

MEMORANDUM OF SETTLEMENT

LOCAL 183 - Labourers



GTSWCA

Greater Toronto Sewer & Watermain
Contractors Association

Monetary Increases – All Schedules

The “Total Package” increases for all wage classifications and all schedules shall be increased by:

\$7.50 over the life of the agreement , with the increases as follows:

May 1, 2022	\$2.25
May 1, 2023	\$2.50
May 1, 2024	\$2.75



Additional Monetary Increases – Schedule Specific

Schedules A & C

A special, one-time increase to the **Pipelayer and Topman** classifications of \$0.75 On May 1, 2024 in addition to the above noted annual increases.

Schedule C

A special, one-time increase to **all wages and classifications** in Schedule C of \$2 in addition to the above noted annual increases as follows:

- \$1 on May 1, 2023
- \$1 on May 1, 2024

Schedule D & F

A special one-time increase to the **CCTV, Combo, Flusher classifications** in Schedules D & F of \$0.50 in addition to the above noted annual increases.

Schedule D

Increase Hydro Excavation Helper (Sched A) pension rate from \$5.50 to **\$10.14** and Hydro Excavation Helper (Sched C) pension rate from \$5.50 to **\$8.32**

Saturday Premium – Schedules A, B, C

An increase in the overtime rate for all work on Saturdays to double time in 2024



Monetary Increases – Cont'd

Schedule D & F On-Call Pay

Increases to \$200 per week (up from \$191.23); \$55 per night (up from \$54.64); \$100 for Christmas Day/New Years Day (up from \$25).

Schedule D

An increase in meal allowance after 12 hours on shift to \$20 (up from \$16.39)

Night Shift Premium

An increase in shift premium to \$3.50 on May 1, 2023, and to \$3.75 on May 1, 2024 (currently \$3.28).

Per Kilometer Travel Rate

An increase to \$0.65/km (currently \$0.60) effective May 1, 2022.

Out of Town Allowance

An increase to \$170 per overnight stay (currently \$140) effective May 1, 2022.

Parking Reimbursement

An increase of up to \$25/day (currently \$20) effective May 1, 2024.

Language Changes

Union Trust Funds

Management Representatives to be removed from all Union Trust Funds, save and except the Training and Rehabilitation Fund.

Article 11 – Safety, Sanitation and Shelter

Amend Article 11.06(a) [page 14]:

When employees are required to perform their duties in wet **weather conditions**, the Employers agree to supply suitable protective clothing, including quality rubber boots and rain suits, which will be returned to the foreman when the assigned duties are completed. It is understood that this provision does not apply to employees who are required to wear rubber boots in the normal course of their duties;

Article 15 – Welfare, Prepaid Legal, Pension and Central and Eastern Canada Organizing Fund (CECOF)

Add New Article 15.03(b) (number existing paragraph as (a)) [page 18]:

(b) **If the Labourers Pension Fund of Central and Eastern Canada is unable to accept the contributions for employees over the age of 71 or working while also receiving a pension, then the Employer shall pay an equivalent amount into a non-pension fund as designated by Local 183 and/or the Pension Fund Administrator.**



Language Changes

Article 22 – Payment of Wages

Delete and Replace Article 22.03 [page 23]:

22.03 The Record of Employment shall be eFiled to ESDC within five (5) calendar days following the employee's last day of work. The company will, upon request by the employee, provide a copy of the Record of Employment within three (3) business days of eFiling. The pay shall be remitted by direct deposit no later than the next regular scheduled pay day.

Add New Article 22.04 [page 23]:

[New]

22.04 The Employer agrees to complete and sign a Form T2200 (Declaration of Conditions of Employment) for any employee that incurs expenses while carrying out the duties of employment, including but not limited to the use of personal vehicle expenses, and if that employee requests such a form by or before March 15 of each calendar year.



Language Changes

Article 31 – Local 183 Trainees

Trainee Requirement

	Rate	Hours
Phase 1	60% of full rate	0 - 600 hours
Phase 2	75% of full rate	601 - 1200 hours
Phase 3	85% of full rate	1201 - 1800 hours


Above 1800 hours the full rate will apply.

For clarity, the above trainee reduced rate only applies to the wage rate, contributions are to be made at the full rate.

