

SUMMARY OF MATERIAL CHANGES TO 2019-2022 IRON WORKERS PROVINCE-WIDE ICI COLLECTIVE AGREEMENT

Article	New Wording	Summary of Change
2.1(b)	When an Employer requires additional manpower, it shall have the right to recall any employee by name who worked for the Employer within the previous ninety (90) calendar days and who has not worked for any other Employer since his most recent layoff.	An employees can be recalled (100% name hire) by an Employer if he was laid off in the past ninety (90) days and has not accepted work with another employer since that layoff.
2.1(c)	<p>For each new project in an Employer's home local, it shall have the right to request up to five (5) employees by name, in writing, who shall be issued a referral slip by the Local Union. The number of employees who may be requested by name by an Employer shall be equal to the difference between the number of employees the Employer transfers to the new project and five (5).</p> <p>Employees recalled in accordance with Article 2.1(b) shall not count towards the calculation of five (5) transferred or name-hired employees.</p>	<p>An Employer starting new work can transfer an unlimited number of existing employees to that project.</p> <p>If an Employer transfers fewer than five (5) existing employees to the new project, it can name hire the difference between the number of employees transferred and five (5) employees, from the local union hall.</p> <p>For example, if two (2) existing employees are transferred to a new job, the Employer can name hire three (3) employees from the local union hall.</p> <p>An employee recalled in accordance with Article 2.1(b) (above) does not count towards the calculation.</p>
2.4	<p>An Employer shall have the right to transfer members of the Union anywhere in the Province of Ontario where work is being performed or is to be performed. Such Union members shall receive travel time, fares and subsistence allowance in accordance with the job location relative to the location of their Local Union.</p> <p>Provided an Employer is in good standing with Ontario Ironworkers Pension and Benefit Fund, it shall be entitled to transfer the first five (5) employees (which includes any General Foreman and Foreman) to a project anywhere in the Province of Ontario. Any employees hired after the first five (5) employees will be hired from the Local Union until such time as the number of Union members transferred does not exceed forty percent (40%) of the total crew on the job.</p>	<p>An employer starting new work outside of its home local can bring the first five (5) employees (including a foreman) from its home local.</p> <p>The Employer can hire additional employees from the local in which the work is occurring (on a 50/50 name hire basis) until the number of employees transferred does not exceed forty percent (40%) of the total crew on the job. Thereafter, the Employer can have a 40/60 split of employees from its home local to employees hired in the local where the work is occurring.</p>

	<p>Thereafter, the number of Union members transferred will not exceed forty percent (40%) of the total crew on the job unless approval is obtained from the Local Union Office.</p> <p>Such transferred Union members must secure a referral slip from the Local Union in whose territory the work is being performed. However, before members are transferred from one Local Union Territory to another the Employer shall contact the Local Union Business Manager of the Territory where the work is to be performed</p>	
2.5	An Employer will notify the Local Union as soon as possible, but no later than forty-eight (48) hours prior to any job starting, and will advise the approximate number of Local Union members required.	An Employer must advise the local union at least forty-eight (48) hours prior to starting a job.
6.1	<p>No employee shall be laid off during the first four (4) hours of his shift.</p> <p>Notwithstanding the above, should an employee be laid off at home via text message, phone or email they will be entitled to four hour remuneration at package rates for the next day on their regular scheduled shift in addition to the daily travel/commuting/board allowance for the project.</p>	An employees may be laid off by text message (Previously, layoffs could technically only happen via phone or email).
6.2/6.3	<p>Where an employee is laid off after having been employed for a period of seven (7) or fewer calendar days, an Employer shall provide payment of wages (via direct deposit or cheque) and all final documentation to the applicable Union Hall or home of an employee. Direct deposit of wages shall be processed within two (2) business days of the layoff. Any cheque and final documentation shall be mailed via Priority Mail to the Union Hall or home of the employee within two (2) business days of the layoff.</p> <p>Where an employee is laid off after having been employed for a period of more than seven (7) calendar days, an Employer shall provide payment of wages (via direct deposit or cheque) and all final documentation to the home of an employee who is laid off by the next regular pay day.</p> <p>An Employer shall provide a Record of Employment Certificate</p>	<p>When an employee is laid off –</p> <ul style="list-style-type: none"> ➤ If he has been employed for seven (7) or fewer calendar days, he will be paid wages within two (2) business days of the layoff; ➤ If he has been employed for more than seven (7) calendar days, he will be paid wages on the next regular pay day; ➤ Records of Employment will be filed with the government in accordance with legislative requirements (generally when an employee has had or is anticipated to have seven consecutive calendar days with no work and no insurable earnings).

