

**APPENDIX "B" Hamilton/Brantford/Niagara Area (cont'd)**

<b>Foreman Premium:</b>	<b>May 04, 2025</b>				
Foreman A	3 - 10 men	\$5.75	per hour		
Foreman B	11 - 20 men	\$7.19	per hour		
Foreman C	Over 20 men	\$8.63	per hour		
<b>Shift Work Premium Premium:</b>	Journeyman: \$6.00 per hour	<b>Effective May 4, 2025</b>			
	Apprentices: at appropriate percentage:				
	1st yr	2nd yr	3rd yr	4th yr	5th yr
	50%	55%	60%	70%	80%
<b>Irregular Hours Premium:</b>	Journeyman: \$6.00 per hour	<b>Effective May 4, 2025</b>			
	All Clasifications				
<b>Travel Allowance:</b>	Maximum mileage rate allowed by Canada Revenue Agency.				
<b>Worker Readiness Training Allowance:</b>	\$0.25 per hour worked				
<b>Zone Allowance per day:</b>	<b>Zone</b>	<b>Kms</b>	<b>Effective May 4, 2025</b>		
	1	0-25	free zone		
	2	26-32	\$18.00		
	3	33-48	\$32.00		
	4	49-80	\$45.00		
	<b>For determination of zone, see Clause 17.1</b>				
	<b>May 04, 2025</b>	<b>May 03, 2026</b>	<b>May 02, 2027</b>		
<b>Board Allowance per day worked:</b>	\$140.00	\$150.00	\$160.00		
<b>Parking:</b>	Employer to secure and/or pay for adequate project parking on all projects within the geographic scope of Local 537 - Hamilton, Niagara and Brantford Areas. Where the employee pays for parking and is entitled to reimbursement, the employer will reimburse the employee no later than the pay period of the following week that receipts and claim are submitted.				
<b>Overtime Pay:</b>	X2 X1 1/2 Maintenance Work				
<b>Work Week:</b>	36 hours	Monday to Friday 4 x 8 + 4 on Friday or Monday to Thursday 4 x 9 or Tuesday to Friday 4 x 9			
<b>Show-up Time:</b>	3 hours				
<b>Lay-off:</b>	2 hours notice				
<b>Union Dues Deduction:</b>	Yes				
<b>Notes:</b>	<p>1 <i>Amended note effective December 4, 2022. Union Dues Promotion Fund is taxable.</i></p> <p>2 <i>Amended note effective December 4, 2022. Conference Dues Promotion Trust Fund is included in the hourly rate and is to be deducted from employees wages after taxes and remitted together with employer's contributions.</i></p> <p>3 <i>*Includes \$0.03 to be used to comply with the requirements of WCB, Bill 162.</i></p> <p>4 <b>Provincial Training Trust Fund</b> of \$0.12 is non-taxable and therefore, is not included as earnings for the employee.</p> <p>5 <b>Bereavement Fund</b> - employer (\$0.02) &amp; employee (\$0.03) funded for each hour worked. To be remitted together with employer's contributions.</p>				