ALL SCHEDULES (Clarify Shifts that Span Two Days)

Overtime at the rate of time and one half the employee's current hourly [...] hours per day. **For clarity, the hours worked during a shift that spans two calendar days (ex. 11 p.m. to 7 a.m.) shall be treated as being worked on one day for daily overtime purposes.**





MEMORANDUM OF SETTLEMENT

LOCAL 230 - Teamsters



GTSWCA
Greater Toronto Sewer & Watermain
Contractors Association

Changes

Amend Sch “A”, Article 3, Wage Schedule #1 to replace the classification of “Drivers of Dump Trucks, Pick-up Service, Bulk Lift Trucks and Farm Tractors without attachments, off Highway Trucks” with the following:

		Wage	Vac.	H&W	Pen.	Enh.	Total
Hired after May 1, 2019: Drivers of Dump Trucks, Pick-up Service, Bulk Lift Trucks and Farm Tractors without attachments, off Highway Trucks	Prior to May 1, 2022 increase .	30.89	3.09	3.30	5.15	0.30	42.73

Add to Sch “A”, Article 3, Wage Schedule #1 Note [page 39]:

Note: Those hired before May 1, 2019 in the “Drivers of Dump Trucks, Pick-up Service, Bulk Lift Trucks and Farm Tractors without attachments, off Highway Trucks” classification shall be grandfathered and shall maintain their higher wage rate.

Delete Sch A, B, C Article 3, Wage Schedule #2. Sch A, B, C Wage Schedule #1 to apply going forward.

A one-time initial increase (on top of the monetary increase set out below) of \$3.00 in **Schedule C** to the “Fuel Truck Drivers” and the “Float Drivers” classification groups.





MEMORANDUM OF SETTLEMENT

LOCAL 793



GTSWCA

Greater Toronto Sewer & Watermain
Contractors Association

Monetary Increases – All Schedules

The “Total Package” increases for all wage classifications and all schedules shall be increased by:

\$8 over the life of the agreement for **Schedules A/B/C**, with the increases as follows:

May 1, 2022	\$2.25
May 1, 2023	\$2.50
May 1, 2024	\$3.25

\$7.50 over the life of the agreement for **Schedules D/E**, with increases as follows:

May 1, 2022	\$2.25
May 1, 2023	\$2.50
May 1, 2024	\$2.75



Additional Monetary Increases

Schedule C

A special, one-time increase to **all wages and classifications** in Schedule C of \$4 in addition to the above noted annual increases as follows:

- \$2 on May 1, 2023
- \$2 on May 1, 2024

Schedule D

Modify language related to the work week to include “...made up of five (5) ten (10) hour days Monday to Friday inclusive...” to match the Local 183 Agreement.

Night Shift Premium

An increase in shift premium to \$3.50 on May 1, 2023, and to \$3.75 on May 1, 2024 (currently \$3.28).

Additional Monetary Increases

Per Kilometer Travel Rate

A language change to tie the per kilometre travel rate to the posted CRA travel rate (currently \$0.61/km) effective May 1, 2022.

Out of Town Allowance

An increase to \$170 per overnight stay (currently \$140) effective May 1, 2022.

Parking Reimbursement

An increase of up to \$20/day beginning May 1, 2022 and up to \$25/day beginning May 1, 2024.



Language Changes

Article 3 – Industry and Training Fund (housekeeping change)

Add New Article 3.6 – NATIONAL TRAINING FUND CONTRIBUTION

The Union will allocate five cents (\$0.05) per hour for each hour earned by each employee to the National Training Fund from the amount collected in Article 3.

Article 6 – Arbitration (housekeeping change)

Various changes made to update language.

Article 9 – Welfare and Pension Plans (housekeeping changes)

Add New Article 9.6 – Group Legal Plan

It is understood and agreed that \$15 per month (or such other amount as may be designated by the trustees) of contributions designated as "Benefit Contributions" under the Collective Agreement.

Add New Article 9.7 – Supplementary Unemployment Benefits (SUB) Plan

Various changes made to incorporate the 2021 Supplementary Unemployment Benefits (SUB) Plan MOA into the main body of the Agreement.



