

**OTTAWA, RENFREW AND CORNWALL AREA
LOW RISE RESIDENTIAL
(SINGLE & DOUBLE HOUSES, TOWN HOUSES, ROW HOUSES,
STACK UNITS AND ANY RESIDENTIAL STRUCTURES UP TO
3 1/2 STOREYS)
COLLECTIVE AGREEMENT**

BETWEEN

**LOCAL UNION 71
OF THE UNITED ASSOCIATION
OF JOURNEYMEN AND APPRENTICES OF THE
PLUMBING AND PIPEFITTING INDUSTRY
OF THE UNITED STATES AND CANADA**

AND

THE MECHANICAL CONTRACTORS ASSOCIATION OF OTTAWA

EFFECTIVE: December 1, 2019 to November 30, 2022.

OTTAWA, RENFREW & CORNWALL AREA
COLLECTIVE AGREEMENT
LOW RISE RESIDENTIAL
LOCAL UNION 71 AND MCA OTTAWA

INDEX

SECTION	
1.0	Collective Agreement
2.0	Scope, Purpose and Intent of Agreement
3.0	Recognition
4.0	Hours of Work and Wages
5.0	Hiring
6.0	Union Security and Rights of Business Representatives
7.0	No Strike No Lockout
8.0	General Working Conditions and Safety
9.0	Management Rights
10.0	Apprenticeship
11.0	Tools
12.0	Grievances
13.0	Payments of Employer Contributions
14.0	Union Dues Check Off
15.0	Health and Welfare Trust Fund
16.0	Pension Trust Fund
17.0	Vacation Pay and Statutory Holidays
18.0	Union Dues Promotion Trust Fund Deduction
19.0	Industry Fund
20.0	Duration and Termination of Agreement
21.0	Condition of Signing
22.0	Severability Clause
23.0	Signatories to Agreement
Appendix A Ottawa – Wage and Benefits Provisions	
Appendix B Cornwall – Wage and Benefits Provisions	
Appendix C Piecework Chart	
Appendix D List of Employers	

COLLECTIVE AGREEMENT

SECTION 1.0 - COLLECTIVE AGREEMENT

Low Rise Residential Collective Agreement between Local 71 of the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada; and the Mechanical Contractors Association of Ottawa. This Agreement covers the Low Rise Residential sector which includes: single and double houses, town houses, row houses, stack units and any residential structures up to 3 1/2 storeys.

Effective December 1, 2019 to November 30, 2022.

SECTION 2.0 - SCOPE, PURPOSE AND INTENT OF AGREEMENT

This Agreement shall be applicable to and effective within the Ottawa, Renfrew and Cornwall Area of Ontario, and shall be binding upon both Parties and their membership. The purpose is to promote the business of plumbing and heating; to organize these persons who are qualified therein, in order to allow those trades to ensure a standard of efficiency for the protection of the public and for those persons engaged in such business, by the establishment and maintenance of fair conditions and by the settling of differences that may arise between the Parties of this Agreement.

SECTION 3.0 - RECOGNITION

3.1 The Employer agrees to recognize the Union as the sole collective bargaining agent for all tradespersons. The Employer shall give members of Local Union 71 preference in employment.

3.2 The Union agrees to recognize the Association as the sole collective Representative bargaining agent for all Employers as defined in this Agreement. The Union agrees to supply Employers with Employees who are members of Local Union 71 and who are qualified residential Journeypersons.

3.3 The Union, within the geographical area of its jurisdiction, will not sign an Agreement with an Employer who is engaged in the same type of work as the Employers to whom this Agreement applies on terms more favourable to such Employers than the terms of this Agreement.

SECTION 4.0 - HOURS OF WORK and WAGES

4.1 a) Hourly - The regular hours of work shall be forty (40) hours a week, five (5) eight (8) hour days - Monday to Saturday inclusive and may be scheduled between 6 a.m. to 5 p.m. Monday to Saturday inclusive.

4.1 b) Pieceworker – A pieceworker shall be compensated with respect to payment of wages as provided for in Appendix “C” which forms part of this agreement and shall be held responsible for their work.

