

# MEMORANDUM OF AGREEMENT

Amendments to the Collective Agreement



BETWEEN



**THE INTERNATIONAL BROTHERHOOD OF BOILERMAKERS,  
IRON SHIP BUILDERS, BLACKSMITHS,  
FORGERS AND HELPERS**  
*(hereinafter referred to as the "Union")*

**ON ITS OWN BEHALF AND ON BEHALF OF LOCAL  
LODGE 128**  
*(hereinafter referred to as the "Local Lodge")*

AND

**THE BOILERMAKER CONTRACTORS' ASSOCIATION  
ON ITS OWN BEHALF AND ON BEHALF OF THE BOILERMAKER  
CONTRACTORS' ASSOCIATION OF ONTARIO**  
*(On behalf of each of its member companies hereinafter referred to as the  
"Employer")*

Attached hereto are amendments, which describe the changes and/or additions to the old Agreement for Ontario.

The Union and the Employer have agreed to all changes herein.

Dated this 18<sup>th</sup> day of April, 2025.

FOR THE UNION:

FOR THE EMPLOYER:

Signature on File

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Arnie Stadnick  
International Vice President  
International Brotherhood of Boilermakers,  
Iron Ship Builders, Blacksmiths, Forgers  
and Helpers

Signature on File

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Jim Brewer  
Board of Director  
Boilermaker Contractors' Association

Signature on File

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Stirling Munn  
Business Manager/Secretary Treasurer  
International Brotherhood of Boilermakers,  
Iron Ship Builders, Blacksmiths, Forgers  
and Helpers, Local Lodge 128

Signature on File

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Adrian DiCocco  
Vice Chair, Board of Director  
Boilermaker Contractors' Association

## **CHANGES TO ARTICLES**

### **ARTICLE 2.00 – RECOGNITION AND CRAFT JURISDICTION**

**Amend Article 2.02 to read:**

#### **2.02**

The Employer recognizes the jurisdictional claims of the Union as provided for in the Charter Grant issued by the American Federation of Labour to the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, it being understood that the claims are subject to trade agreements and final decisions of the A.F.L.-C.I.O. as well as the decisions rendered by the Impartial Jurisdictional Disputes Board.

**The Employer will advise the Union of all new construction work coming under the scope of this Agreement.**

For the purpose of clarification, the jurisdictional claims of the Union are contained in Letter No. 1 attached hereto.

### **ARTICLE 4.00 – UNION SECURITY AND DUES COLLECTION**

**Amend Article 4.04 to read:**

#### **4.04**

After the Employer has requested the Union office to furnish workers to perform work within the scope of this Agreement, and the required number of workers are not furnished:

- a) within two (2) working days in cities in which the Local Lodge maintains its Head Office, from that area;
- b) within three (3) working days in other areas; after the date for which the workers are requested, the Employer shall have the right to procure and retain until layoff the required number of workers from other available sources, provided that the Employer shall notify the Union office when exercising this right.

Such workers obtained from other available sources shall be required by the Employer to apply to join the Union not later than fifteen (15) days after hiring. The Union shall admit such applicants to membership providing they are qualified, and except for just and sufficient cause.

**When the Employer has concerns with the Union's ability to supply qualified workers to a project, the Employer shall provide a list of Qualified workers that the Union will review and if unable to supply qualified members, the Union will dispatch those workers that qualify for dispatch as a permit from the Employer's supplied list.**

**For projects over two weeks in duration the permit workers will be dispatched:  
a) within two (2) working days prior to start date in cities in which the Local Lodge maintains its Head Office, from that area.**

**For projects less than 2 weeks in duration the permit workers will be dispatched in time to commence work on the start date.**

**Amend Article 4.08 to read:**

**4.08**

Should it be necessary to reduce the working forces on the job, the Employer shall layoff or terminate their employees in the following sequence:

- a) the non-members;
  - b) the travel card members from other Local Lodges;
  - c) the members of the Local Lodge in whose jurisdiction the work is being performed.
- except that:

(i) the existing ratio of Apprentices shall not be reduced until the work force reaches five (5) employees;

(ii) consideration must also be given to retain sufficient employees with qualifications to suit the nature of the work remaining.