Language Changes

Article 9 – Welfare and Pension Plans cont'd

Add New Article 9.8 – Working Pensioners

For bargaining unit employees who are in receipt of a pension from the IUOE Local 793 Pension Plan for Operating Engineers in Ontario (the Pension Plan), the Employer shall not make contributions to the Pension Plan. In lieu of such contributions, the Employer shall pay an equivalent amount per hour earned as additional remuneration to the employee. Such remuneration in respect of employment in a particular calendar year shall be paid by remitting the amounts on a monthly basis at the same time as pension contributions to the Operating Engineers Benefits Administration Corporation (OEBAC), which amount shall be paid or payable by December 31 of such calendar year, with interest (less applicable deductions) to the employee. The parties acknowledge that OEBAC is receiving payments of additional remuneration from the employer only as agent and nominee of the relevant employee. OEBAC will hold the funds as agent and nominee for such employees. The payment to OEBAC discharges all obligations of the Employer with respect to payments of the additional remuneration. For greater certainty, the parties do not intend to create an Employee Benefit Plan for the purposes of the *Income Tax Act*.



Language Changes

Article 14 – Crane Apprentices and Earthmoving Trainees/ Registered Apprentices

Amend Article 14.4(a)(i) to read:

- 0 to 2000 Hours Worked – **60%** of Licensed Journeyman Base Rate (currently 50%)
- 2001 to 4000 Hours Worked – **75%** of Licensed Journeyman Base Rate (currently 65%)
- 4001 to 6000 Hours Worked – **85%** of Licensed Journeyman Base Rate (currently 80%)

Article 14 – Crane Apprentices and Earthmoving Trainees/Registered Apprentices

Amend Article 14.5 to read:

Each Employer, with the exception of Schedule “B”, shall be required to hire one (1) crane apprentice for each four (4) journeymen crane operators employed. ***The Employer shall be entitled to hire one (1) crane apprentice for each one (1) journeymen crane operators employed, provided the apprentice is directly supervised by the journeymen crane operator.***

For work covered by Schedule “B” of this Agreement, each Employer performing such work shall be required to hire one (1) crane apprentice for each four (4) journeymen crane operators employed per shift. An apprentice crane operator must be directly supervised by a journeymen.



Language Changes

Article 14 – Crane Apprentices and Earthmoving Trainees/ Registered Apprentices (cont'd)

Amend Article 14.6 to include apprenticeship hours wage change:

- 0 to 2000 Hours Worked – **60%** of Base Rate (currently 50%)
- 2001 to 4000 Hours Worked – **75%** of Base Rate (currently 65%)
- 4001 to 6000 Hours Worked – **85%** of Base Rate (currently 80%)

Add New Letter of Understanding on Travel

1. The Parties agree to appoint a committee made up of three representatives from Local 793 (Justin O'Neill and two individuals designated by Local 793) and up to three representatives selected by the Association, to meet in the first three months after the implementation of this collective agreement.
2. The Parties agree that the purpose of this committee is address the Travel Zones in accordance with the Association's successful application for accreditation.
3. The Parties undertake to complete an overhaul of the Travel Zones to address the new boundary areas as per the GTSWCA Accreditation by May 1, 2023 and agree to meet for the purposes of completing this overhaul.