STATUTORY HOLIDAYS

4.2 All hours worked on governmentally declared Statutory Holidays shall be paid at the rate of time and one half.

When any of the Statutory Holidays fall on a Saturday or Sunday, such holidays shall be observed on the following working days as proclaimed by the Municipal, Provincial or Canadian Government as a holiday.

No special remuneration shall be paid for pieceworkers who choose to work on any Statutory Holiday.

PAYMENT OF WAGES

4.3 Wages shall be paid by cheque, cash or direct deposit no later than Thursday of each week. If paid by cheque on Thursday and a holiday occurs on Thursday, payment by cheque shall be on the preceding Wednesday. Employers payroll week ending will be 12:00 midnight Saturday of each week which is the EI week ending.

Each Employee shall be given, with the Employee's wages, a statement of all wages and allowances paid to the Employee, and of all deductions made from the Employee's wages.

4.4 Employers may withhold, where necessary, a reasonable amount of wages due, not to exceed five working days, to enable them to prepare the payroll.

WAGES & BENEFITS

4.5 Beyond the dates set in Appendix "A" and Appendix "B" until the end of the contract, **November 30, 2022**, the wage and benefit provisions of the Low Rise Residential will reflect Appendix "A" or Appendix "B" as appropriate based on the geographical jurisdiction.

4.6 a) Hourly – Employees hired as hourly employees in the geographical jurisdiction of the Regional Municipality of Ottawa Carleton, the Counties of Russell and Lanark, and the County of Renfrew, Ontario shall be paid on the basis of Appendix "A" of this agreement.

Employees hired as hourly employees in the geographical jurisdiction of the City of Cornwall; the Counties of Stormont, Dundas, Glengarry and Prescott; and the Townships of Edwardsburg and Augusta in the County of Grenville; and that of the County of Grenville east of Edward Street in the Town of Prescott shall be paid on the basis of Appendix "B" of this agreement.

4.6 b) Pieceworkers - All employee benefits, contributions, dues and other payments under this agreement must be paid in respect to pieceworkers. To determine the amount payable in respect of a pieceworker the Employer shall refer to the hourly package as provided for in Appendix "A" or Appendix "B", depending on the geographic scope, which forms part of this Agreement. The employer shall make payments for each hour actually earned by a pieceworker as provided for in Appendix "C".

SECTION 5.0 - HIRING

5.1 The Company agrees to hire only members of Local 71 from the unemployed residential list as long as the Union is able to supply qualified Residential Journeyman and Apprentices to take care of the

needs of the Employer, and the Company, when hiring, shall give the Union fair notice of their requirements which shall be at least two (2) days where possible. The Employer shall have the right to choose 100% from the residential list of unemployed members in either hourly or pieceworkers, at the employer's discretion. If Local 71 cannot supply qualified Residential Journeypersons in the category of hourly wage or pieceworker as required by the employer, the employer may find his own qualified employee to become members of Local Union 71.

5.2 In order to be eligible for employment, both Apprentices and Journeypersons members must be in good standing with the Local Union 71 before reporting for work. A Work Referral Slip from Local Union 71 will be faxed or emailed to the employer before commencing work.

5.3 Local Union 71 will supply only Journeypersons who hold valid Certificates of Qualification issued in accordance with current Ontario College of Trades and Apprenticeship Act and who have all mandatory initial or upgrade safety training called for under the current Occupational Health and Safety Act (excluding client specific training). The agreed to training shall be provided regularly to all employees, such that employees are fully qualified in these areas both at time of hiring/dispatch and over the course of their employment.

TERMINATION OF EMPLOYMENT

5.4 When an Employee is laid off on a regular work day, the Employee shall receive pay to date, including the applicable hours pay for that regular work day, plus all other applicable benefits.

When an Employee is laid off and does not receive pay and other applicable benefits, the Employee, in addition, shall be paid waiting time, including applicable benefits at the regular straight time rate for all regular hours until the Employee's pay is received.

When the Employer sends the (ROE) electronically he shall forward a copy to the Local Union.

5.5 When an Employee terminates employment voluntarily, the Employee shall be sent pay, other applicable benefits, and the "Record of Employment" (ROE), within five (5) regular working days of such termination to the Employee's last known address, or as per written instructions from the Employee to the Contractor's Representative on the job site.