**(iii) If a local member accepts to be laid off prior to other employees, they shall agree to sign in writing that they will not challenge the lay off on the basis of sequence set forth above.**

**Amend Article 4.09 to read:**

**4.09**

The Employer will notify the Job Steward and the Local Union Office of any transfers, suspensions, layoffs, quits, disciplinary notices or terminations in a timely manner via fax or electronic means.

**Employees subject to lay off shall so be informed while on the job site. Employees shall not be laid off by phone call, text message or email or any other alternative method of communication unless for other needs as mutually agreed to by Business Manager or designate.**

## **ARTICLE 7.00 – WORKING CONDITIONS, SAFETY MEASURES, HEALTH AND SANITATION**

**Amend Article 7.03 to read:**

### **7.03**

The Employer shall supply at no cost to the employee when required by the work they are to perform: safety hats, new sweat bands, new liners, appropriate welding gloves, appropriate working gloves, welding helmets, welding and burning goggles, appropriate welding leathers (i.e. jackets, capes and/or sleeves), non-prescription safety glasses, and leather faced gloves (unless special processes dictate otherwise).

The Employer shall provide appropriate wet weather gear (rain suit, rubber boots or overshoes), when working conditions require their use. Such items shall remain the property of the Employer and shall be returned upon completion of the job.

Welders' **jackets** shall be kept available for temporary issue to welders engaged on such work requiring additional protection, such as but not limited to arc-air gouging and overhead welding.

On dirty and/or corrosive work, in which the employees' clothes may be permanently damaged, the Employer shall supply and maintain the necessary protective clothing (including gloves and coveralls where appropriate, particularly on, but not limited to, all corrosive work) at no cost to the employee for all employees covered by this Agreement. On such work, employees shall be allowed 15 minutes for wash-up time prior to the conclusion of their shift.

No charge shall be made against the employee for above items which are returned in reasonable condition or which are lost or damaged beyond the employees' control and are reported immediately.

Such work shall also include new construction carried out in existing facilities such that the above conditions are encountered.

**The Employer shall supply at no cost to the employee all necessary PPE, with the exception that the** Employees shall report for work equipped with safety boots and, if applicable, prescription safety glasses and full-face prescription respirator spectacle kits, which will meet the following standards:

- a) Safety boots shall be CSA approved, Grade 1 (green triangle), in good condition, and at least 6 inches high from the sole of the boot.
- b) Prescription safety glasses shall be foam sealed frames compliant with CAN/CSA Z94.3 or ANSI Z87.1.
- c) Prescription full face spectacle kit approved for use by 3M for 6000 Series Respirators for which the worker has been fit tested.

**Amend Article 7.06 to read:**

**7.06**

The Union agrees to provide the Employer with qualified employees (including apprentices) who hold the following core health and safety training, WHMIS 2015 (GHS), Confined Space Entry, Fall Arrest/Fall Protection and Quantitative Respirator Fit tested. Where required by the customer/client potential employees shall have current CSTS certification or equivalent and H2S Alive.

**Note: For Memorandum of Agreement Only**

**The parties to have costing analysis completed on BSO Training and discussion with BATC Trustees.**

**Upon review, costing, funding model and approval by the BATC Trustees, BSO and BSR will become part of Job Ready Dispatch, where required.**

The Union agrees to provide the Employer with qualified employees (including Apprentices) when requested, to perform personwatch duties when required and when such personwatch is within the Employer's control.

Employees who are required by the Employer to do online Employer Orientation or Safety Training shall be paid for the employer allotted time required to do the Orientation/Training upon hire.

**Amend Article 7.08 to read:**

**7.08**

The Parties agree to adopt the **May 1, 2023 Version 6.1** Canadian Model for Providing a Safe Workplace Alcohol & Drug Guidelines and Work Rule. Adoption of Version **6.1** of the Canadian Model does not represent agreement by the parties to any portions of the Canadian Model that may violate any rights an employee may have under the Ontario Human Rights Act and/or the Canadian Charter of Rights and Freedoms.