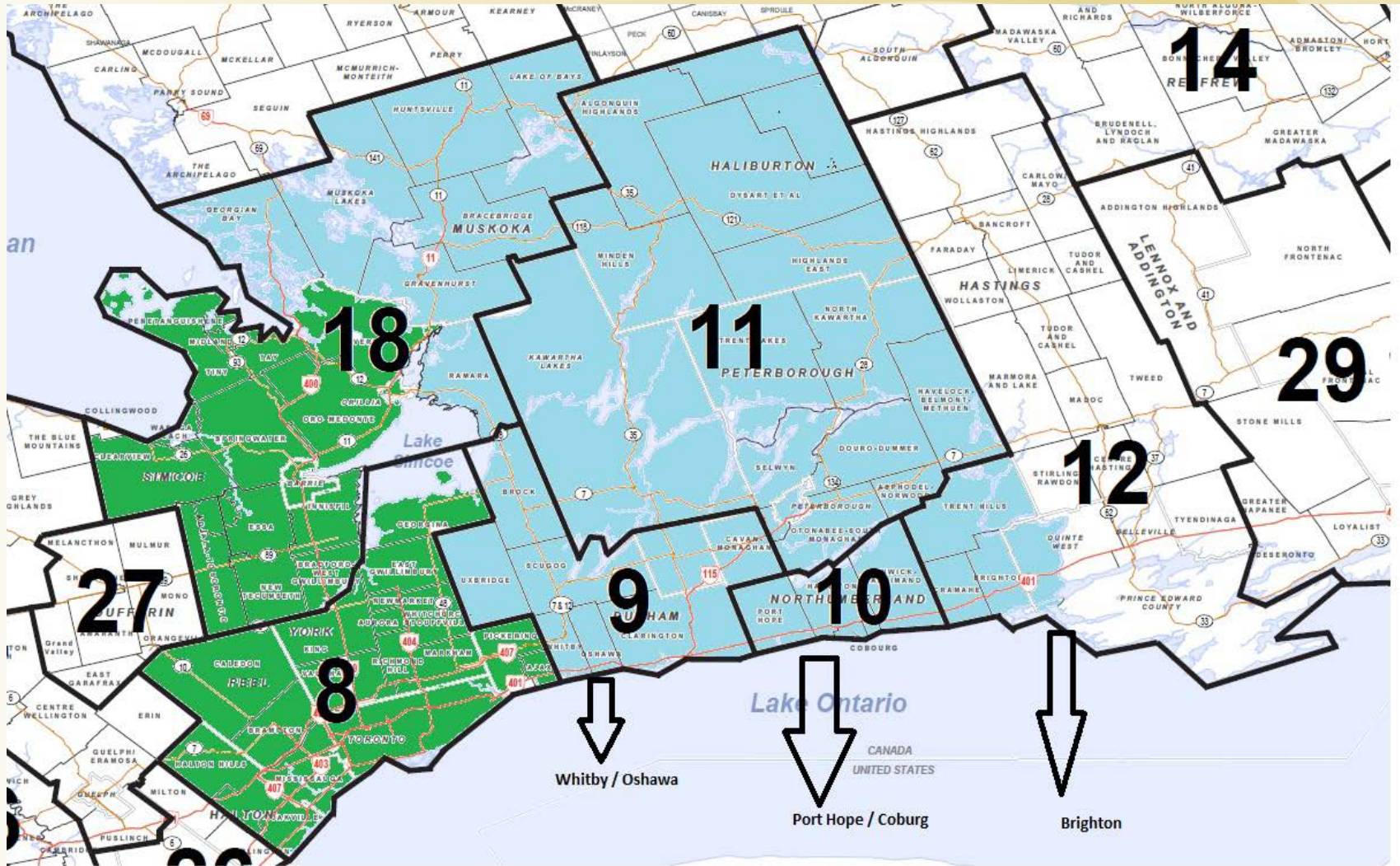
Accreditation Expansion – MOAs and Incorporation into GTSWCA Agreement



GTSWCA
Greater Toronto Sewer & Watermain
Contractors Association

Overview – 183 and 793 MOAs

Our application for accreditation expansion for Locals 183 and 793 have now been approved by the OLRB, as of May 5, 2022.



Overview – 183 and 793 MOAs

New Rates For Both 183 and 793

For employees hired in and who are engaged to work in Board Areas 10, 11, and the accredited portion of 12, Schedule A of the Collective Agreement shall apply, except modified as follows:

- The hourly rate will be 15% less than Schedule A rates; and,
- Pension contributions shall be \$1.29 less per hour than Schedule A.