SECTION 6.0 - UNION SECURITY AND RIGHTS OF BUSINESS REPRESENTATIVE

6.1 Recognizing that the Contractor can sub-contract, no Contractor shall directly or indirectly sublet or sub-contract or otherwise transfer to any Employee or any other Employer not signatory to a U.A. Agreement any of the work coming under the jurisdiction of the Agreement.

6.2 The U.A. Business Representative shall be allowed access to all places where Members of the Union are employed. Whenever regulations prevent access to any job, the Contractor or the Contractor's Representative shall assist the Union Representative in applying for, and/or obtaining, the necessary permission to gain access to the job.

A U.A. Business Representative, when entering a job or shop, shall directly notify the Contractor's Representative. The U.A. Business Representative shall conform to all Safety and Security Regulations and shall not interfere with the progress of the work.

It is fully understood and agreed that all U.A. Local Unions shall be responsible for full coverage against loss or injury under the Workplace Safety and Insurance Board of Ontario for all U.A. Business Representatives.

SECTION 7.0 - NO STRIKE NO LOCKOUT

7.1 No Employee bound by this Agreement shall strike and no Employer bound by this Agreement shall lock-out such an Employee.

SECTION 8.0 - GENERAL WORKING CONDITIONS AND SAFETY

8.1 All work is to be performed in accordance with the current Occupational Health and Safety Act and regulations passed pursuant thereto.

8.2 All members shall be required to have and wear approved Safety Boots and Hats as a condition of employment. The members shall provide the Safety Boots and Hats at their own expense unless the Contractor demands a Safety Hat of a particular colour or style, in which case, the Contractor shall supply it at the Contractor's expense. Safety Hats, supplied by the Contractor, shall be returned by the Employee on termination of employment.

SECTION 9.0 - MANAGEMENT RIGHTS

9.1 The Union agrees that it is the exclusive right of each Contractor covered by the Agreement to manage its business in all respects in accordance with its commitments and responsibilities.

9.2 It is agreed that all rights shall not be exercised in a manner inconsistent with express provisions of this Agreement and shall be subject to the provisions of the Grievance Procedures.

9.3 To hire, transfer, promote, assign or reassign, demote, lay-off or discipline Employees for just cause.

SECTION 10.0 - APPRENTICESHIP

10.1 The Union and management agree that for all purposes of this Agreement, an "Apprentice" is a person serving apprenticeship in accordance with the Provincial Regulations.

10.2 It is required as a condition of employment by the joint apprenticeship committee that each Apprentice attends classes as arranged by the Ministry of Training Colleges and Universities. Also, all Apprentices as a condition of employment shall be required to attend at least two courses per year under the direction of Local Union 71 Joint Apprenticeship Committee.

SECTION 11.0 - TOOLS

11.1 The Employer shall supply the following tools or equipment:

- B Tank Cylinders
- All Power Tools Chain Saws
- Step Ladders

11.2 The Journeyman Plumber shall supply B Tank Hose and Regulator Kits, Tool Boxes with all other small tools not listed in section 11.1 above in order to perform his assigned work. The Tools are to be provided and transported by the Employee.

11.3 The Employees must accept responsibility for the tools supplied by the Employer and must report the breakage or loss of such tools immediately on duplicate forms to be supplied by the Employer. Employees wilfully misusing or failing to report loss of tools shall be subject to costs of replacement.

11.4 The Employer agrees to provide adequate protection and storage for all tools issued and accepts responsibility for normal wear and tear on return of broken or worn tools. Tools shall be kept in good condition at all times.

SECTION 12.0 – GRIEVANCES

12.1 A grievance within the meaning of this Collective Agreement shall mean a written claim in writing by Local 71 on its own behalf, by Local 71 on behalf of one or more of its members, or by any member or members of Local 71, by the MCA Ottawa on its own behalf, by the MCA on behalf of one or more of the Employers on whose behalf this Agreement is signed, or by one or more of said Employers alleging that this Agreement has been violated, misinterpreted, misapplied or has been improperly administered.

12.2 Any grievance shall, if possible, be adjusted by negotiation between the party or the person aggrieved and the party or person against whom the grievance is alleged.

12.3 The parties agree to abide by the grievance procedure set out in section 48 of the Ontario Labour Relations Act, as amended.

