

PIPE LINE CONTRACTORS ASSOCIATION OF CANADA

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LABOUR LINE

July 25, 2025

To: All Regular Members and Accredited Contractors

Bulletin Number: LL091-20250725-UA-DS

UNITED ASSOCIATION PIPELINE DISTRIBUTION AGREEMENT FOR CANADA

This bulletin contains the details of the recently negotiated and ratified Pipeline Distribution Agreement for Canada between the Pipe Line Contractors Association and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada.

All items bolded and underlined are “**new language**” and/or “**revisions**” to the existing agreement. Any language or items that are ~~struck through~~, have been removed from the collective agreement through the memorandum of settlement.

All increases contained herein effective May 1, 2025 require retroactive payment for employees that were previously employed during the term of the agreement.

Should you have any questions, please contact the PLCAC office at 905-672-2310 for further assistance.

UNITED ASSOCIATION
PIPELINE DISTRIBUTION AGREEMENT FOR CANADA
May 1, 2025 to April 30, 2028

ARTICLE 5 - HIRING PROCEDURE

5.4 Prior to commencing employment, all employees shall be in possession of a referral slip from the Local Union for identification purposes unless the Local Union otherwise clears an employee for hire by email or electronic telegram, telex, facsimile transmission, or other means of communication.

5.14 The Employer shall have the right to recall any qualified employee who the Employer has employed within the previous six (6) months or the duration of the Employee's valid qualification (up to 2 UA Members per yard can be re-called under this provision at the Employers discretion) providing the employee is a member of the Local Union having jurisdiction over the work.

ARTICLE 7 – WAGE RATES AND CLASSIFICATIONS

Helper

Zone	<u>May 1, 2025</u>	<u>May 1, 2026</u>	<u>May 1, 2027</u>
(a)	<u>47.18</u>	<u>48.58</u>	<u>50.18</u>
(b)	<u>45.21</u>	<u>47.45</u>	<u>49.01</u>
(c)	<u>43.06</u>	<u>44.85</u>	<u>46.23</u>
(c-1)	<u>42.61</u>	<u>44.15</u>	<u>45.87</u>
(c-2)	<u>42.16</u>	<u>43.74</u>	<u>45.50</u>
(c-3)	<u>43.58</u>	<u>45.11</u>	<u>46.83</u>
(c-4)	<u>42.94</u>	<u>44.31</u>	<u>45.87</u>
(c-5)	<u>44.21</u>	<u>45.52</u>	<u>47.02</u>
(c-6)	<u>43.88</u>	<u>45.24</u>	<u>46.78</u>
(e)	<u>27.79</u>	<u>28.88</u>	<u>30.12</u>
(f)	<u>33.11</u>	<u>33.11</u>	<u>34.33</u>

Graded Helper

Zone	<u>May 1, 2025</u>	<u>May 1, 2026</u>	<u>May 1, 2027</u>
(a)	<u>48.10</u>	<u>49.53</u>	<u>51.16</u>
(b)	<u>46.09</u>	<u>47.45</u>	<u>49.01</u>
(c)	<u>43.93</u>	<u>45.45</u>	<u>47.15</u>
(c-1)	<u>43.47</u>	<u>45.04</u>	<u>46.79</u>
(c-2)	<u>43.03</u>	<u>44.63</u>	<u>46.43</u>
(c-3)	<u>44.46</u>	<u>46.02</u>	<u>47.77</u>
(c-4)	<u>43.82</u>	<u>45.22</u>	<u>46.80</u>
(c-5)	<u>45.08</u>	<u>46.42</u>	<u>47.95</u>
(c-6)	<u>44.75</u>	<u>46.13</u>	<u>47.71</u>
(e)	<u>28.54</u>	<u>29.66</u>	<u>30.92</u>
(f)	<u>34.10</u>	<u>34.10</u>	<u>35.35</u>