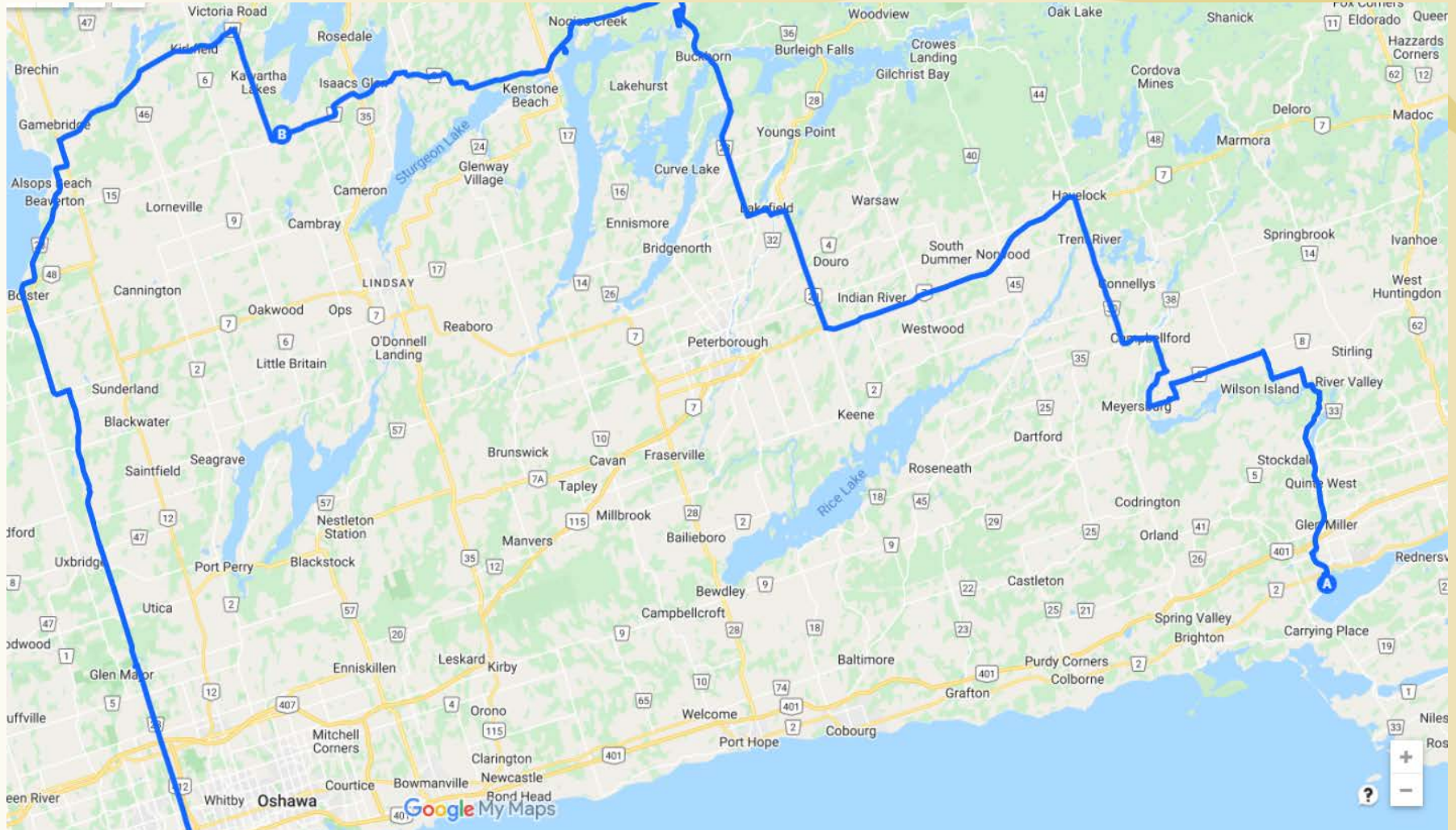
For Board Area 18 (Muskoka), Schedule C language, rates, and travel shall apply.

For Board Area 9 (Oshawa/Durham), Schedule A language, rates shall apply.

Overview – 183 and 793 MOAs

New Travel Arrangements

For Local 183 only – a new Peterborough/Northumberland Free Zone has been established for employees hired and engaged to work in the Board Areas 10, 11, and 12 (west of the Trent River).



Overview – 183 and 793 MOAs

New Travel Arrangements cont'd

For Local 793 – No new travel zone has been agreed to, so all job sites must be calculated from the current Lakeridge road border; however, a Letter of Understanding was signed by both 793 and GTSWCA to “reconfigure the Travel Zones” by May 1, 2023.

Transition to GTSWCA Agreements

Local 183 – Until April 20, 2023, the existing wage rates apply for all Oshawa Area Signatory Contractors. Upon the expiry of that collective agreement, the hourly rates for locally hired workers shall be transitioned as follows:

- Beginning May 1, 2023, the hourly rates shall be increased by 40% of the difference between the expired Oshawa Area Signatory Agreement and Schedule A of the GTSWCA Agreement.
- Beginning May 1, 2024, the rates shall be increased by 50% of the remaining difference between the expired Oshawa Area Signatory Agreement and Schedule A of the GTSWCA Agreement.
- Beginning May 1, 2025, hourly rates in Board Area 9 shall match Board Area 8.

Local 793 - Until April 20, 2023, the existing wage rates apply for all Oshawa Area Signatory Contractors. When the Collective Agreement expires, the Parties will negotiate wage rates, pension, and benefits equal to the wage rates, pension, and benefits in Board Area 8 by April 30, 2025.