



# Sheet Metal Workers' International Association

Local Union 473  
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June 14, 2019

To All 473 Members,

An offer was tabled last night via email. It was not tabled as a final offer which would suggest they are willing to talk as there are still some concerns with the offer. We are scheduled to have a conference call at 11 am today and discuss how to proceed.

This is what has been tabled locally;

- 1) Wages are set to \$.90, \$.90 and \$1.20 for a total of \$3.00 over the 3 years.
- 2) Hours of work are 37.5 either 5 x 7.5 or 4 x 8 and 1 x 5.5. There is a clause that if mutually desired shop or job may make minor changes within these hours as agreed.
- 3) First year apprentice starts at 45% of the rate up from 40%.
- 4) Flexible starting times between 6 am to 5 pm.
- 5) Travel allowance to CRA max.
- 6) \$110.00 board allowance.
- 7) Zones to increase by 20% for each zone.
- 8) Hiring hall has a Letter of Understanding not to change for the life of this new agreement.
- 9) Foreman increase of \$.50 2 to 10, \$.25 11 to 20 and \$.25 for 20 plus members.

Some of the Provincial body changes are as follows;

- 1) Apprentice ratio as set by Legislation. (Which is currently 1 to 1)
- 2) Mobility allows the Contractor the first 4 then 4 from the hiring hall before they are allowed a fifth worker to a maximum of 6 from the Contractor.
- 3) Vacation pay would be a percentage of the gross earnings. The percentage would be equal to or greater than the prescribed percentages of the Employment Standards Act

Thank you for your dedication, support and commitment to a better quality of life.

In Solidarity,

Mark G Hall.  
Business Manager