**ARTICLE 8.00 – WELDING TESTS**

**Amend Article 8.01 to read:**

**8.01**

Any welder who is required to take a TSSA Weld Test, if required by the Employer, shall be paid for weld time required (to a maximum of four (4) hours per **successful** test) to take the test including transfer fees, materials and inspector fees.

Employees who are required by the Employer to have a specialty TSSA welding ticket(s) (or equivalent) at the time of hire shall have the required ticket(s), for the job, valid at the time of termination.

**Amend Article 8.02 to read:**

**8.02**

Should additional testing be required by the Employer, the employee shall be paid for the time required to take such additional tests.

When a welder is required to perform a test of a type other than a standard Provincial test, the Employer shall, on request, make available suitable material to allow a brief period of practice, **paid to a maximum of two (2) hours**, prior to taking the actual test.

**Amend Article 8.07 to read:**

**8.07**

Any welder required to take a pre-job welding test for employment with a company and fails the required weld test, the welder will be granted the opportunity to take a second test **at the Weld Test Examiner's discretion** or receive four (4) hours pay. If the welder fails a second test then he will not be eligible for payment of wages, including testing time and other allowances as set out in Article 8.00.

**ARTICLE 10.00 – STEWARDS**

**Amend Article 10.01 to read:**

**10.01**

On all jobs, the Business Manager/Secretary-Treasurer or Assistant Business Manager of the Union will designate, or otherwise arrange for, the appointment of a Steward from among the qualified working journeyman employees. **The Union must notify the Employer, via email of the name of the appointed Steward(s).**

In all Provinces, where the Occupational Health and Safety legislation requires the selection of a health and safety representative, that representative of the Boilermaker employees will be the Steward.

## **ARTICLE 14.00 – HOURS OF WORK**

### **Amend Article 14.01 to read:**

#### **14.01**

The Employer does not guarantee to provide work to any employee for regularly assigned hours or any other hours, except as provided for in Article 18.00. Eight (8) hours per day shall constitute a normal day of work. The normal hours of work shall be between the hours of 7:00 a.m. and **4:00** p.m. for an eight (8) hour day with one-half (1/2) or one (1) hour for lunch at the midpoint of the shift. Forty (40) hours shall constitute a normal week's work, Monday through Friday inclusive.

Variances beyond **one (1)** hour of 7:00 a.m. and **4:00** p.m. shall be agreed mutually between the Employer and the Business Manager/Secretary-Treasurer. The **one (1) hour** variance is conditional upon the Employer giving the Union and affected employees appropriate advance notice.

If the foregoing starting or quitting times are changed without mutual agreement, applicable overtime rates shall be paid for any time worked before or after the above hours as a result of the change of times.

### **Amend Article 14.04 to read:**

#### **14.04**

An employee shall not be required to work during their regular lunch break except in emergency or special circumstances, in which case, they will receive a re-assigned one-half (1/2) hour lunch break. If **the start time of** this break falls outside **one-half (1/2) hour of the start time of** the regular lunch break established on the job, they shall receive an additional allowance of one-half (1/2) hour of pay at straight time rates which shall be in addition to their regular straight time hours.

### **Amend Article 14.05 to read:**

#### **14.05**

Two rest or coffee breaks of 10 minutes each shall be established by the Employer on each 8 hour shift. If overtime is to follow the regular 8 hour work shift, a further 10 minute rest or coffee break shall be established before commencing overtime. At the sole discretion of the Employer, where a scheduled 10 hour work day is established the rest or coffee breaks may be either three breaks of 10 minutes each, (described above) or two breaks of 15 minutes each.

When working ten (10) hour shifts the Employer may schedule two thirty-minute breaks in each shift in lieu of the regular scheduled coffee and lunch breaks on such shifts. When the Employer chooses to schedule two thirty minute breaks (in lieu of the



regular scheduled coffee and lunch breaks), there will be a thirty (30) minute paid break in the first five hours of the shift and a thirty (30) minute paid break in the second five hours of the shift.