12.4 In calculating grievance time limits, Saturdays, Sundays or any of the Statutory holidays listed in this Collective Agreement shall not be included, provided however that the time limits may be extended by mutual written consent of Local 71 and the MCA Ottawa.

12.5 After exhausting the above set out grievance procedure, any person or party shall have the right to refer the grievance to arbitration in accordance with the provisions of section 133 of the Labour Relations Act, as amended.

SECTION 13.0 - PAYMENTS OF EMPLOYER CONTRIBUTIONS

13.1 Employer reports covering Sections 14.0, 15.0, 16.0, 17.0, 18.0 and 19.0 are to be remitted to the appropriate Fund Administrators by the fifteenth (15th) day of the month following that in which the hours were worked. All remittances shall include a list of Employees for whom the contributions are made and forms for reporting shall be provided by the Administrator. Employers who do not report in the foregoing manner will be classified as in default. Contributions from by the employer will be made for all hours worked to a maximum of forty (40) hours per week.

13.2 If any Employer is found to be in default in remitting payments required under one or more of Sections 14.0, 15.0, 16.0, 17.0, 18.0 and 19.0 by the Joint Conference Board, he shall pay the appropriate

Trustees as liquidated damages and not as a penalty, an amount equal to ten percent (10%) of the arrears for each month or part thereof in which he is in default.

13.3 The failure to pay each month shall constitute a separate offence and shall subject the Employer to the ten percent (10%) payment. Thereafter, interest shall run at the rate of two percent (2%) per month on any unpaid arrears, including liquidated damages.

13.4 It shall not be deemed to be a violation of this Agreement for Local Union 71 to withdraw Employees from an Employer found to be in default by the Joint Conference Board.

SECTION 14.0 - UNION DUES CHECK OFF

14.1 The Employers agree to deduct monthly Union Dues for each Employee in the amount of thirty one dollars (\$31.00) per month for each Journeyperson and Apprentice, and thirty one dollars (\$31.00) per month for each Employee on Travel Card; and to remit same to Local Union 71 office on or before the fifteenth (15th) day of each month immediately following the deductions. The remittance of the said dues shall be accompanied by completed forms as provided by the Union. Social Insurance Number will be listed on form by Employer.

Union Dues may be adjusted on thirty (30) days written notice to the Employers. The Union is responsible for the distribution of Union Dues Receipts.

SECTION 15.0 - HEALTH AND WELFARE TRUST FUND

15.1 Each Employer within the Geographic scope of Appendix "A" will contribute to the Local Union 71 Health and Welfare Trust Fund the sum of three dollars (\$3.00) effective December 1, 2019 to November 30, 2020 the sum of three dollars and five cents (\$3.05) effective December 1, 2020 to November 30, 2021; the sum of three dollars and ten cents (\$3.10) effective December 1, 2021 to November 30, 2022 per hour for all hours worked.

Each Employer within the Geographic scope of Appendix "B" will contribute to the Local Union 71 Health and Welfare Trust Fund the sum of two dollars and eighty-five cents (\$2.85) per hour effective December 1, 2019 to November 30, 2022 per hour for all hours worked.

15.2 All amounts paid by the Employer to the Health and Welfare Trust Fund shall be in addition to the hourly wage rates established in this Agreement and in no case shall the Employer deduct any such amounts from the Employee's wages.

SECTION 16.0 - PENSION TRUST FUND

16.1 Each Employer within their respective Geographic Scope will contribute an amount for all hours worked by each Employee covered by the Collective Agreement to a Trust Fund to be known as "Local Union 71 Pension Trust Fund" which has been established as a Trust Fund by a Trust Agreement.

Employers within the Geographic Scope of Appendix "A" will contribute to the Local Union Pension Trust Fund **the sum of six dollars and ninety-eight cents (\$6.98) effective December 1, 2019 to November 30, 2020; the sum of seven dollars and fourteen cents (\$7.14) effective December 1, 2020 to November 30, 2021; the sum of seven dollars and thirty cents (\$7.30) effective December 1, 2021 to November 30, 2022 per hour for all hours worked.**

Each Employer within the Geographic scope of Appendix "B" will contribute to the Local Union Pension Trust Fund **the sum of five dollars and fifty cents (\$5.50) per hour effective December 1, 2019 to November 30, 2022 per hour for all hours worked.**

16.2 All amounts paid by the Employer to the Pension Trust Fund shall be in addition to the hourly wage rates established in this Agreement and in no case shall the Employer deduct any such amounts from the Employee's wages or paid to any individual Employee.

