

**APPENDIX "A" Hamilton/Brantford/Niagara Area (cont'd)**  
**\*\* Refer to revised Zone and Allowance, Effective May 3, 2026 \*\***

<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:</b>	Sheeter/Decker: \$6.00 per hour	<b>Effective May 4, 2025</b>		
	Other classifications at appropriate percentage:			
	Probationary	MH # 1	MH # 2	SDA
	40%	55%	70%	93.66%

**Irregular Hours Premium:** All Classifications: \$6.00 per hour **Effective May 4, 2025**

**Travel Allowance:** Maximum mileage rate allowed by Canada Revenue Agency.

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

**Zone Allowance per day:** **Free Zone:** 32 kilometers from Hamilton City Hall, **Effective May 3, 2026**

<b>Zone</b>	<b>Kms</b>	<b>May 03, 2026</b>
1	0-32	free zone
2	33-48	\$32.00
3	49-80	\$45.00

Until May 3, 2026 the amounts for the Zone Allowances will be paid at the rates that the Employers have contracted for and/or bid on for the existing projects.  
**For determination of zone, see Clause 17.1 b of Appendix A**

**Board Allowance per day worked:** \$140.00 **Effective May 15, 2022**

**Parking:** 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.

**Overtime Pay:** X2  
X1 1/2 Maintenance Work

**Work Week:** 40 hours

**Show-up Time:** 3 hours  
2 hours inclement weather

**Lay-off:** 2 hours notice

**Union Dues Deduction:** Yes

**Notes:**

- 1 *Amended note effective December 4, 2022.* **Union Dues Promotion Fund** is taxable.
- 2 *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.
- 3 \*Includes \$0.03 to be used to comply with the requirements of WCB, Bill 162.
- 4 **Provincial Training Trust Fund** of \$0.12 is non-taxable and therefore, is not included as earnings for the employee.
- 5 **Bereavement Fund** - employer (\$0.02) & employee (\$0.03) funded for each hour worked. To be remitted together with employer's contributions.

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

<b>Foreman Premium:</b>		<b>May 04, 2025</b>		
Foreman A	3 - 10 men	\$5.75		per hour
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	Other classifications at appropriate percentage:			
	Probationary	MH # 1	MH # 2	SDA
	40%	55%	70%	93.66%

**Irregular Hours Premium:** All Classifications: \$6.00 per hour **Effective May 4, 2025**

**Travel Allowance:** Maximum mileage rate allowed by Canada Revenue Agency.

**Worker Readiness Training Allowance:** \$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

Until May 3, 2026 the amounts for the Zone Allowances will be paid at the rates that the Employers have contracted for and/or bid on for the existing projects. For determination of zone, see Clause 17.1, of Appendix B Refer to Appendix A, see Clause 17.1 a

**Board Allowance per day worked:** \$140.00 **Effective May 15, 2022**

**Parking:** 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.

**Overtime Pay:** X2  
X1 1/2 Maintenance Work

**Work Week:** 40 hours

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2 hours inclement weather

**Lay-off:** 2 hours notice

**Union Dues Deduction:** Yes

**Notes:**

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**PROVINCIAL COLLECTIVE AGREEMENT  
SCHEDULE OF MONETARY CONDITIONS**

APPENDIX A  
WAGE RATES

HAMILTON/BRANTFORD/NIAGARA

LOCAL UNION 537

**2025-2028 Collective Agreement**

Effective Date	Increase	2025-2028 Collective Agreement				
		Sheeter/ Decker	Sheeter/ Decker Assistant	Material Handler # 2	Material Handler # 1	Probationary Employee
		100.00%	93.66%	70.00%	55.00%	40.00%
<b>1-Dec-24</b>		\$ <b>69.97</b>	\$ <b>65.56</b>	\$ <b>48.98</b>	\$ <b>35.36</b>	\$ <b>28.10</b>
<b>4-May-25</b>	\$ 2.00	\$ <b>71.9700</b>	\$ <b>67.4332</b>	\$ <b>50.3800</b>	\$ <b>39.5835</b>	\$ <b>28.9000</b>
		\$ <b>71.97</b>	\$ <b>67.43</b>	\$ <b>50.38</b>	\$ <b>39.58</b>	\$ <b>28.90</b>
<b>3-May-26</b>	\$ 1.90	\$ <b>73.8700</b>	\$ <b>69.2127</b>	\$ <b>51.7100</b>	\$ <b>40.6285</b>	\$ <b>29.6600</b>
		\$ <b>73.87</b>	\$ <b>69.21</b>	\$ <b>51.71</b>	\$ <b>40.63</b>	\$ <b>29.66</b>
<b>2-May-27</b>	\$ 1.75	\$ <b>75.6200</b>	\$ <b>70.8518</b>	\$ <b>52.9350</b>	\$ <b>41.5910</b>	\$ <b>30.3600</b>
		\$ <b>75.62</b>	\$ <b>70.85</b>	\$ <b>52.94</b>	\$ <b>41.59</b>	\$ <b>30.36</b>