When working eight (8) hour shifts the Employer may schedule two thirty minute breaks in each shift in lieu of the regular scheduled coffee and lunch breaks on such shifts. When the Employer chooses to schedule two thirty minute breaks (in lieu of regular scheduled coffee and lunch breaks), there will be a thirty (30) minute paid break in the first four hours of the shift and a thirty (30) minute paid break in the second four hours of the shift.

**An employee on the two break system shall not be required to work during their regular established break times except in emergency or special circumstances, in which case, they will receive a re-assigned one-half (1/2) hour break. If the start time of this break falls outside one-half (1/2) hour of the start time of the regular break established on the job, they shall receive an additional allowance of one-half (1/2) hour of pay at straight time rates which shall be in addition to their regular straight time hours.**

**The distance between breaks cannot exceed Employment Standards.**

When working a schedule twelve (12) hour shift, in lieu of the work breaks and lunch breaks provided herein, the Employer shall have the option of scheduling three half hour breaks, each paid at the applicable rate, approximately equally spaced in the twelve (12) hour shift. In lieu of the hot meal provided for in Article 16.02, the employer may provide the employee with a meal allowance of \$35.00 when a hot meal is impractical.

On scheduled overtime, the foregoing may only be changed by mutual consent of the Business Manager/Secretary-Treasurer or their Designate and the Employer prior to the commencement of the job.

## **ARTICLE 15.00 – SHIFT WORK**

Amend Article 16.02 to read:

### **15.04**

When an employee is required to return to work without an eight (8) hour break, all work performed shall be paid for at the applicable overtime rates, until such time as the employee receives an eight (8) hour break. **When an employee is recalled to work after completion of their normal day's work, Monday to Friday inclusive, he shall be paid a minimum of two (2) hours' pay at the applicable rate.**

## **ARTICLE 17.00 – RECOGNIZED HOLIDAYS**

**Amend Article 17.04 to read:**

### **17.04**

Recognized Holidays in this Agreement falling on a Saturday or Sunday shall be observed on the next scheduled work day, unless otherwise mutually agreed. When Christmas Day falls on a Saturday or Sunday, the next two scheduled work days will be observed as Christmas Day and Boxing Day.

Where a Recognized Holiday falls on a weekday that is regularly a scheduled day off, the following schedule weekday workday will be observed in lieu thereof, unless otherwise mutually agreed.

**All Holidays will be observed as per the agreed to and attached Holiday Observation Chart as prepared by Local 128 and approved by both parties.**

## **ARTICLE 18.00 – WAITING AND REPORTING TIME**

**Amend Article 18.01 to read:**

### **18.01**

When an employee, on initial hire or transfer to a project, is instructed by the Employer to report to a job location but is not placed to work until a later date, they shall be entitled to four (4) hours of pay, plus subsistence if applicable, for each of the first two regular working days they are kept waiting. Thereafter the waiting pay shall be increased to a full day of pay (i.e. 8 hours) for each regular working day. This waiting pay shall continue until the employee is given work or released from the job in which latter case Article 19.02 shall govern.

**When a job request is cancelled within 18 hours of the reporting time stated on the help requisition, the dispatched employee shall be entitled to a minimum of 2 hours pay, travel and subsistence allowance (when applicable).**

In the event the Owner/Client postpones the original scheduled start date of a project to a later date, and the union office is notified 24 hours (during regular union hall business hours) prior to the start of the original scheduled shift, that the employee is not to report to work, then the employee will not be entitled to any reporting time. Employees will be given the option of a layoff or to report to the job at the revised date. In any event, Employees, that have completed required orientations and/or onboarding prior to the original scheduled start date, shall be compensated accordingly.

