

**PROVINCIAL COLLECTIVE AGREEMENT
SCHEDULE OF MONETARY CONDITIONS**

TORONTO AREA (INCLUDING BARRIE AND PETERBOROUGH AREAS)

LOCAL UNION 30

APPENDIX A

WAGE RATES

Sunday, November 30, 2025

	Sheeter/ Decker	Sheeter/ Decker	Assistant	Material Handler # 2	Material Handler # 1	Probationary Employee
HOURLY RATE	\$ 49.58	\$ 42.87	\$ 33.55	\$ 31.47	\$ 21.77	
VACATION PAY	\$ 4.96	\$ 4.29	\$ 3.35	\$ 3.15	\$ 2.18	
H & W *	\$ 4.41	\$ 4.41	\$ 4.41	\$ 4.41	\$ 4.41	
PENSION	\$ 12.16	\$ 10.57	\$ 8.42	\$ -	\$ -	
PROV. TRAINING TRUST FUND	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
STABIL. FUND	\$ 1.00	\$ 0.89	\$ 0.70	\$ 0.55	\$ 0.40	
DE NOVO	\$ 0.04	\$ 0.04	\$ 0.04	\$ 0.04	\$ 0.04	\$ 0.04
BEREAVEMENT FUND	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02
TOTAL PACKAGE	\$ 72.29	\$ 63.21	\$ 50.61	\$ 39.76	\$ 28.94	
INDUSTRY FUND	\$ 0.43	\$ 0.43	\$ 0.43	\$ 0.43	\$ 0.43	\$ 0.43
PROV. TRAINING TRUST FUND	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
TOTAL	\$ 72.84	\$ 63.76	\$ 51.16	\$ 40.31	\$ 29.49	

Regional Allowance \$5.05 per hour worked

Work Ready Allowance \$0.21 per hour worked

Note: Stabilization Fund payable on hours worked & return to the hourly rate for the overtime earned. See Appendix "K" Clause 13.5

HOURLY UNION DUES & DEDUCTIONS. See note 1.

CONFERENCE DUES PROMOTION FUND

UNION DUES PROMOTION FUND

\$ 0.26	\$ 0.26	\$ 0.26	\$ 0.26	\$ 0.26	\$ 0.26	\$ 0.26
\$ 1.41	\$ 1.23	\$ 0.98	\$ 0.77	\$ 0.56	\$ 0.56	\$ 0.56

APPENDIX "A" Toronto Area (including Barrie and Peterborough Areas) (cont'd)

Foreman Premium:	May 04, 2025	May 03, 2026	May 02, 2027		
	\$5.25	\$5.55	\$5.85	per hour	
Sub-Foreman Premium:	May 04, 2025	May 03, 2026	May 02, 2027		
	\$3.40	\$3.60	\$3.80	per hour	
Shift Work Premium:	May 04, 2025	May 03, 2026	May 02, 2027		
Sheeter-Decker:	\$4.00	\$4.50	\$5.00	per hour	
	Other Classifications at appropriate percentage:				
		Probationary	MH # 1	MH # 2	
		40%	55%	70%	
				SDA	
				88.52%	
Irregular Hours Premium:	May 04, 2025	May 03, 2026	May 02, 2027		
Sheeter-Decker:	\$4.00	\$4.50	\$5.00	per hour	
	Other Classifications at appropriate percentage:				
		Probationary	MH # 1	MH # 2	
		40%	55%	70%	
				SDA	
				88.52%	
Travel Allowance:	Maximum mileage rate allowed by Canada Revenue Agency.				
Regional Allowance:	All Classifications		May 04, 2025	May 03, 2026	May 02, 2027
Toronto and Barrie Area Only	per hour worked		\$5.05	\$5.70	\$6.30
Worker Readiness Training Allowance:	All Classifications		May 04, 2025	May 03, 2026	May 02, 2027
	per hour worked		\$0.21	\$0.22	\$0.23
Zone Allowance per day:	Zone	Kms	May 04, 2025	May 03, 2026	May 02, 2027
	▲ 1	0-46	\$21.32	\$23.32	\$25.32
	2	46-113	\$20.52	\$21.52	\$22.52
	▲ Including Toronto Island jobs.				
	For determination of zones, see Clauses 17.1 through 17.3				
Board Allowance per day worked:	May 04, 2025	May 03, 2026	May 02, 2027		
	\$150.00	\$160.00	\$160.00		
Overtime Pay:	X2				
	X1 1/2 In-Plant Work (not including automotive assembly plants)				
Work Week:	37.5 hours				
Show-up Time:	3 hours				
	2 hours inclement weather				
Lay-off:	Prior day or, if same day, 1 hour notice with pay plus 1 hour severance pay.				
Union Dues Deduction:	Yes				

Notes:

- 1 *Amended note effective December 4, 2022.* **Conference Dues Promotion Trust Fund**, and **Union Dues** are included in the hourly rate and are to be deducted from employees wages after taxes and remitted together with employer's contributions.
- 2 *Includes \$0.03 to be used to comply with the requirements of WCB, Bill 162.
- 3 Wages to be paid in sealed envelope.
- 4 **De Novo Fund** - employer and employee funded by \$0.02 each for each hour worked. To be remitted together with employer's contributions.
- 5 **Bereavement Fund** - employer funded by \$0.02 for each hour worked. To be remitted together with employer's contributions.

APPENDIX "A" Toronto Area (including Barrie and Peterborough Areas) (cont'd)

Notes (cont'd):

- 6 **Provincial Training Trust Fund** of \$0.12 is non-taxable and therefore, is not included as earnings for the employee.
- 7 **Work Ready Safety Training:** Effective December 31, 2023, the Work Ready Safety Training (WRST) contribution is reduced from \$0.03 per hour to \$0.00 per hour. Fund reserves will be used for delivery of WRST until depleted. The existing WRST contribution of \$0.03 per hour, including an increase of \$0.05 per hour, total of \$0.08, is contributed to the Industry Fund. The Industry Fund contribution has increased from \$0.34 per hour to \$0.43 per hour, inclusive of \$0.01 per hour SMACNA Assessment and the \$0.08 per hour apportioned for delivery of WRST once the existing Work Ready Safety Training Fund has been depleted.