**PROVINCIAL COLLECTIVE AGREEMENT  
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HAMILTON/BRANTFORD/NIAGARA

**WAGE RATES**

LOCAL UNION 537

**Sunday, May 2, 2027**

	<b>Sheeter/ Decker</b>	<b>Sheeter/ Decker Assistant</b>	<b>Material Handler # 2</b>	<b>Material Handler # 1</b>	<b>Probationary Employee</b>
HOURLY RATE	\$ 53.05	\$ 49.09	\$ 35.39	\$ 31.40	\$ 21.68
VACATION PAY	\$ 5.30	\$ 4.91	\$ 3.54	\$ 3.14	\$ 2.17
H & W *	\$ 4.92	\$ 4.92	\$ 4.92	\$ 4.92	\$ 4.92
PENSION	\$ 8.86	\$ 8.62	\$ 6.31	\$ -	\$ -
PROV. TRAINING TRUST FUND	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
U.D.P.F.	\$ 1.57	\$ 1.46	\$ 1.46	\$ 1.46	\$ 0.94
BEREAVEMENT FUND	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05
STABIL. FUND	\$ 1.75	\$ 1.68	\$ 1.15	\$ 0.50	\$ 0.48
<b>TOTAL PACKAGE</b>	\$ 75.62	\$ 70.85	\$ 52.94	\$ 41.59	\$ 30.36
INDUSTRY FUND	\$ 0.51	\$ 0.51	\$ 0.51	\$ 0.51	\$ 0.51
PROV. TRAINING TRUST FUND	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
WORKER READINESS TRAINING FUND	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15
<b>TOTAL</b>	\$ 76.40	\$ 71.63	\$ 53.72	\$ 42.37	\$ 31.14
<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

**PROVINCIAL COLLECTIVE AGREEMENT  
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APPENDIX A

HAMILTON/BRANTFORD/NIAGARA

**WAGE RATES**

LOCAL UNION 537

**Sunday, May 3, 2026**

	<b>Sheeter/ Decker</b>	<b>Sheeter/ Decker Assistant</b>	<b>Material Handler # 2</b>	<b>Material Handler # 1</b>	<b>Probationary Employee</b>
HOURLY RATE	\$ 51.45	\$ 47.60	\$ 34.27	\$ 30.53	\$ 21.05
VACATION PAY	\$ 5.15	\$ 4.76	\$ 3.43	\$ 3.05	\$ 2.10
H & W *	\$ 4.92	\$ 4.92	\$ 4.92	\$ 4.92	\$ 4.92
PENSION	\$ 8.86	\$ 8.62	\$ 6.31	\$ -	\$ -
PROV. TRAINING TRUST FUND	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
U.D.P.F.	\$ 1.57	\$ 1.46	\$ 1.46	\$ 1.46	\$ 0.94
BEREAVEMENT FUND	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05
STABIL. FUND	\$ 1.75	\$ 1.68	\$ 1.15	\$ 0.50	\$ 0.48
<b>TOTAL PACKAGE</b>	\$ 73.87	\$ 69.21	\$ 51.71	\$ 40.63	\$ 29.66
INDUSTRY FUND	\$ 0.51	\$ 0.51	\$ 0.51	\$ 0.51	\$ 0.51
PROV. TRAINING TRUST FUND	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
WORKER READINESS TRAINING FUND	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15
<b>TOTAL</b>	\$ 74.65	\$ 69.99	\$ 52.49	\$ 41.41	\$ 30.44
<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

**PROVINCIAL COLLECTIVE AGREEMENT  
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HAMILTON/BRANTFORD/NIAGARA

**WAGE RATES**

LOCAL UNION 537

**Sunday, November 30, 2025**

	<b>Sheeter/ Decker</b>	<b>Sheeter/ Decker Assistant</b>	<b>Material Handler # 2</b>	<b>Material Handler # 1</b>	<b>Probationary Employee</b>
HOURLY RATE	\$ 49.73	\$ 45.98	\$ 33.06	\$ 29.57	\$ 20.35
VACATION PAY	\$ 4.97	\$ 4.60	\$ 3.31	\$ 2.96	\$ 2.04
H & W *	\$ 4.92	\$ 4.92	\$ 4.92	\$ 4.92	\$ 4.92
PENSION	\$ 8.86	\$ 8.62	\$ 6.31	\$ -	\$ -
PROV. TRAINING TRUST FUND	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
U.D.P.F.	\$ 1.57	\$ 1.46	\$ 1.46	\$ 1.46	\$ 0.94
BEREAVEMENT FUND	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05
STABIL. FUND	\$ 1.75	\$ 1.68	\$ 1.15	\$ 0.50	\$ 0.48
TOTAL PACKAGE	\$ 71.97	\$ 67.43	\$ 50.38	\$ 39.58	\$ 28.90
INDUSTRY FUND	\$ 0.51	\$ 0.51	\$ 0.51	\$ 0.51	\$ 0.51
PROV. TRAINING TRUST FUND	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
WORKER READINESS TRAINING FUND	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15
TOTAL	\$ 72.75	\$ 68.21	\$ 51.16	\$ 40.36	\$ 29.68
<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