Fuser/Tech 2

Zone	<u>May 1, 2025</u>	<u>May 1, 2026</u>	<u>May 1, 2027</u>
(a)	<u>55.65</u>	<u>57.28</u>	<u>59.14</u>
(b)	<u>53.67</u>	<u>55.25</u>	<u>57.05</u>
(c)	<u>46.44</u>	<u>48.03</u>	<u>49.82</u>
(c-1)	<u>45.99</u>	<u>47.62</u>	<u>49.45</u>
(c-2)	<u>45.55</u>	<u>47.23</u>	<u>49.10</u>
(c-3)	<u>51.88</u>	<u>53.65</u>	<u>55.63</u>
(c-4)	<u>46.35</u>	<u>47.81</u>	<u>49.48</u>
(c-5)	<u>47.60</u>	<u>49.01</u>	<u>50.61</u>
(c-6)	<u>47.27</u>	<u>48.73</u>	<u>50.38</u>
(e)	<u>34.47</u>	<u>35.76</u>	<u>37.20</u>
(f)	<u>39.07</u>	<u>39.07</u>	<u>40.46</u>

Non Welder J'Man

Zone	<u>May 1, 2025</u>	<u>May 1, 2026</u>	<u>May 1, 2027</u>
(a)	<u>55.65</u>	<u>57.28</u>	<u>59.14</u>
(b)	<u>53.67</u>	<u>55.25</u>	<u>57.05</u>
(c)	<u>51.75</u>	<u>53.48</u>	<u>55.42</u>
(c-1)	<u>51.29</u>	<u>53.07</u>	<u>55.06</u>
(c-2)	<u>50.85</u>	<u>52.67</u>	<u>54.71</u>
(c-3)	<u>52.27</u>	<u>54.05</u>	<u>56.04</u>
(c-4)	<u>51.64</u>	<u>53.25</u>	<u>55.08</u>
(c-5)	<u>52.90</u>	<u>54.45</u>	<u>56.22</u>
(c-6)	<u>52.58</u>	<u>54.17</u>	<u>55.99</u>
(e)	<u>44.25</u>	<u>45.81</u>	<u>47.55</u>
(f)	<u>50.76</u>	<u>50.76</u>	<u>52.46</u>

Welder J'Man

Zone	<u>May 1, 2025</u>	<u>May 1, 2026</u>	<u>May 1, 2027</u>
(a)	<u>58.90</u>	<u>60.63</u>	<u>62.58</u>
(b)	<u>56.75</u>	<u>58.41</u>	<u>60.30</u>
(c)	<u>55.80</u>	<u>57.64</u>	<u>59.71</u>
(c-1)	<u>55.35</u>	<u>57.23</u>	<u>59.35</u>
(c-2)	<u>54.91</u>	<u>56.84</u>	<u>59.00</u>
(c-3)	<u>56.34</u>	<u>58.22</u>	<u>60.34</u>
(c-4)	<u>55.69</u>	<u>57.41</u>	<u>59.36</u>
(c-5)	<u>56.95</u>	<u>58.61</u>	<u>60.51</u>
(c-6)	<u>55.63</u>	<u>58.34</u>	<u>60.27</u>
(e)	<u>47.62</u>	<u>49.26</u>	<u>51.11</u>
(f)	<u>54.83</u>	<u>54.83</u>	<u>56.64</u>

7.1.3 For shifts commencing at or after 6:00 PM, employees will be paid a premium of ~~\$2.50~~ **\$3.50** per hour.

7.1.4 New Fuser Trainees will be paid per the following schedule:

Employment Duration	Hourly Rate
<u>0 to 800 Hours</u>	<u>60% of Fuser Rate</u>
<u>801 to 2400 hours or successful completion of client fuser certificate</u>	<u>80% of Fuser Rate</u>
<u>0 to 1800 hours and successful completion of Client/Owner fuser certificate</u>	<u>70% of Fuser rate</u>
<u>After 2400—1801 Hours and successful completion of Client/Owner fuser certificate</u>	<u>Paid at Fuser Rate</u>