SECTION 17.0 – VACATION PAY AND STATUTORY HOLIDAYS

Vacation Pay and Statutory holidays shall be 11% of Gross Wages.

SECTION 18.0 - UNION DUES PROMOTION TRUST FUND DEDUCTION

18.1 In addition to the wages, welfare, and safety/training funds, and all other benefits herein set out, each Employer will pay to each Employee covered by this Collective Agreement an additional **forty five cents (\$0.45) effective December 1, 2019 to November 30, 2020; forty six cents (\$0.46) effective December 1, 2020 to November 30, 2021;** wages for each hour, or part thereof, worked by each such employee and each employer further agrees to deduct the said amount to the Administrator of the "Local Union 71 Promotion Fund" or such other persons appointed under the Trust Agreement.

18.2 Without limiting the generality of the term "promotion" and without limiting the terms of the said Trust Agreement, the purpose and intent of this Trust Agreement shall be to make any and all expenditures necessary to promote Local Union 71, the United Association of Journeymen and Apprentices of the

Plumbing and Pipe Fitting Industry of the United States and Canada, the Plumbing Industry and any other matters deemed proper by the Trustees in charge of the said fund.

SECTION 19 - INDUSTRY FUND

Each Employer bound by this Agreement will contribute fifteen cents (\$0.15) for every hour worked by each Employee covered by this Collective Agreement. This contribution will be paid by the fifteenth (15th) day of each month following that in which the hours were worked. Payment shall be made to the Administrator of the Welfare Plan on the forms provided.

SECTION 20 - DURATION AND TERMINATION OF AGREEMENT

This Agreement shall become effective December 1, 2019 and shall remain in effect until November 30, 2022. It may be amended from time to time as mutually agreed by Local Union 71 and The Mechanical Contractors Association of Ottawa.

SECTION 21 - CONDITION OF SIGNING

21.1 The Mechanical Contractors Association of Ottawa has negotiated and executed this Agreement for and on behalf of all Employers listed in Appendix "D" and for and behalf of all Employers for whose Employees the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 71, may after February 18, 1972 obtain bargaining rights through certification or voluntary recognition in the geographical area and sectors covered by this Agreement.

The list of Employers for whom The Mechanical Contractors Association of Ottawa is the bargaining agent is attached to and made part of this Agreement as Appendix "D" and such other Employers for whose Employees the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 71, may after February 18, 1972 obtain bargaining rights through certification or voluntary recognition in the geographical area and sectors covered by this Agreement, each of whom is the Employer to this contract.

21.2 The Mechanical Contractors Association agrees to notify immediately the Union when an Employer member withdraws from the Association and to further notify the Union of any new member joining the Association.

The Union agrees to notify the Association when it enters into contractual relations with an Employer not listed in this Agreement.

SECTION 22.0 - SEVERABILITY CLAUSE

22.1 If any article or provision of this Agreement shall be declared invalid, inoperative or unenforceable by order in council, or by any competent authority of the legislative judicial or administrative branch of the Federal or any Provincial Government, the Employer and the Union shall suspend the operation of such article or provision during the period of this invalidity and shall substitute by mutual consent, in its place and stead an article or provision which will meet the objections to its validity and which will be in accord with the intent and purpose of the article or provision in question.

22.2 If any article or provision of this Agreement shall be held invalid, inoperative or unenforceable by operation of the law, or by any of the above mentioned tribunals or competent jurisdiction, the remainder of this Agreement or the application of such article or provisions to persons or circumstances other than those as to which it has been held invalid, inoperative or unenforceable shall not be affected thereby.

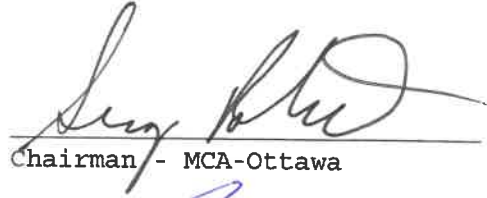
22.3 The parties agree that in the event that employees are supplied to a contractor by the United Association, the Council or any affiliated Local thereof, for purposes of making application for certification or protecting the Union's jurisdiction, no objection shall be made by the Mechanical Contractors Association of Ottawa.

