1, 2027	**Foreman**	**Journeyman**	**Roofing Asst.**	**3rd Yr.**	**2nd Yr.**	**1st Yr.**	**PreAppr.**
Basic Rate	45.87	46.35	40.68	39.00	34.39	30.05	25.91
Foreman Prem.	8.35						
Vac. Pay	5.69	4.87	4.27	4.10	3.61	3.16	2.72
H&W	4.78	4.78	4.78	4.78	4.78	4.78	4.78
Pension	11.50	11.01	7.32	6.14	4.75	2.97	1.06
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Sub Total	**76.31**	**67.13**	**57.17**	**54.14**	**47.65**	**41.08**	**34.59**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**76.41**	**67.23**	**57.27**	**54.24**	**47.75**	**41.18**	**34.69**

Foreman's Premium – $8.35 (calculated in above rates)
Pitch Premium – $6.05 May 1, 2026
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
UNION DUES PROMOTION FUND: Effective August 1 2025 one dollar fifty-one cents ($1.51) effective May 1 2026 one dollar sixty-six cents ($1.66) effective may 1 2027 one dollar eighty-one ($1.81) for each hour worked from the Employee's wages rate as the Union Dues Promotion Fund. This deduction shall be remitted to Local Union 504 and the Union willl be the sole administrator of this fund. The Union agrees that the Employer is held harmless in the administration of this fund.
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.

APPENDIX "J" – revised Jul 24th, 2025 **LOCAL 504 – SUDBURY/SAULT STE. MARIE, ONTARIO**

MATERIAL HANDLER

	May 1, 2025	May 1, 2026	May 1, 2027
Basic Rate	43.15	44.49	45.84
Vac. Pay	4.53	4.67	4.81
H&W	4.38	4.58	4.78
Pension	9.79	10.11	10.42
H2H	0.02	0.02	0.02
De Novo	0.10	0.10	0.10
Sub Total	**61.97**	**63.97**	**65.97**
OIRCA	0.10	0.10	0.10
Total	**62.07**	**64.07**	**66.07**

Pitch Premium – $6.05 May 1, 2026

VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.

DENOVO FUND: Employers and Employees funded by $0.05 per hour each

H2H: Employers and Employees funded by $0.01 per hour each

UNION DUES PROMOTION FUND: Effective August 1 2025 one dollar fifty-one cents ($1.51) effective May 1 2026 one dollar sixty-six cents ($1.66) effective may 1 2027 one dollar eighty-one ($1.81) for each hour worked from the Employee's wages rate as the Union Dues Promotion Fund. This deduction shall be remitted to Local Union 504 and the Union willl be the sole administrator of this fund. The Union agrees that the Employer is held harmless in the administration of this fund.

OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.

APPENDIX "K"

LOCAL 537 – HAMILTON, BRANTFORD AND NIAGARA, ONTARIO

HOURS OF WORK:

The work week will be up to forty-four (44) hours during Monday to Friday with the work day having flexible starting and quitting times. The work day may be extended by mutual consent of the employer and employees. Should employees be unable to complete forty-four (44) hours worked, due to weather conditions, the employees may be allowed to work hours on Saturday until the forty-four (44) hours are completed. Saturday work is on a voluntary basis and the employer shall not take discriminatory action against an employee who refuses to work Saturdays.

OVERTIME:

After forty-four (44) hours have been completed any further hours worked shall be paid for at the rate of time and one half. Double time shall be paid for work performed on Sundays and observed holidays as stipulated in Article 13.

SHIFT WORK:

When it is necessary to work two or three shifts daily on any particular job, such shifts of not more than nine (9) hours each may be worked between 1:00 a.m. Monday and 8:00 a.m. Saturday of the same week, but no Employee except the Foreman shall be permitted to work more than one (1) shift in any twenty-four (24) hours. When such shift system is worked, the rate of wages shall be:

- Day Shift – Regular straight time
- Second or Third Shift – shift work will be paid at the rate of time and one fifth (1-1/5)

TRAVELLING TIME AND BOARD ALLOWANCE:

a) There shall be an area known as the "free area" inside the limits of which no travelling time shall be paid. The limits of said "free area" shall be a forty (40) km radius from the Hamilton City Hall.