7.4 UA DISTRIBUTION ORGANIZING FUND The Employer shall deduct from each employee's earnings at the following rate for each hour of work earned for the UA Distribution Organizing Fund: **May 1, 2025** - 40¢ per hour This amount shall be remitted to the Local Union having area jurisdiction over the work being performed together with the monthly remittance to the **Global Benefits** Health and Welfare Fund. The United Association acknowledges the importance of ensuring a strong union presence in the Distribution Pipeline sector of the construction industry and the necessity of implementing strategies to maintain, regain and expand employment opportunities for the future.

ARTICLE 8 – EMPLOYER CONTRIBUTIONS

May 1, 2025 – Helper, Graded Helper, Fuzer/Tech 2, Non-Welder Journeyman, Welder Journeyman

	Health & Welfare Plan	Pension Plan	Training Fund	National Distribution Fund	Distribution Advancement Fund	Helmets to Hardhats	Building Trades	Denovo Ontario Only	Bill 162
Zone A	2.90	9.50	0.20	0.36	0.20	0.01	0.02	0.05	0.03
Zone B	2.90	9.50	0.20	0.36	0.20	0.01	0.02	0.05	0.03
Zone C	3.99	9.50	0.20	0.36	0.20	0.01	0.02	0.05	0.03
Zone C (1)	4.50	9.50	0.20	0.36	0.20	0.01	0.02	0.05	0.03
Zone C (2)	5.00	9.50	0.20	0.36	0.20	0.01	0.02	0.05	0.03
Zone C (3)	3.40	9.50	0.20	0.36	0.20	0.01	0.02	0.05	0.03
Zone C (4)	4.11	9.50	0.20	0.36	0.20	0.01	0.02	0.05	0.03
Zone C (5)	2.70	9.50	0.20	0.36	0.20	0.01	0.02	0.05	0.03
Zone C (6)	3.07	9.50	0.20	0.36	0.20	0.01	0.02	0.05	0.03
Zone E	3.40	9.50	0.20	0.36	0.20	0.01	0.02		
Zone F	3.40	9.50	0.20	0.36	0.20	0.01	0.02		

May 1, 2026 – Helper, Graded Helper, Fuzer/Tech 2, Non-Welder Journeyman, Welder Journeyman

	Health & Welfare Plan	Pension Plan	Training Fund	National Distribution Fund	Distribution Advancement Fund	Helmets to Hardhats	Building Trades	Denovo Ontario Only	Bill 162
Zone A	3.15	9.50	0.20	0.36	0.20	0.01	0.02	0.05	0.03
Zone B	3.15	9.50	0.20	0.36	0.20	0.01	0.02	0.05	0.03
Zone C	4.04	9.50	0.20	0.36	0.20	0.01	0.02	0.05	0.03
Zone C (1)	4.50	9.50	0.20	0.36	0.20	0.01	0.02	0.05	0.03
Zone C (2)	4.95	9.50	0.20	0.36	0.20	0.01	0.02	0.05	0.03
Zone C (3)	3.40	9.50	0.20	0.36	0.20	0.01	0.02	0.05	0.03
Zone C (4)	4.30	9.50	0.20	0.36	0.20	0.01	0.02	0.05	0.03
Zone C (5)	2.95	9.50	0.20	0.36	0.20	0.01	0.02	0.05	0.03
Zone C (6)	3.27	9.50	0.20	0.36	0.20	0.01	0.02	0.05	0.03
Zone E	3.40	9.50	0.20	0.36	0.20	0.01	0.02		
Zone F	3.40	9.50	0.20	0.36	0.20	0.01	0.02		

May 1, 2027 – Helper, Graded Helper, Fuzer/Tech 2, Non-Welder Journeyman, Welder Journeyman