SECTION 23.0 - SIGNATORIES TO AGREEMENT

Signed this 13th day of November 2019 on behalf of Local Union 71 of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada and The Mechanical Contractors Association of Ottawa.



Chairman - UA Local Union 71



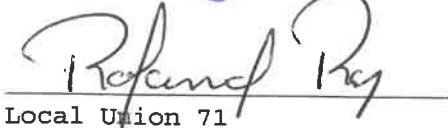
Chairman - MCA-Ottawa



Local Union 71



MCA-Ottawa



Local Union 71



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Local Union 71

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Local Union 71

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APPENDIX "A" - OTTAWA

WAGE AND BENEFIT PROVISIONS

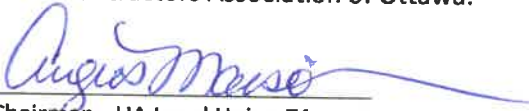
New Construction

Single and double houses, town houses, row houses, stack units and any residential structure up to 3 1/2 storeys within the geographic area of the Regional Municipality of Ottawa Carleton, the Counties of Russell and Lanark, and the County of Renfrew, Ontario

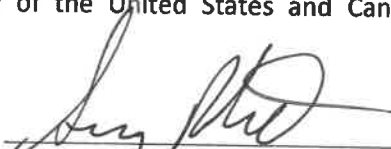
ITEM	December 1, 2019	December 1, 2020	December 1, 2021
HOURLY RATE	38.89	39.79	40.69
VACATION PAY (11%)	4.27	4.37	4.47
WELFARE FUND	3.00	3.05	3.10
PENSION FUND	6.98	7.14	7.30
SAFETY/TRAINING	0.15	0.15	0.15
UNION FIELD DUES	0.45	0.45	0.46
ZONE ASS. FUND	0.15	0.15	0.15
TOTAL	53.89	55.10	56.32

Beyond the dates set in Appendix "A" and until the end of the contract, November 30, 2022 the wage and benefit provisions of the Low Rise Residential are set as shown in the table above.

Signed this 13th day of November, 2019 on behalf of Local Union 71 of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada and The Mechanical Contractors Association of Ottawa.



 Chairman - UA Local Union 71



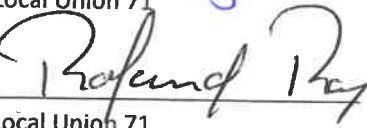
 Chairman - MCA-Ottawa



 Local Union 71



 MCA-Ottawa



 Local Union 71



 MCA-Ottawa

 Local Union 71

 MCA-Ottawa

 Local Union 71

 MCA-Ottawa

APPENDIX "B" - CORNWALL

WAGE AND BENEFIT PROVISIONS

New Construction

Single and double houses, town houses, row houses, stack units and any residential structure up to 3 1/2 storeys within the geographic area of the of the City of Cornwall; the Counties of Stormont, Dundas, Glengarry and Prescott; and the Townships of Edwardsburg and Augusta in the County of Grenville; and that of the County of Grenville east of Edward Street in the Town of Prescott.

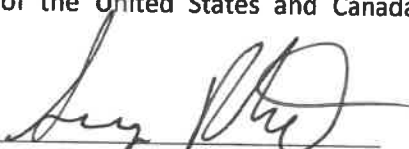
ITEM	December 1, 2019	December 1, 2020	December 1, 2021
HOURLY RATE	30.00	30.00	30.00
VACATION PAY (11%)	3.30	3.30	3.30
WELFARE FUND	2.85	2.85	2.85
PENSION FUND	5.50	5.50	5.50
UNION FIELD DUES	0.45	0.45	0.45
ZONE ASS. FUND	0.15	0.15	0.15
TOTAL	42.25	42.25	42.25

Beyond the dates set in Appendix "B" and until the end of the contract, November 30, 2022 the wage and benefit provisions of the Low Rise Residential are set as shown in the table above.

Signed this 13th day of November, 2019 on behalf of Local Union 71 of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada and The Mechanical Contractors Association of Ottawa.