## **ARTICLE 19.00 – TRAVELLING EXPENSES**

### **Note: For Memorandum of Agreement Only**

**Sub-Committee reviews Article 19.00 and makes a recommendation to the negotiating committee for the next round of ICI negotiations. If no material change, current agreement can be enabled.**

## **ARTICLE 20.00 – SUBSISTENCE ALLOWANCE**

**Amend Article 20.01, to add a new bullet c) to read:**

### **20.01**

**c) On a 6-day work schedule, on projects over 200km from the employee's home address, the employer will provide 7 days of subsistence allowance per week (provided the employee worked all scheduled shifts before and after scheduled day off unless mutually agreed between the employee and the employer), with receipts.**

**Amend Article 20.02 to read:**

### **20.02**

For employees supplied or obtained from other sources, entitlement to subsistence allowance shall be as follows:

- a) When a travel card member has deposited their card in another Lodge area, and has solicited work from that Lodge List or an Out-of-Work List, they shall be considered to be a resident of that List area and shall be entitled to subsistence and travel time, or otherwise, on that basis.
- b) In other cases, where the Union supplies workers from other Local Lodges, without Employer consultation and agreement to the employees proposed, the Employer shall not be obliged to pay subsistence.
- c) Where the Employer obtains or supplies workers from other sources, or agrees to the Union's assistance in doing so, the Employer shall determine whether subsistence is to be paid; provided however that subsistence shall not be paid to any such employee unless they are required to maintain temporary living quarters away from their permanent residence.
- d) Effective January 1, 2017 - If the Union is unable to supply Boilermakers from the local hiring hall and the Union dispatches from another Out-of-Work list and the member dispatched maintains a primary residence that is greater than **one hundred and thirty (130)** road kilometres from the jobsite then that member shall receive daily subsistence per day worked. (See Letter No. 5)

In order to qualify for the Subsistence Allowance under Article 20.02 (d) the member will have to supply the following information at the time of hire. One (1) of

the following pieces of information: Mortgage Statement or Residential Tax Notice/Bill or Lease Agreement.

Plus one of the following recent pieces of information: Cable, Hydro, Water or Gas Bill.

The name of the member and current address must be clearly indicated on the documentation provided.

Note: If the member is married and the required documentation is in the spouses' name, a copy of the marriage certificate must be provided. If the member is living common-law and the documentation is in the common-law spouses' name, a sworn affidavit stating the members' common-law status must be provided.

## **ARTICLE 22.00 – PAY DAY**

**Amend Article 22.01 to read:**

### **22.01**

Employees shall provide banking information to Employer at sign-on. Employees shall be paid weekly during working hours, not later than Thursday (unless the established project pay day is Friday). In no case shall more than five (5) regular working days be held back in any one payroll period.

**It is agreed that paystubs will be issued in keeping with the Employment Standards Act.**

In the event **an** employees pay **is short more than 1 days subsistence either / or 4 hours of pay**, the employee shall be made whole, **receiving a separate payment**, as soon as possible, no later than the next pay period or the employee will receive two (2) hours pay per day until such time as the employee is made whole. This does not apply to disputed pay.

**Employee will notify direct supervisor and union steward within a reasonable amount of time of any pay discrepancies.**

**Amend Article 22.02 to read:**

### **22.02**

Employees who are laid off or discharged from the service of the Employer shall receive their wages and all monies owing and their Employment Insurance Contribution Certificate **by the next applicable pay period of the date of layoff or termination**, otherwise:

- a) the employee shall receive an Employer termination slip which shall show either their net pay and deductions, or the basic factors from which their pay will be calculated including: total pay hours, travel time and transportation allowances, subsistence, etc.
- b) and the Employer shall **direct deposit** all the employee's final monies owing **by the next applicable pay period of the date of layoff or termination** and the Record of Employment must be filed electronically through the ROE website within five calendar days after the end of the final pay period. When electronic deposits are made, the final deposit and other termination documentation mailings must be made by the next applicable pay period of the date of layoff or termination.

Should the Employer fail to comply with this provision (excluding the reference to the Record of Employment), the employee shall receive an additional sum equivalent to eight (8) hours of pay at straight time rates for each day they are kept waiting exclusive of Saturday, Sunday and Statutory Holidays up to a maximum of forty (40) hours of pay.