Zone one will be an area between the "free area" of forty-one (41) km and sixty-five (65) km radius from the Hamilton City Hall, and for work in this area a travelling allowance of thirty-two dollars ($32.00) effective May 1, 2025 per day per man will be paid.

Zone two will be an area between a sixty-six (66) km and one hundred (100) km radius from the Hamilton City Hall and for work in this area, a travelling allowance of sixty-three dollars ($63.00) effective May 1, 2025, per day per man will be paid.

Niagara zone – see Letter of Understanding dated May 7, 2019, attached.

On all jobs beyond the second zone, room and board shall be paid at the following rates:

On all jobs outside a radius of one hundred (100) km from the Hamilton City Hall, a board allowance of one hundred forty dollars ($140.00) effective May 1, 2025/ one hundred fifty ($150.00) as of May 1, 2026 and $155.00 as of May 1, 2027, per day worked when the employees provide a receipt for overnight accommodation. If no receipt for accommodation is provided by the employee a board allowance of ninety-two dollars ($92.00) will be provided effective May 1,2022.

In the area beyond the one hundred (100) km radius, board allowance will be paid for any Holiday listed in Article 13 of the Provincial Agreement falling on a weekday.

When employees travel within Zone 1 and Zone 2 in a vehicle supplied by the employer, no zone allowance will be paid to these employees.

b) When sent by the Employer to supervise or perform work specified in Article 6 of the Provincial Agreement, the Party of the Second Part, parties to and recognized under this Agreement, shall be paid all necessary transportation, travelling time and board allowance as outlined in Clause "a" above. When travelling in the daytime, work- men shall be paid at the regular rate, not to exceed nine (9) hours. Should they be travelling at night, they are to be provided with a Pullman berth. They shall not be paid for night or Sunday travelling time. They shall also be paid under the same conditions if it is considered necessary by their Employer or

Foreman in the interest of the Company for them to return to the city before their work is completed. In addition to the above wag- es, suitable transportation shall be supplied and arranged by the Employer or, in lieu thereof, each Employee shall receive mileage at the negotiated rate. The travelling allowance will be paid at the CRA Maximum per km.

Where public transportation is provided, waiting time shall be considered travel time and paid for under the same conditions.

It is, however, understood that if an Employee quits without cause, or is discharged for cause, before the completion of the out of town job, the Company will not be compelled to furnish transportation to the city or pay travelling time. All transportation referred to in this Agreement shall be sheltered, insured transportation.

All full time or part time labour performed during the hours specified herein shall be recognized as regular time and paid for at the regular hourly rates specified in this Agreement.

The Employer shall provide or pay for all necessary additional transportation during the regular working hours at the CRA Maximum per km.

Paid Parking – Where paid parking is necessary, the Employer is to either reimburse the employee upon presentation of receipts, or to secure and/or pay for adequate parking.

LETTER OF UNDERSTANDING

Between:

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 537

(The Union)

- and -

ONTARIO INDUSTRIAL ROOFING CONTRACTORS' ASSOCIATION

(The Employer)

Re: Niagara Zone

This zone will be that portion of Niagara East of a straight line following Regional Highway 24 from Lake Ontario to Lake Erie and for work in this area there will be paid at a rate of twenty-one dollars ($21.00) per day per man from May 1, 2025 until April 30, 2028.

This Letter of Understanding only takes effect on jobs bid on or after May 1, 2025.

DATED at Toronto this 28th day of May, 2025.