 Chairman - UA Local Union 71



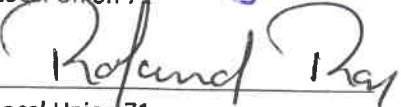
 Chairman - MCA-Ottawa



 Local Union 71



 MCA-Ottawa



 Local Union 71



 MCA-Ottawa

 Local Union 71

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 Local Union 71

 MCA-Ottawa

Between:

United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada Local Union 71

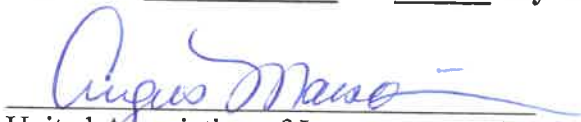
and

2735741 Canada Inc. carrying on business as Plomberie Axel Plumbing

MEMORANDUM OF AGREEMENT

The parties agree that 2735741 Canada Inc. carrying on business as Plomberie Axel Plumbing is bound to and shall apply the Collective Agreement between the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada Local Union 71 and the Mechanical Contractors Association of Ottawa (Low Rise Residential), December 1, 2016 – November 30, 2019, as renewed and effective until November 30, 2022.

Signed at OTTAWA this 11th day of NOV, 2019



United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada Local Union 71

Per: _____

Signed at OTTAWA this 11th day of NOV., 2019



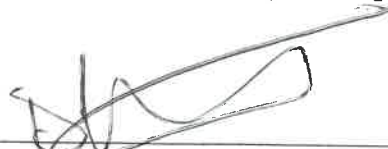
2735741 Canada Inc. carrying on business as Plomberie Axel Plumbing

Per: _____

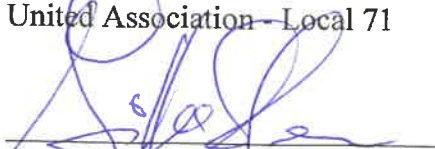
On behalf of Local 71 of the United Association of Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada and Plomberie



Angus Maisonneuve
Business Manager
United Association - Local 71



Denis St-Jean
Owner
Plomberie Axel Plumbing



Gilles St-Jean
Owner
Plomberie Axel Plumbing

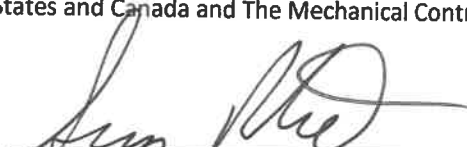
APPENDIX "C" - MINIMUM PIECE WORKER CHART

Description	PEX WATER PIPE HOURS	COPPER WATER PIPE HOURS
B.W.V.	1.00	1.00
B.W.V. insp. (Nep. & cumb. only)	0.25	.025
Underground		
/ 1 bath	1.50	1.50
/ 1.5 bath	1.75	1.75
/ 2.5 Bath	2.00	2.00
/ 2.5 bath - 2 stack	2.25	2.25
/ Add 1 pc. Rough	0.50	0.50
/ Add 2 pc. Rough	0.75	0.75
/ Add 3 pc. Rough	1.25	1.25
Undgrd. Insp. (Townhouse)	0.25	0.25
Undgrd. Insp. (single)	0.50	0.50
Undgrd. Insp. (Ott. & Goul.) Add	0.25	0.25
A.B.S. Rough		
/ 1 bath	4.50	4.50
/ 1.5 bath	5.00	5.00
/ 2.5 bath	7.00	7.00
/ 2.5 bath - 2 stack	8.00	8.00
/ Add upper washer	0.50	0.50
/ Add fixture	0.25	0.25
/ Venting of basement rough in	0.75	0.75
/ Variable	0.50	0.50
Rough - Inspection	1.00	1.00
Upper Water Pipe		
/ 1 bath bungalow	0.50	0.50
/ 2 bath bungalow	1.00	1.00
/ 1 bath - 2 storey	1.00	2.00
/ 1.5 bath	1.25	2.75
/ 2.5 bath - 1 riser	1.50	3.75
/ 2.5 bath - 2 riser	1.75	4.25
/ Add upper washer	0.25	0.50
/ Add fixture	0.25	0.25
Install Steel Tubs	0.75	0.75
Install Roman Tubs/1 pc. tub	1.75	1.75
Install Shower Stall	1.00	1.00
Install 4 X 3 shower stall	1.50	1.50
Install Shower Base/liner	0.75	0.75
Basement Water Pipe		
/ 1 / 1.5 bath	2.75	4.25
/ 2.5 bath - 1 riser	2.75	4.25
/ 2.5 bath - 2 riser	3.00	5.00
/ Large	3.75	5.50
/ Add 1 fixture	0.50	0.50
/ Add 2 fixture	0.75	0.75
/ Add 3 fixture	1.25	1.25
/ Variable	0.50	0.50
Hook up water meter set up	0.25	0.25
Hook up H.W.T. (grate)	0.50	0.50
Install Laundry Tub (primer)	0.75	0.75
Finishing		
/ Single kitchen sink	0.75	0.75
/ Double kitchen sink	1.00	1.00
/ Water closet	0.50	0.50
/ Vanity basin	0.50	0.50
/ Pedestal basin	1.00	1.00
/ Stell tub trim/rod	0.25	0.25
/ Sunken tub trim	0.25	0.25
/ Shower trim	0.25	0.25
/ Bar sink	0.75	0.75
/ Bidet	1.00	1.00
Final Inspection	1.00	1.00
Shower door		
/ Neo - angle/3 Panel slider	1.50	1.50
/ Swing	1.00	1.00
Install washer pan	1.00	1.00