#### **Amend Article 22.04:**

**Delete existing Article 22.04**

#### **ARTICLE 23.00 – WAGES**

**Add new Article 23.02 to read:**

##### **23.02 Parking Reimbursement and Hamilton Oshawa Port Authority Access Card**

**Costs accrued by the employee which is a condition of employment must be reimbursed to the employee in full on their current pay period. Employee must provide a valid receipt for reimbursement.**

**MONETARY:**

<b>WAGES</b>	
<b>Effective:</b>	
<b>Second Sunday after the parties reach an agreement or the second Sunday after approval of the total wage package distribution for wage adjustments, whichever is later</b>	<b>3.5% increase on Total Wage Package</b>
<b>First Sunday in May 2026</b>	<b>3.0% increase on Total Wage Package</b>
<b>First Sunday in May 2027</b>	<b>3.0% on Total Wage Package</b>

<b>SUBSISTENCE - SOUTHERN ONTARIO</b>	
<b>Effective:</b>	
<b>Second Sunday after the parties reach an agreement or the second Sunday after approval of the total wage package distribution for wage adjustments, whichever is later</b>	<b>\$150 / day worked</b>
<b>First Sunday in May 2026</b>	<b>\$160 / day worked</b>
<b>First Sunday in May 2027</b>	<b>\$175 / day worked</b>

<b>SUBSISTENCE – NORTHERN ONTARIO</b>	
<b>Effective:</b>	
<b>Second Sunday after the parties reach an agreement or the second Sunday after approval of the total wage package distribution for wage adjustments, whichever is later</b>	<b>\$165 / day worked</b>
<b>First Sunday in May 2026</b>	<b>\$190 / day worked</b>
<b>First Sunday in May 2027</b>	<b>\$215 / day worked</b>

**Transportation Rate**

**Per published Canada Revenue Agency rates**, effective the first Sunday in May.

**DeNovo**

Increase the employee contribution to **\$0.05** and the employer contribution to **\$0.05** per hour worked for DeNovo.

**Helmets to Hardhats (H2H)**

Increase the employee contribution to **\$0.02** and the employer contribution to **\$0.02** per hour **worked** for Helmets to Hardhats (H2H).

**Common Welder Program**

**On the Wage and Benefit Schedule - \$0.10 contribution for the Common Welder Program is currently listed / included under the 'National Training' column. This \$0.10 employer contribution to be included with the other \$0.10 Common Welder Program column (outside the Total Wage Package), as both are employer contributions.**

**Union Field Dues**

**Add the following as a footnote to the Wage and Benefit Schedule, related to Article 4.06 (Union Field Dues (%)):**

**Gross Hourly Wages Includes: Hourly Wage Rate, Vacation Pay and Statutory Holiday Pay on regular time, overtime and premium pay.**

**Duration:**

**The effective date and/or date of signing shall be the second Sunday after the parties reach an agreement or the second Sunday after approval of the total wage package distribution for wage adjustments, whichever is later**

## BCA / IBB LOCAL 128 – MEMORANDUM OF AGREEMENT

### OTHER ITEMS AGREED TO:

- 1) Add new Layoff Template as an addendum, as referenced in Article 4.08.



Send to payroll for processing:

I, \_\_\_\_\_ by accepting a lay-off, agree that I will not challenge the language outlining the layoff procedure under Article 4.08.



**BCA / IBB LOCAL 128 – MEMORANDUM OF AGREEMENT**

**2) Add Weld Testing Letter re: Article 8.01**

**Letter of Understanding  
Between  
Boilermaker Contractors' Association  
And  
The International Brotherhood of Boilermakers**

**Contractors will report failed tests to the Local dispatch hall and the BCA. Such reports will identify the individual, the date, the location of the test, the weld process and position failed.**

**The Local dispatch hall will record and track all reported failed weld tests. Any IBB member failing three (3) weld tests within any calendar year will be required to upgrade their skills and complete a weld test prior to being dispatched as a welder. The weld test referred to above relates specifically to Carbon and Stainless Steel weld processes.**

**This letter of understanding will expire with expiration of the current contract.**

**Dated this 18<sup>th</sup> day of April, 2025**

## BCA / IBB LOCAL 128 – MEMORANDUM OF AGREEMENT

- 3) **Observance of Holiday Chart:** Add chart as an addendum. BCA agrees to the proposed observance of Christmas Day in 2026 and 2027. Add reference to Holiday Observance chart in Article 17.00.