Mark Hall
Mark Hall,
OSMW&RC

Don Marks
Don Marks,
OIRCA

APPENDIX "K" – revised Dec 1st, 2025 **LOCAL 537 – HAMILTON, ONTARIO**

					Apprentices		
May 1, 2025	**Foreman**	**Journeyman**	**Roofing Asst.**	**3rd Yr.**	**2nd Yr.**	**1st Yr.**	**PreAppr.**
Basic Rate	48.10	48.06	40.28	37.95	33.50	32.19	26.33
Foreman Prem.	7.85						
Vac. Pay	5.88	5.05	4.23	3.98	3.52	3.38	2.77
H & W	3.80	3.80	3.80	3.80	3.80	3.80	3.80
Pension	8.56	8.56	7.35	6.70	5.12		
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Sub Total	**74.31**	**65.59**	**55.78**	**52.55**	**46.06**	**39.49**	**33.02**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**74.41**	**65.69**	**55.88**	**52.65**	**46.16**	**39.59**	**33.12**

Foreman's Premium – $7.85 (calculated in above rates)
Pitch Premium – $5.05 May 1, 2022
It is further agreed that a Roofing Potman will be paid for his half hour lunch period providing it is necessary to perform any duties that he normally does during his regular day's work.
VACATION PAY – METHOD OF PAYMENT: To be paid weekly at the rate of 10.5% as set out above.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.
UNION DUES PROMOTION FUND: The Employer agrees to deduct the following amounts per hour for each hour worked from the Employee's wages rate as the Union Dues Promotion Fund one dollar and twenty-six cents – ($1.26) May 1, 2025.

APPENDIX "K" – revised Dec 1st, 2025 **LOCAL 537 – HAMILTON, ONTARIO**

May 1, 2026	Foreman	Journeyman	Roofing Asst.	Apprentices 3rd Yr.	2nd Yr.	1st Yr.	PreAppr.
Basic Rate	49.35	49.33	41.36	38.96	34.39	33.28	27.24
Foreman Prem.	8.10						
Vac. Pay	6.03	5.18	4.34	4.09	3.61	3.49	2.86
H & W	3.80	3.80	3.80	3.80	3.80	3.80	3.80
Pension	9.16	9.16	7.86	7.18	5.54		
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Sub Total	**76.56**	**67.59**	**57.48**	**54.15**	**47.46**	**40.69**	**34.02**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**76.66**	**67.69**	**57.58**	**54.25**	**47.56**	**40.79**	**34.12**

Foreman's Premium – $8.10 (calculated in above rates)
Pitch Premium – $6.05 May 1, 2026
It is further agreed that a Roofing Potman will be paid for his half hour lunch period providing it is necessary to perform any duties that he normally does during his regular day's work.
VACATION PAY – METHOD OF PAYMENT: To be paid weekly at the rate of 10.5% as set out above.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.
UNION DUES PROMOTION FUND: The Employer agrees to deduct the following amounts per hour for each hour worked from the Employee's wages rate as the Union Dues Promotion Fund one dollar and twenty-six cents – ($1.26) May 1, 2025.

APPENDIX "K" – revised Dec 1st, 2025 **LOCAL 537 – HAMILTON, ONTARIO**

					Apprentices		
May 1, 2027	**Foreman**	**Journeyman**	**Roofing Asst.**	**3rd Yr.**	**2nd Yr.**	**1st Yr.**	**PreAppr.**
Basic Rate	50.59	50.60	42.43	39.97	35.28	34.36	28.14
Foreman Prem.	8.35						
Vac. Pay	6.19	5.31	4.46	4.20	3.70	3.61	2.96
H & W	3.80	3.80	3.80	3.80	3.80	3.80	3.80
Pension	9.76	9.76	8.37	7.66	5.96		
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Sub Total	**78.81**	**69.59**	**59.18**	**55.75**	**48.86**	**41.89**	**35.02**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**78.91**	**69.69**	**59.28**	**55.85**	**48.96**	**41.99**	**35.12**

Foreman's Premium – $8.35 (calculated in above rates)
Pitch Premium – $6.05 May 1, 2026
It is further agreed that a Roofing Potman will be paid for his half hour lunch period providing it is necessary to perform any duties that he normally does during his regular day's work.
VACATION PAY – METHOD OF PAYMENT: To be paid weekly at the rate of 10.5% as set out above.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.
UNION DUES PROMOTION FUND: The Employer agrees to deduct the following amounts per hour for each hour worked from the Employee's wages rate as the Union Dues Promotion Fund one dollar and twenty-six cents – ($1.26) May 1, 2025.