**PROVINCIAL COLLECTIVE AGREEMENT  
SCHEDULE OF MONETARY CONDITIONS**

**APPENDIX B  
WAGE RATES**

**HAMILTON/BRANTFORD/NIAGARA  
LOCAL UNION 537**

**2025-2028 Collective Agreement**

<b>Effective Date</b>	<b>Increase</b>	<b>Journeyman</b>	<b>1st yr</b>	<b>2nd yr</b>	<b>3rd yr</b>	<b>4th yr</b>	<b>5th yr</b>
		100.00%	50.00%	55.00%	60.00%	70.00%	80.00%
<b>1-Dec-24</b>		\$ <b>70.17</b>	\$ <b>31.58</b>	\$ <b>35.20</b>	\$ <b>42.22</b>	\$ <b>49.31</b>	\$ <b>56.32</b>
<b>4-May-25</b>	\$ 2.00	\$ <b>72.1700</b>	\$ <b>36.0850</b>	\$ <b>39.6935</b>	\$ <b>43.4200</b>	\$ <b>50.7100</b>	\$ <b>57.9200</b>
		\$ <b>72.17</b>	\$ <b>36.09</b>	\$ <b>39.69</b>	\$ <b>43.42</b>	\$ <b>50.71</b>	\$ <b>57.92</b>
<b>3-May-26</b>	\$ 1.90	\$ <b>74.0700</b>	\$ <b>37.0350</b>	\$ <b>40.7385</b>	\$ <b>44.5600</b>	\$ <b>52.0400</b>	\$ <b>59.4400</b>
		\$ <b>74.07</b>	\$ <b>37.04</b>	\$ <b>40.74</b>	\$ <b>44.56</b>	\$ <b>52.04</b>	\$ <b>59.44</b>
<b>2-May-27</b>	\$ 1.75	\$ <b>75.8200</b>	\$ <b>37.9100</b>	\$ <b>41.7010</b>	\$ <b>45.6100</b>	\$ <b>53.2650</b>	\$ <b>60.8400</b>
		\$ <b>75.82</b>	\$ <b>37.91</b>	\$ <b>41.70</b>	\$ <b>45.61</b>	\$ <b>53.27</b>	\$ <b>60.84</b>

\*\* 1st & 2nd year Apprentice Total Package Rate is adjusted; 1st year to 50% and 2nd year to 55% of Journeyperson's Total Package effective May 4, 2025. The appropriate percentages shall be applied to premiums and with respect to wage increases beyond the term of the 2025-2028 Collective Agreement.

**PROVINCIAL COLLECTIVE AGREEMENT  
SCHEDULE OF MONETARY CONDITIONS**

APPENDIX B

HAMILTON/BRANTFORD/NIAGARA

**WAGE RATES**

LOCAL UNION 537

**Sunday, May 2, 2027**

	- Apprentices -					
	Journeyman	1st yr	2nd yr	3rd yr	4th yr	5th yr
HOURLY RATE	\$ 53.23	\$ 28.55	\$ 31.83	\$ 32.18	\$ 38.20	\$ 44.55
VACATION PAY	\$ 5.32	\$ 2.85	\$ 3.18	\$ 3.22	\$ 3.82	\$ 4.46
H & W *	\$ 4.92	\$ 4.92	\$ 4.92	\$ 4.92	\$ 4.92	\$ 4.92
PENSION	\$ 8.86	\$ -	\$ -	\$ 3.15	\$ 3.49	\$ 3.82
PROV. TRAINING TRUST FUND	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
U.D.P.F.	\$ 1.57	\$ 0.94	\$ 1.04	\$ 1.15	\$ 1.57	\$ 1.57
BEREAVEMENT FUND	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05
STABIL. FUND	\$ 1.75	\$ 0.48	\$ 0.56	\$ 0.82	\$ 1.10	\$ 1.36
<b>TOTAL PACKAGE</b>	\$ 75.82	\$ 37.91	\$ 41.70	\$ 45.61	\$ 53.27	\$ 60.85
INDUSTRY FUND	\$ 0.51	\$ 0.51	\$ 0.51	\$ 0.51	\$ 0.51	\$ 0.51
PROV. TRAINING TRUST FUND	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
WORKER READINESS TRAINING FUND	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15
<b>TOTAL</b>	\$ 76.60	\$ 38.69	\$ 42.48	\$ 46.39	\$ 54.05	\$ 61.63

**Worker Readiness Training Allowance \$0.25 per hour worked**

**Note: Stabilization Fund payable on hours earned**

**HOURLY UNION DUES & DEDUCTIONS.** See notes 1 & 2.

CONFERENCE DUES PROMOTION FUND	\$ 0.26	\$ 0.26	\$ 0.26	\$ 0.26	\$ 0.26	\$ 0.26
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**PROVINCIAL COLLECTIVE AGREEMENT  
SCHEDULE OF MONETARY CONDITIONS**