	(electronic or hard copy) in accordance with applicable legislative requirements.																																											
12	<p>Total package increase - \$4.00 per hour</p> <p>Effective the first full pay period after the date of ratification - \$1.40 per hour</p> <p>Effective May 3, 2020 - \$1.30 per hour</p> <p>Effective May 2, 2021 - \$1.30 per hour</p> <p>If May 1 falls on a Sunday, Monday, Tuesday or Wednesday, package increases shall come into effect on the Sunday on or before May 1.</p> <p>If May 1 falls on a Thursday, Friday or Saturday, package increases shall come into effect on the first Sunday immediately following May 1.</p>	<p>Effective September 1, 2019 –</p> <table border="1"> <thead> <tr> <th colspan="2">Local 721</th> </tr> </thead> <tbody> <tr> <td>Wage</td> <td>\$43.18</td> </tr> <tr> <td>Vacation</td> <td>\$4.32</td> </tr> <tr> <td>Benefits</td> <td>\$4.08</td> </tr> <tr> <td>Pension</td> <td>\$7.58</td> </tr> <tr> <td>Trade Improvement Plan</td> <td>\$0.11</td> </tr> <tr> <td>Total</td> <td>\$59.27</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="2">Local 700, 736, 765 and 786</th> </tr> </thead> <tbody> <tr> <td>Wage</td> <td>\$42.96</td> </tr> <tr> <td>Vacation</td> <td>\$4.29</td> </tr> <tr> <td>Benefits</td> <td>\$4.08</td> </tr> <tr> <td>Pension</td> <td>\$7.58</td> </tr> <tr> <td>Trade Improvement Plan</td> <td>\$0.22</td> </tr> <tr> <td>Total</td> <td>\$59.13</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="2">Local 759</th> </tr> </thead> <tbody> <tr> <td>Wage</td> <td>\$42.41</td> </tr> <tr> <td>Vacation</td> <td>\$4.24</td> </tr> <tr> <td>Benefits</td> <td>\$4.08</td> </tr> <tr> <td>Pension</td> <td>\$7.58</td> </tr> <tr> <td>Trade Improvement Plan</td> <td>\$0.22</td> </tr> <tr> <td>Total</td> <td>\$58.54</td> </tr> </tbody> </table>	Local 721		Wage	\$43.18	Vacation	\$4.32	Benefits	\$4.08	Pension	\$7.58	Trade Improvement Plan	\$0.11	Total	\$59.27	Local 700, 736, 765 and 786		Wage	\$42.96	Vacation	\$4.29	Benefits	\$4.08	Pension	\$7.58	Trade Improvement Plan	\$0.22	Total	\$59.13	Local 759		Wage	\$42.41	Vacation	\$4.24	Benefits	\$4.08	Pension	\$7.58	Trade Improvement Plan	\$0.22	Total	\$58.54
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Appendix “B”	<p>Commuting, Travel and Board Allowance is not payable, regardless of the distance to the job site when the employee leaves his home base and returns the same day in a company vehicle and is being paid his applicable wage rate.</p> <p>All distances in this Appendix will be measured by the most direct</p>	<p>Google Maps will be used to determine all distances for commuting, travel and board allowances.</p>																																										

	route accessible by passenger automobile as determined by Google Maps.	
Appendix “B”(1)(a)	<p>Commuting allowances will be paid from the appropriate centres:</p> <p>...</p> <p>Local 736 - Hamilton City Hall, Waterloo-Wellington Airport Tower in Kitchener Area, Welland Courthouse.</p> <p>...</p> <p>Local 759 – Thunder Bay City Hall.</p>	Locations used to determine commuting, travel and board allowances were updated.
Appendix “C”	<p>500 Ton Rule</p> <p>An Employer that is performing a steel erection job of 500 tons or less outside of its home local shall be entitled to transfer the first five (5) employees to the project from anywhere in the province.</p> <p>An Employer that is performing a steel erection job of 500 tons or less in its home local shall be entitled to request the first five (5) employees by name, in writing, who shall be issued a referral slip by the Local Union.</p> <p>Additional members are to be hired from the Local Union where the job is being done. These additional members may all be requested by name or hired on site.</p> <p>Article 23 - Job Steward will not apply to these projects. Union representation on these jobs will be supplied by the president of the District Council or his designee.</p> <p>All other terms of the Collective Agreement will apply, providing they are not in conflict with the intent of this Appendix.</p>	<p>For steel erection job of 500 tons or less –</p> <ul style="list-style-type: none"> ➤ Inside a home local, an Employer has 100% name hire and no steward on the job; and ➤ Outside a home local, an Employer can bring the first five (5) employees from his home local and can hire additional workers from the local in which the work is occurring (100% name hire) with no steward on the job.