MATERIAL HANDLER

	May 1, 2025	May 1, 2026	May 1, 2027
Basic Rate	46.25	47.52	48.79
Vac. Pay	4.86	4.99	5.12
H & W	3.80	3.80	3.80
Pension	8.56	9.16	9.76
H2H	0.02	0.02	0.02
DeNovo	0.10	0.10	0.10
Sub Total	**63.59**	**65.59**	**67.59**
OIRCA	0.10	0.10	0.10
Total	**63.69**	**65.69**	**67.69**

Pitch Premium – $6.05 May 1, 2026

It is further agreed that a Roofing Potman will be paid for his half hour lunch period providing it is necessary to perform any duties that he normally does during his regular day's work.

VACATION PAY – METHOD OF PAYMENT: To be paid weekly at the rate of 10.5% as set out above.

DENOVO FUND: Employers and Employees funded by $0.05 per hour each

H2H: Employers and Employees funded by $0.01 per hour each

OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.

UNION DUES PROMOTION FUND: The Employer agrees to deduct the following amounts per hour for each hour worked from the Employee's wages rate as the Union Dues Promotion Fund one dollar and twenty-six cents – ($1.26) May 1, 2025.

APPENDIX "L"

LOCAL 235 – SARNIA, ONTARIO

HOURS OF WORK:

The work week will be up to forty-four (44) hours during Monday to Friday with the work day having flexible starting and quitting times. The work day may be extended by mutual consent of the employer and employees. Should employees be unable to complete forty-four (44) hours worked, due to weather conditions, the employees may be allowed to work hours on Saturday until the forty-four (44) hours are completed. Saturday work is on a voluntary basis and the employer shall not take discriminatory action against an employee who refuses to work Saturdays.

OVERTIME:

After forty-four (44) hours have been completed any further hours worked shall be paid for at the rate of time and one half. Double time shall be paid for work performed on Sundays and observed holidays as stipulated in Article 13.

SPECIAL JOBS:

On jobs where work must be done after regular hours, or in other special cases, a night shift may be worked at straight time only if it continues for three

(3) consecutive working days or more, and shall be paid at the rate of eight (8) hours per day for seven

(7) hours' work. In the event that a third shift is necessary it shall be arranged with the Business Agent of the Union.

TRAVELLING TIME AND BOARD ALLOWANCE:

All necessary transportation at the start and finish of a job up to eight (8) hours per day at the Roofers established wage, including travelling expenses plus transportation fare from job to home and return (optional) every sixty (60) days by train, bus or its equivalent if travelling by car, plus one hundred and forty-five dollars ($145.00) effective May 1, 2025/ one hundred fifty ($150.00) as of May 1, 2026/one hundred fifty-five $155.00 as of May 1, 2027 and $100.00 without re-

ceipt, per scheduled workday for board and expenses will be paid by the Con- tractor while employed outside the geographic area of Appendix "L". The Union agrees that no member will be entitled to transportation fare if not used at the end of specified sixty (60) days.

Any Roofer working outside of the Travel Zone wishing to commute daily to the job site will receive the maximum mileage rate allowed by Canada Revenue Agency per km effective May 1, 2019. Prior to commencement of job, workers to decide whether to commute or remain on job. All workers to agree to either commute or remain. If remaining at the job and receiving board allowance, workers to be available for the eight (8) hour period to resume work.