APPENDIX B

HAMILTON/BRANTFORD/NIAGARA

**WAGE RATES**

LOCAL UNION 537

**Sunday, May 3, 2026**

	- Apprentices -					
	Journeyman	1st yr	2nd yr	3rd yr	4th yr	5th yr
HOURLY RATE	\$ 51.64	\$ 27.75	\$ 30.95	\$ 31.23	\$ 37.08	\$ 43.27
VACATION PAY	\$ 5.16	\$ 2.78	\$ 3.10	\$ 3.12	\$ 3.71	\$ 4.33
H & W *	\$ 4.92	\$ 4.92	\$ 4.92	\$ 4.92	\$ 4.92	\$ 4.92
PENSION	\$ 8.86	\$ -	\$ -	\$ 3.15	\$ 3.49	\$ 3.82
PROV. TRAINING TRUST FUND	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
U.D.P.F.	\$ 1.57	\$ 0.94	\$ 1.04	\$ 1.15	\$ 1.57	\$ 1.57
BEREAVEMENT FUND	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05
STABIL. FUND	\$ 1.75	\$ 0.48	\$ 0.56	\$ 0.82	\$ 1.10	\$ 1.36
<b>TOTAL PACKAGE</b>	\$ 74.07	\$ 37.04	\$ 40.74	\$ 44.56	\$ 52.04	\$ 59.44
INDUSTRY FUND	\$ 0.51	\$ 0.51	\$ 0.51	\$ 0.51	\$ 0.51	\$ 0.51
PROV. TRAINING TRUST FUND	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
WORKER READINESS TRAINING FUND	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15
<b>TOTAL</b>	\$ 74.85	\$ 37.82	\$ 41.52	\$ 45.34	\$ 52.82	\$ 60.22
<b>Worker Readiness Training Allowance \$0.25 per hour worked</b>						
<b>Note: Stabilization Fund payable on hours earned</b>						
<b>HOURLY UNION DUES &amp; DEDUCTIONS. See notes 1 &amp; 2.</b>						
CONFERENCE DUES PROMOTION FUND	\$ 0.26	\$ 0.26	\$ 0.26	\$ 0.26	\$ 0.26	\$ 0.26

**PROVINCIAL COLLECTIVE AGREEMENT  
SCHEDULE OF MONETARY CONDITIONS**

APPENDIX B

HAMILTON/BRANTFORD/NIAGARA

**WAGE RATES**

LOCAL UNION 537

**Sunday, November 30, 2025**

	- Apprentices -					
	Journeyman	1st yr	2nd yr	3rd yr	4th yr	5th yr
HOURLY RATE	\$ 49.91	\$ 26.89	\$ 30.00	\$ 30.19	\$ 35.87	\$ 41.89
VACATION PAY	\$ 4.99	\$ 2.69	\$ 3.00	\$ 3.02	\$ 3.59	\$ 4.19
H & W *	\$ 4.92	\$ 4.92	\$ 4.92	\$ 4.92	\$ 4.92	\$ 4.92
PENSION	\$ 8.86	\$ -	\$ -	\$ 3.15	\$ 3.49	\$ 3.82
PROV. TRAINING TRUST FUND	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
U.D.P.F.	\$ 1.57	\$ 0.94	\$ 1.04	\$ 1.15	\$ 1.57	\$ 1.57
BEREAVEMENT FUND	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05
STABIL. FUND	\$ 1.75	\$ 0.48	\$ 0.56	\$ 0.82	\$ 1.10	\$ 1.36
<b>TOTAL PACKAGE</b>	\$ 72.17	\$ 36.09	\$ 39.69	\$ 43.42	\$ 50.71	\$ 57.92
INDUSTRY FUND	\$ 0.51	\$ 0.51	\$ 0.51	\$ 0.51	\$ 0.51	\$ 0.51
PROV. TRAINING TRUST FUND	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
WORKER READINESS TRAINING FUND	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15
<b>TOTAL</b>	\$ 72.95	\$ 36.87	\$ 40.47	\$ 44.20	\$ 51.49	\$ 58.70

**Worker Readiness Training Allowance \$0.25 per hour worked**

**Note: Stabilization Fund payable on hours earned**

**HOURLY UNION DUES & DEDUCTIONS. See notes 1 & 2.**

CONFERENCE DUES PROMOTION FUND	\$ 0.26	\$ 0.26	\$ 0.26	\$ 0.26	\$ 0.26	\$ 0.26
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