### Article 17: Holiday Observation Dates

<b>Calendar Year 2025</b>	<b>Holiday Falls On</b>	<b>Monday to Friday</b>	<b>Monday to Thursday</b>	<b>Tuesday to Friday</b>
New Years Day	Wednesday Jan 1st, 2025	Same Day	Same Day	Same Day
Family Day	Monday Feb 17th, 2025	Same Day	Same Day	Tuesday Feb 18th, 2025
Good Friday	Friday April 18th, 2025	Same Day	Monday April 21st, 2025	Same Day
Victoria Day	Monday May 19th, 2025	Same Day	Same Day	Tuesday May 20th, 2025
Canada Day	Tuesday July 1st, 2025	Same Day	Same Day	Same Day
Civic Holiday	Monday August 4th, 2025	Same Day	Same Day	Tuesday Aug 5th, 2025
Labour Day	Monday Sept 1st, 2025	Same Day	Same Day	Tuesday Sept 2nd, 2025
Truth and Reconciliation Day	Tuesday Sept 30th, 2025	Same Day	Same Day	Same Day
Thanksgiving Day	Monday Oct 13th, 2025	Same Day	Same Day	Tuesday Oct 14th, 2025
Remembrance Day	Tuesday Nov 11th, 2025	Same Day	Same Day	Same Day
Christmas Day	Thursday Dec 25th, 2025	Same Day	Same Day	Same Day
Boxing Day	Friday Dec 26th, 2025	Same Day	Monday Dec 29th, 2025	Same Day

<b>Calendar Year 2026</b>	<b>Holiday Falls On</b>	<b>Monday to Friday</b>	<b>Monday to Thursday</b>	<b>Tuesday to Friday</b>
New Years Day	Thursday Jan 1st, 2026	Same Day	Same Day	Same Day
Family Day	Monday Feb 16th, 2026	Same Day	Same Day	Tuesday Feb 17th, 2026
Good Friday	Friday April 3rd, 2026	Same Day	Monday April 6th, 2026	Same Day
Victoria Day	Monday May 18th, 2026	Same Day	Same Day	Tuesday May 19th, 2026
Canada Day	Wednesday July 1st, 2026	Same Day	Same Day	Same Day
Civic Holiday	Monday Aug 3rd, 2026	Same Day	Same Day	Tuesday Aug 4th, 2026
Labour Day	Monday Sept 7th, 2026	Same Day	Same Day	Tuesday Sept 8th, 2026
Truth and Reconciliation Day	Wednesday Sept 30th, 2026	Same Day	Same Day	Same Day
Thanksgiving Day	Monday Oct 12th, 2026	Same Day	Same Day	Tuesday Oct 13th, 2026
Remembrance Day	Wednesday Nov 11th, 2026	Same Day	Same Day	Same Day
Christmas Day	Friday Dec 25th, 2026	Same Day	Thursday Dec 24th, 2026	Same Day
Boxing Day	Saturday Dec 26th, 2026	Monday Dec 28 <sup>th</sup> , 2026	Monday Dec 28 <sup>th</sup> , 2026	Tuesday Dec 29th, 2026