TRAVELLING TO JOBS WITHIN THE VICINITY OF SARNIA:

Men working outside the geographic area of Appendix "L" shall receive the following Travel Allowance, unless transportation is supplied by Employer on the Employer's time.

FREE ZONE is defined as the City of Sarnia and Point Edward, east of the St. Clair River, south to the north side of the first Sombra Township Road south of Canadian Industries Ltd.; then easterly to Highway #21 and north on Highway #21 to the junction of Highways #402 and #21 then north to Lake Huron on Plympton Sideroad #15 including any job or project with direct access off Highway #21 or Plympton Sideroad #15.

ZONE A is the remainder of Lambton County, twenty dollars ($20.00) effective May 1, 2022, per day for work in this zone.

PAYMENT OF EMPLOYER CONTRIBUTIONS TO THE WELFARE AND BENEFIT FUND OF LOCAL 235:

The benefits outlined in Articles 42 and 43 shall be submitted in a manner agreed to between Local 235 and its signatory contractors.

APPENDIX "L" – revised Sep 12th, 2025 **LOCAL 235 – SARNIA, ONTARIO**

			Roofing	Apprentices			
May 1, 2025	**Foreman**	**Journeyman**	**Asst.**	**3rd Yr.**	**2nd Yr.**	**1st Yr.**	**PreAppr.**
Basic Rate	46.11	46.06	38.03	35.92	30.71	25.67	21.34
Vac. Pay	5.67	4.84	3.99	3.77	3.23	2.69	2.24
H & W	4.88	4.88	4.88	4.88	4.88	4.88	4.88
Pension	7.00	6.80	6.00	5.15	4.51	4.40	2.00
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Stab	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Sub Total	**73.63**	**64.70**	**55.02**	**51.84**	**45.45**	**39.76**	**32.58**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**73.73**	**64.80**	**55.12**	**51.94**	**45.55**	**39.86**	**32.68**

Foreman's Premium – $7.85 (calculated in above rates)
Pitch Premium – $5.05 May 1, 2022
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
UNION DUES PROMOTION FUND: Effective May 1, 2016, the Employer agrees to deduct one dollar and ninety-six cents ($1.96) per hour for each hour worked from the employee's wage rate as the Union Dues Promotion Fund. This deduction shall be remitted to Local Union 235 and the Union will be the sole administrator of this fund. The Union agrees that the Employer is held harmless in the administration of this fund.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.

APPENDIX "L" – revised Sep 12th, 2025 **LOCAL 235 – SARNIA, ONTARIO**

				Apprentices			
May 1, 2026	**Foreman**	**Journeyman**	**Roofing Asst.**	**3rd Yr.**	**2nd Yr.**	**1st Yr.**	**PreAppr.**
Basic Rate	47.90	47.87	39.57	37.37	31.98	26.75	24.05
Vac. Pay	5.88	5.03	4.15	3.92	3.36	2.81	2.53
H & W	4.88	4.88	4.88	4.88	4.88	4.88	4.88
Pension	7.00	6.80	6.00	5.15	4.51	4.40	2.00
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Stab	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Sub Total	**75.88**	**66.70**	**56.72**	**53.44**	**46.85**	**40.96**	**33.58**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**75.98**	**66.80**	**56.82**	**53.54**	**46.95**	**41.06**	**33.68**

Foreman's Premium – $8.10 (calculated in above rates)
Pitch Premium – $6.05 May 1, 2026
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
UNION DUES PROMOTION FUND: Effective May 1, 2016, the Employer agrees to deduct one dollar and ninety-six cents ($1.96) per hour for each hour worked from the employee's wage rate as the Union Dues Promotion Fund. This deduction shall be remitted to Local Union 235 and the Union will be the sole administrator of this fund. The Union agrees that the Employer is held harmless in the administration of this fund.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.