APPENDIX "D" - LIST OF EMPLOYERS

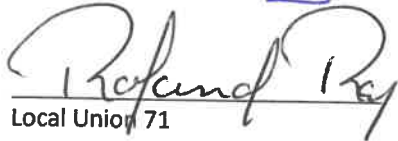
Signed this 13th day of November, 2019 on behalf of Local Union 71 of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada and The Mechanical Contractors Association of Ottawa.


Chairman - UA Local Union 71


Chairman - MCA-Ottawa


Local Union 71


MCA-Ottawa


Local Union 71


MCA-Ottawa

Local Union 71

MCA-Ottawa

Local Union 71

MCA-Ottawa

AGREEMENT

BETWEEN:

UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES
OF THE PLUMBING AND PIPE FITTING INDUSTRY
OF THE UNITED STATES AND CANADA
LOCAL UNION 71

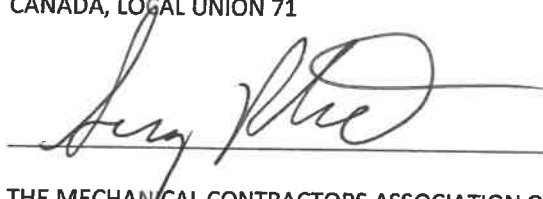
- and -

THE MECHANICAL CONTRACTORS ASSOCIATION OF OTTAWA

WHEREAS the residential sector (single & double houses, town houses, row houses, stack units and any residential structures up to 3 1/2 storeys) collective agreement expired on **November 30, 2022**; if notice to negotiate has been given by either party, this agreement shall remain in force and effect during any period of negotiation in accordance with established legislative and/or governmental authority.



UNITED ASSOCIATION OF JOURNEYMEN AND
APPRENTICES OF THE PLUMBING AND PIPE FITTING INDUSTRY
OF THE UNITED STATES AND
CANADA, LOCAL UNION 71



THE MECHANICAL CONTRACTORS ASSOCIATION OF OTTAWA

Signed this 13th day of November 2019

LOCAL 71

**WAGE AND BENEFITS SCHEDULE - LOW RISE
DECEMBER 1, 2019 THROUGH NOVEMBER 30, 2022**

EFFECTIVE DATES	NOV.30/19	DEC 1/2019	DEC 1/2020	Dec 1/2021
BASIC RATE	38.01	38.89	39.79	40.69
VACATION PAY	4.18	4.27	4.37	4.47
WELFARE	2.95	3.00	3.05	3.10
PENSION	6.83	6.98	7.14	7.30
SAFETY/TRAINING	0.15	0.15	0.15	0.15
UNION FIELD DUES	0.45	0.45	0.45	0.46
ZONE ASS. FUND	0.15	0.15	0.15	0.15
TOTAL	52.72	53.89	55.10	56.32
PERCENTAGE %		2.23%	2.23%	2.23%
		1.17	1.20	1.22