	Health & Welfare Plan	Pension Plan	Training Fund	National Distribution Fund	Distribution Advancement Fund	Helmets to Hardhats	Building Trades	Denovo Ontario Only	Bill 162
Zone A	3.40	9.50	0.20	0.36	0.20	0.01	0.02	0.05	0.03
Zone B	3.40	9.50	0.20	0.36	0.20	0.01	0.02	0.05	0.03
Zone C	4.09	9.50	0.20	0.36	0.20	0.01	0.02	0.05	0.03
Zone C (1)	4.50	9.50	0.20	0.36	0.20	0.01	0.02	0.05	0.03
Zone C (2)	4.90	9.50	0.20	0.36	0.20	0.01	0.02	0.05	0.03
Zone C (3)	3.40	9.50	0.20	0.36	0.20	0.01	0.02	0.05	0.03
Zone C (4)	4.48	9.50	0.20	0.36	0.20	0.01	0.02	0.05	0.03
Zone C (5)	3.20	9.50	0.20	0.36	0.20	0.01	0.02	0.05	0.03
Zone C (6)	3.47	9.50	0.20	0.36	0.20	0.01	0.02	0.05	0.03
Zone E	3.40	9.50	0.20	0.36	0.20	0.01	0.02		
Zone F									

8.3.1 Contributions shall be made on all hours of work performed and shall be recorded on the standard remittance form provided by the Union and remitted by electronic transfer with a copy of the standard remittance report sent to the Health and Welfare Fund of the Local Union having area jurisdiction over the work being performed on or before the ~~twentieth (20th) fifteenth (15)~~ day of the month following the month for which contributions are to be made

8.4 Alcohol/Drug Abuse Fund (Ontario only) On all work in the Province of Ontario, the Employer will contribute ~~two cents (2c) five cents (\$0.05)~~ for each hour of work earned and will deduct from each employee ~~two cents (2c) five cents (\$0.05)~~ for each hour earned and remit the total of ~~four cents (4c) ten cents (\$0.10)~~ for each hour of work earned to the Administrator of the Local Union Health and Welfare Fund for the Alcohol/Drug Abuse Fund (De Novo). Contributions for work performed in the jurisdictions of Ottawa and Kingston shall be remitted to the Local Union's Members Assistance Programs.

ARTICLE 9 - OVERTIME AND HOLIDAY PAY

9.2 If one of the holidays in paragraph 9.1 falls on Sunday, it shall be observed on Monday. Accordingly, if such an event occurs, work performed on Monday shall be paid for at double the straight time hourly rate. If no work is performed on Monday, no pay shall be required other than waiting time if applicable. In the event that one of the above holidays falls during the work week, the Employer ~~and Local Business Manager , at his option~~, may designate an alternate day to be substituted for such holiday. ~~in order to provide, where possible, for a long weekend.~~

ARTICLE 10 - WAREHOUSE, TRAVEL, AND SUBSISTENCE

May 1, 2025 - \$175 per working day
 May 1, 2026 - \$180 per working day
 May 1, 2027 - \$185 per working day

ARTICLE 13 - REPORTING TIME

13.1.1 Four (4) hours pay at the applicable rate for that day to any employee who reports for work at the scheduled starting time and for whom no work is provided. This payment shall be made notwithstanding the employee has not been ordered to report that day provided he has been working regularly and the Employer has failed to notify him ~~at the end of the shift by 5 pm~~ on the preceding day not to so report. "Employee may be contacted on the weekend if work is not available on

the next regular work day for reasons of inclement weather. An employer must make contact with the employee by phone or text.

ARTICLE 19 - EFFECTIVE DATE, TERMINATION, AND RENEWAL

19.1 This Agreement shall become effective on the first day of May, AD., ~~2022~~, 2025 and shall continue in full force and effect until the thirtieth day of April, AD., ~~2025~~ 2028 and thereafter from year to year unless terminated upon written notice of either Party within one hundred twenty (120) days prior to any anniversary of the terminal date.