APPENDIX "L" – revised Sep 12th, 2025 **LOCAL 235 – SARNIA, ONTARIO**

			Roofing	Apprentices			
May 1, 2027	**Foreman**	**Journeyman**	**Asst.**	**3rd Yr.**	**2nd Yr.**	**1st Yr.**	**PreAppr.**
Basic Rate	49.69	49.68	41.10	38.81	33.25	27.84	24.96
Vac. Pay	6.09	5.22	4.32	4.08	3.49	2.92	2.62
H & W	4.88	4.88	4.88	4.88	4.88	4.88	4.88
Pension	7.00	6.80	6.00	5.15	4.51	4.40	2.00
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Stab	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Sub Total	**78.13**	**68.70**	**58.42**	**55.04**	**48.25**	**42.16**	**34.58**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**78.23**	**68.80**	**58.52**	**55.14**	**48.35**	**42.26**	**34.68**

Foreman's Premium – $8.35 (calculated in above rates)
Pitch Premium – $6.05 May 1, 2026
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
UNION DUES PROMOTION FUND: Effective May 1, 2016, the Employer agrees to deduct one dollar and ninety-six cents ($1.96) per hour for each hour worked from the employee's wage rate as the Union Dues Promotion Fund. This deduction shall be remitted to Local Union 235 and the Union will be the sole administrator of this fund. The Union agrees that the Employer is held harmless in the administration of this fund.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.

MATERIAL HANDLER

	May 1, 2025	May 1, 2026	May 1, 2027
Basic Rate	45.11	46.92	48.73
Vac. Pay	4.74	4.93	5.12
H & W	4.88	4.88	4.88
Pension	6.00	6.00	6.00
H2H	0.02	0.02	0.02
DeNovo	0.10	0.10	0.10
Stab	2.00	2.00	2.00
Sub Total	**62.85**	**64.85**	**66.85**
OIRCA	0.10	0.10	0.10
Total	**62.95**	**64.95**	**66.95**

Pitch Premium – $6.05 May 1, 2026

VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.

UNION DUES PROMOTION FUND: Effective May 1, 2016, the Employer agrees to deduct one dollar and ninety-six cents ($1.96) per hour for each hour worked from the employee's wage rate as the Union Dues Promotion Fund. This deduction shall be remitted to Local Union 235 and the Union will be the sole administrator of this fund. The Union agrees that the Employer is held harmless in the administration of this fund.

DENOVO FUND: Employers and Employees funded by $0.05 per hour each

H2H: Employers and Employees funded by $0.01 per hour each

OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.

APPENDIX "M"

LOCAL 562- KITCHENER, ONTARIO

HOURS OF WORK:

The work week will be up to forty-four (44) hours during Monday to Friday with the work day having flexible starting and quitting times. The work day may be extended by mutual consent of the employer and employees. Should employees be unable to complete forty-four (44) hours worked, due to weather conditions, the employees may be allowed to work hours on Saturday until the forty-four (44) hours are completed. Saturday work is on a voluntary basis and the employer shall not take discriminatory action against an employee who refuses to work Saturdays.

OVERTIME:

After forty-four (44) hours have been completed any further hours worked shall be paid for at the rate of time and one half. Double time shall be paid for work performed on Sundays and observed holidays as stipulated in Article 13.

SHIFT WORK:

Shift work will be paid at the rate of time and one fifth (1-1/5).

FREE ZONE, TRAVEL AND BOARD TRAVEL:

a) All company supplied transportation shall be sheltered, heated in winter and insured against all risks.

b) Employees requested during working hours to use other than company supplied transportation shall be paid at the maximum allowable rate under Canada Revenue Agency for mileage.