## BCA / IBB LOCAL 128 – MEMORANDUM OF AGREEMENT

### Article 17: Holiday Observation Dates

<b>Calendar Year 2027</b>	<b>Holiday Falls On</b>	<b>Monday to Friday</b>	<b>Monday to Thursday</b>	<b>Tuesday to Friday</b>
New Years Day	Friday Jan 1st, 2027	Same Day	Monday January 4 <sup>th</sup> , 2027	Same Day
Family Day	Monday Feb 15th, 2027	Same Day	Same Day	Tuesday Feb 16th, 2027
Good Friday	Friday March 26 <sup>th</sup> , 2027	Same Day	Monday March 29th, 2027	Same Day
Victoria Day	Monday May 24th, 2027	Same Day	Same Day	Tuesday May 25th, 2027
Canada Day	Thursday July 1st, 2027	Same Day	Same Day	Same Day
Civic Holiday	Monday Aug 2nd, 2027	Same Day	Same Day	Tuesday Aug 3rd, 2027
Labour Day	Monday Sept 6th, 2027	Same Day	Same Day	Tuesday Sept 7th, 2027
Truth and Reconciliation Day	Thursday Sept 30th, 2027	Same Day	Same Day	Same Day
Thanksgiving Day	Monday Oct 11th, 2027	Same Day	Same Day	Tuesday Oct 12th, 2027
Remembrance Day	Thursday Nov 11th, 2027	Same Day	Same Day	Same Day
Christmas Day	Saturday Dec 25th, 2027	Friday Dec 24 <sup>th</sup> , 2027	Monday Dec 27th, 2027	Friday Dec 24 <sup>th</sup> , 2027
Boxing Day	Sunday Dec 26th, 2027	Monday Dec 27 <sup>th</sup> , 2027	Tuesday Dec 28 <sup>th</sup> , 2027	Tuesday Dec 28th, 2027

<b>Calendar Year 2028</b>	<b>Holiday Falls On</b>	<b>Monday to Friday</b>	<b>Monday to Thursday</b>	<b>Tuesday to Friday</b>
New Years Day	Saturday Jan 1st, 2028	Monday January 3 <sup>rd</sup> , 2028	Monday January 3 <sup>rd</sup> , 2028	Tuesday January 4th, 2028
Family Day	Monday Feb 21st, 2028	Same Day	Same Day	Tuesday Feb 22nd, 2028
Good Friday	Friday April 14th, 2028	Same Day	Monday April 17 <sup>th</sup> , 2028	Same Day
Victoria Day	Monday May 22nd, 2028	Same Day	Same Day	Tuesday May 23rd, 2028
Canada Day	Saturday July 1st, 2028	Monday July 3 <sup>rd</sup> , 2028	Monday July 3 <sup>rd</sup> , 2028	Tuesday July 4 <sup>th</sup> , 2028
Civic Holiday	Monday Aug 7th, 2028	Same Day	Same Day	Tuesday Aug 8th, 2028
Labour Day	Monday Sept 4th, 2028	Same Day	Same Day	Tuesday Sept 5th, 2028
Truth and Reconciliation Day	Saturday Sept 30th, 2028	Monday Oct 2 <sup>nd</sup> , 2028	Monday Oct 2 <sup>nd</sup> , 2028	Tuesday Oct 3rd, 2028
Thanksgiving Day	Monday Oct 9th, 2028	Same Day	Same Day	Tuesday Oct 10th, 2028
Remembrance Day	Saturday Nov 11th, 2028	Monday Nov 13 <sup>th</sup> , 2028	Monday Nov 13 <sup>th</sup> , 2028	Tuesday Nov 14 <sup>th</sup> , 2028
Christmas Day	Monday Dec 25th, 2028	Same Day	Same Day	Wednesday Dec 27th, 2028
Boxing Day	Tuesday Dec 26th, 2028	Same Day	Same Day	Same Day

## BCA / IBB LOCAL 128 – MEMORANDUM OF AGREEMENT

- 4) Establish sub-committee to meet with Sarnia Construction Association regarding Pre-Apprentice Hole Watch Program.

### **HOUSEKEEPING ITEMS:**

- 1) Amend Article 1.01 (3<sup>rd</sup> paragraph) and Article 23.01 to reference new Memorandum of Agreement date.
- 2) Amend Article 19.01 bullet to 'b')
- 3) Amend Article 19.02 last paragraph to 'is' instead of 'are'
- 4) Amend Article 32.02 to reference new date of **April 30, 2028**.