

**PROVINCIAL COLLECTIVE AGREEMENT
SCHEDULE OF MONETARY CONDITIONS**

APPENDIX P - TEST & BALANCE

TORONTO AREA (INCLUDING BARRIE AND PETERBOROUGH AREAS)

WAGE RATES

LOCAL UNION 30

Sunday, March 1, 2026

- TAB Technicians -

	Tech V	Tech IV	Tech III	Tech II	Tech I
HOURLY RATE	\$ 41.64	\$ 33.48	\$ 30.90	\$ 28.31	\$ 28.18
VACATION PAY	\$ 4.16	\$ 3.35	\$ 3.09	\$ 2.83	\$ 2.82
H & W *	\$ 4.41	\$ 4.41	\$ 4.41	\$ 4.41	\$ 4.41
PENSION	\$ 10.15	\$ 8.42	\$ 7.70	\$ 6.98	\$ -
PROV. TRAINING TRUST FUND	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
STABIL. FUND	\$ 0.85	\$ 0.70	\$ 0.65	\$ 0.60	\$ 0.50
DE NOVO	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10
BEREAVEMENT FUND	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02
TOTAL PACKAGE	\$ 61.45	\$ 50.60	\$ 46.99	\$ 43.37	\$ 36.15
INDUSTRY FUND	\$ 0.43	\$ 0.43	\$ 0.43	\$ 0.43	\$ 0.43
PROV. TRAINING TRUST FUND	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
TOTAL	\$ 62.00	\$ 51.15	\$ 47.54	\$ 43.92	\$ 36.70

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	\$ 0.32	\$ 0.32	\$ 0.32	\$ 0.32	\$ 0.32
UNION DUES PROMOTION FUND	\$ 1.23	\$ 1.01	\$ 0.94	\$ 0.87	\$ 0.72

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

Foreman Premium:	May 04, 2025	May 03, 2026	May 02, 2027	
Sheet Metal Journeyperson:	\$5.25	\$5.55	\$5.85	per hour
	Other Classifications at appropriate percentage:			
	TAB Tech V	TAB Tech IV	TAB Tech III	TAB Tech II TAB Tech I
	85%	70%	65%	60% 50%
Sub-Foreman Premium:	May 04, 2025	May 03, 2026	May 02, 2027	
Sheet Metal Journeyperson:	\$3.40	\$3.60	\$3.80	per hour
	Other Classifications at appropriate percentage:			
	TAB Tech V	TAB Tech IV	TAB Tech III	TAB Tech II TAB Tech I
	85%	70%	65%	60% 50%
Shift Work Premium:	May 04, 2025	May 03, 2026	May 02, 2027	
Sheet Metal Journeyperson:	\$4.00	\$4.50	\$5.00	per hour
	Other Classifications at appropriate percentage:			
	TAB Tech V	TAB Tech IV	TAB Tech III	TAB Tech II TAB Tech I
	85%	70%	65%	60% 50%
Irregular Hours Premium:	May 04, 2025	May 03, 2026	May 02, 2027	
Sheet Metal Journeyperson:	\$4.00	\$4.50	\$5.00	per hour
	Other Classifications at appropriate percentage:			
	TAB Tech V	TAB Tech IV	TAB Tech III	TAB Tech II TAB Tech I
	85%	70%	65%	60% 50%
Travel Allowance:	Maximum mileage rate allowed by Canada Revenue Agency.			
Regional Allowance:	All Classifications	May 04, 2025	May 03, 2026	May 02, 2027
	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
	▲ 1	0-46	\$21.32	\$23.32
	2	46-113	\$20.52	\$21.52
	▲ Including Toronto Island jobs.			
	For determination of zones, see Clauses 17.1 through 17.3 of Appendix K			
Board Allowance per day worked:	May 04, 2025	May 03, 2026	May 02, 2027	
	\$150.00	\$160.00	\$160.00	
	For determination of board, see Clauses 17.5 of Appendix K			
Overtime Pay:	X2 X1 1/2 In-Plant Work (not including automotive assembly plants)			
Work Week:	37.5 hours	8 hours per day Monday to Thursday and 5.5 hours on Friday or 9.5 hours per day Monday to Wednesday and 9 hours on Thursday		
Show-up Time:	3 hours			
Lay-off:	Prior day or, if same day, 1 hour notice with pay plus 1 hour severance pay.			
Union Dues Deduction:	Yes			

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

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 (\$0.02) and employee (\$0.08) funded 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.
- 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 Fund** - 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.