ZONES:

a) Radius from Waterloo Region International Airport Tower:

ZONE	RADIUS-KM	DAILY ALLOWANCE
1	0 to 20	0.00
2	20 to 50	31.00
3	50 to 80	38.00
4	80 to 100	57.00

BOARD:

a) The area beyond the one hundred (100) km radius from the Waterloo Region International Airport Tower shall be considered as a board area. A board allowance of one hundred and fifty dollars ($150.00) as of May 1, 2025/ one hundred and fifty-five ($155.00) as of May 1, 2026 and one hundred sixty ($160.00) as of May 1, 2027 with a hotel/lodging receipt and one hundred and ten ($110.00) without a receipt per day worked will be paid. It is the employee's choice to get a room or not.

b) When working beyond the one hundred (100) km radius from the Waterloo Region International Airport Tower, employees will be paid at straight time rates for his initial trip to the project and return trip at the completion of the project or at the employers request. This also applies to the driver of the vehicle.

c) Employees may return to and from the job on weekends and holidays. Employees will be paid at straight time rates for travel time exceeding two hours.

PAYMENT OF CONTRIBUTIONS:

The benefits outlined in Articles 42 and 43 shall be in addition to the following:

WELFARE:

The company agrees to deduct the amount set out in the wage schedule per hour for every hour's pay for all employees covered by this agreement to the established and jointly trusteed welfare program: cheque to be made in the name of Local 562 Welfare Benefit Plan by the 15th day of each month for the previous month with forms supplied by the Union.

PENSION:

The employers shall contribute to Local Union 562 Pension Fund the amount set out in the wage schedule for every hour worked by each employee covered by this agreement.

It is agreed that should the Local 562 Pension Plan premiums increase during the term of this agreement, the contribution per hour per employee will be adjust-

ed to balance the increase in premiums by reducing the hourly rate and increasing the hourly contributions proportionately.

In the event that these funds are discontinued for any reason whatsoever, the hourly contributions herein agreed will then become part of the hourly wages of the employee on whose behalf they have been formerly contributed.

UNION DUES PROMOTION FUND:

The company agrees to deduct the amount set out in the wage schedule per hour for every hour pay for all employees covered by this agreement to Local 562 Union Promotion Fund and added to the welfare contribution in one cheque. The purpose of the union promotion fund will be to improve and promote the roofing industry in general and will be administered at the sole discretion of Local 562.

INDUSTRY FUND:

Employers covered by this Agreement shall contribute one cent ($0.01) per hour for each paid hour for their Employees to an Industry Fund known as "The Grand Valley Roofer's Fund".

This contribution shall be made by the 15th of each month for the previous month and remitted to the Grand Valley Construction Association on the approved form. This fund shall be used exclusively for the benefit of the Roofing Industry but not to the detriment of the Union. The Grand Valley Construction Association shall deposit these monies promptly into the Grand Valley Roofers' Fund Account in accordance with written instructions.

CLOTHING ALLOWANCE:

The employer agrees to provide an annual clothing and boot allowance of $175.00 annual allowance per calendar year with receipt for employees with at least one thousand two hundred (1,200) hours.

APPENDIX "M" – revised Sep 12th, 2025 **LOCAL 562 – KITCHENER, ONTARIO**

			Roofing	Apprentices			
May 1, 2025	**Foreman**	**Journeyman**	**Asst.**	**3rd Yr.**	**2nd Yr.**	**1st Yr.**	**PreAppr.**
Basic Rate	46.26	46.21	37.92	36.44	31.58	26.67	21.81
Vac. Pay	5.68	4.85	3.98	3.83	3.32	2.80	2.29
H & W	3.73	3.73	3.73	3.73	3.73	3.73	3.73
Pension	8.50	8.50	8.17	7.28	6.70	6.08	5.49
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Sub Total	**72.14**	**63.41**	**53.92**	**51.40**	**45.45**	**39.40**	**33.44**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**72.24**	**63.51**	**54.02**	**51.50**	**45.55**	**39.50**	**33.54**

Foreman's Premium – $7.85 (calculated in above rates)
Pitch Premium – $5.05 May 1, 2022
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.
UNION DUES PROMOTION FUND: The Employer agrees to deduct the following amounts per hour for each hour worked from the Employee's wages rate as the Union Dues Promotion Fund one dollar and nineteen cents – ($1.19) May 1, 2025.

APPENDIX "M" – revised Sep 12th, 2025 **LOCAL 562 – KITCHENER, ONTARIO**

			Roofing	Apprentices			
May 1, 2026	**Foreman**	**Journeyman**	**Asst.**	**3rd Yr.**	**2nd Yr.**	**1st Yr.**	**PreAppr.**
Basic Rate	47.14	47.11	38.55	36.99	31.95	26.85	21.81
Vac. Pay	5.80	4.95	4.05	3.88	3.35	2.82	2.29
H & W	4.28	4.28	4.28	4.28	4.28	4.28	4.28
Pension	8.95	8.95	8.62	7.73	7.15	6.53	5.94
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Sub Total	**74.39**	**65.41**	**55.62**	**53.00**	**46.85**	**40.60**	**34.44**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**74.49**	**65.51**	**55.72**	**53.10**	**46.95**	**40.70**	**34.54**

Foreman's Premium – $8.10 (calculated in above rates)
Pitch Premium – $6.05 May 1, 2026
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
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UNION DUES PROMOTION FUND: The Employer agrees to deduct the following amounts per hour for each hour worked from the Employee's wages rate as the Union Dues Promotion Fund one dollar and nineteen cents – ($1.19) May 1, 2025.

APPENDIX "M" – revised Sep 12th, 2025 **LOCAL 562 – KITCHENER, ONTARIO**

			Roofing	Apprentices			
May 1, 2027	**Foreman**	**Journeyman**	**Asst.**	**3rd Yr.**	**2nd Yr.**	**1st Yr.**	**PreAppr.**
Basic Rate	48.25	48.24	39.41	37.76	32.53	27.26	22.04
Vac. Pay	5.94	5.07	4.14	3.96	3.42	2.86	2.31
H & W	4.73	4.73	4.73	4.73	4.73	4.73	4.73
Pension	9.25	9.25	8.92	8.03	7.45	6.83	6.24
H2H	0.02	0.02	0.02	0.02	0.02	0.02	0.02
De Novo	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Sub Total	**76.64**	**67.41**	**57.32**	**54.60**	**48.25**	**41.80**	**35.44**
OIRCA	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Total	**76.74**	**67.51**	**57.42**	**54.70**	**48.35**	**41.90**	**35.54**

Foreman's Premium – $8.35 (calculated in above rates)
Pitch Premium – $6.05 May 1, 2026
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
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UNION DUES PROMOTION FUND: The Employer agrees to deduct the following amounts per hour for each hour worked from the Employee's wages rate as the Union Dues Promotion Fund one dollar and nineteen cents – ($1.19) May 1, 2025.

MATERIAL HANDLER

	May 1, 2025	May 1, 2026	May 1, 2027
Basic Rate	45.65	46.55	47.68
Vac. Pay	4.79	4.89	5.01
H & W	3.73	4.28	4.73
Pension	8.50	8.95	9.25
H2H	0.02	0.02	0.02
DeNovo	0.10	0.10	0.10
Sub Total	**62.79**	**64.79**	**66.79**
OIRCA	0.10	0.10	0.10
Total	**62.89**	**64.89**	**66.89**

Pitch Premium – $6.05 May 1, 2026
VACATION PAY – METHOD OF PAYMENT: This shall be paid in addition to the hourly rate at 10.5% as set out above and shall be paid weekly. Periods of taking vacations shall be mutually agreed to by the Employer and Employee.
DENOVO FUND: Employers and Employees funded by $0.05 per hour each
H2H: Employers and Employees funded by $0.01 per hour each
OSM UDPF: Included in the hourly rate ($0.32 per hour) and deducted from an employee's wages.
UNION DUES PROMOTION FUND: The Employer agrees to deduct the following amounts per hour for each hour worked from the Employee's wages rate as the Union Dues Promotion Fund one dollar and nineteen cents – ($1.19) May 1, 2025.

Notes