



www.iuoeocal793.org

International Union of Operating Engineers

Local 793

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Mike Gallagher
BUSINESS MANAGER

Joe Redshaw
PRESIDENT

To: Operating Engineers Employer Bargaining Agency; and
Participating Local 793 Supplementary Unemployment Benefit Plan ("SUB Plan")
Employers

Local 793's SUB Plan has now been approved by Service Canada and Canada Revenue Agency. In accordance with the signed Letter of Understanding regarding your Association members' participation in the Union's SUB Plan, you have agreed that \$0.05 per hour of the May 1, 2020 planned increase to the IUOE Welfare Fund will be directed into the new Local 793 SUB Plan.

It is important to note that this \$0.05 per hour redirection to the SUB Plan is NOT subject to the 8% Retail Sales Tax ("RST"). To properly remit the \$0.05 SUB Plan payment, it should be removed from the Welfare Fund amount and calculated on a separate line, without applying RST. The amounts that remain in the Welfare Fund are still subject to 8% RST.

For Example:

On May 1, 2020 the Welfare Fund increases by \$0.20 from \$5.59/hours earned to \$5.79/hour earned. Of the \$0.20 increase, \$0.05 will be directed into the new Local 793 SUB Plan. Therefore, the calculation for the May-2020 remittance (and subsequent work months) for the Welfare Fund and SUB Fund would be as follows:

Members have a total of 100.00 hours earned in July 2020 work month:

Welfare Fund = 100.00 hours X \$5.74	= \$574.00
RST on Welfare Fund = \$574.00 X 8%	= \$45.92
SUB Plan = 100.00 hours X \$0.05	= \$5.00

All other funds and deductions remain calculated the same as previously.

In order to assist in a smooth transition, please provide a copy of this letter to all your relevant Association members. Attached is a revised Employer Contribution Report for their records which all contractors should begin using with the July 2020 remittance. Any Local 793 contractors with follow up questions can contact Jeff Smith at (905) 469-9299 ext. 2249.

Sincerely,

Melissa Atkins-Mahaney
IUOE Local 793 Labour Relations Manager, Counsel

LOCAL 793 TRUST FUNDS FOR PENSION AND OTHER BENEFITS

FOR JOB LOCATION AT _____ TYPE OF WORK _____

EMPLOYER CONTRUBITION REPORT FOR MONTH OF _____

PLEASE COMPLETE THE FOLLOWING:

(1) Will there be hours to report next month? _____ Yes _____ No

(2) If not, an employer contribution report must still be submitted for the next work month stating "Nil Report". This applies for each work month thereafter when there are no hours to report.

EMPLOYEE DEDUCTIONS

Table with 4 columns labeled 1, 2, 3, 4

Main table with columns: EMPLOYEE'S NAME, EMPLOYEE'S SOCIAL INSURANCE NUMBER, TOTAL HOURS WORKED, TOTAL HOURS EARNED, ADVANCE DUES CHECK OFF AMOUNT PER EMPLOYEE, REGULAR MONTHLY UNION DUES, INITIATION FEE & ANNUAL ASSESSMENT, WORKING DUES CHECK OFF AMOUNT PER EMPLOYEE. Includes rows 1-15 and summary rows.

WELFARE / BENEFIT, SUPPLEMENTARY UNEMPLOYEMENT BENEFIT, PENSION (REVENUE CANADA PENSION REGISTRATION NO. 0389890), TRAINING FUND, NATIONAL TRAINING FUND, WORKING DUES CHECK OFF TOTAL (COLUMN 4), LABOUR RELATIONS FUND / INDUSTRY, H.S.T. CALCULATION (if applicable), REGULAR MONTHLY UNION DUES TOTAL (COLUMN 2), INITIATION FEES & ANNUAL ASSESSMENTS TOTAL (COLUMN 3), ADVANCEMENT DUES (COLUMN 1), NATIONAL BARGAINING FUND, SECRETARIAT FUND - I.C.I. SECTOR ONLY (Industrial Commercial Institutional), ADVANCEMENT FUND/DEVELOPMENT FUND, ADJUSTMENTS (attach breakdown), CHEQUE No: _____, CHEQUE Date: _____

DEFINITIONS OF TOTAL HOURS WORKED, TOTAL HOURS EARNED/PAID

Total Hours Worked=Actual number of hours worked by an employee.

Total Hours Paid (Earned)=Total number of hours calculated by adding overtime hours, (multiplied by the applicable overtime rate (i.e. one and one-half, or two times for double time)), to straight-time hours.

Example:

Actual hours worked by an employee in one week = 45
40 hours at straight time, 5 hours of overtime.

Hours Worked = 45

Hours Paid (Earned):

a) If the overtime was paid at the rate of double time:

$$\begin{array}{rcl} & & 40 \text{ hours} \\ + 5 \text{ hours} \times 2 & = & \underline{10 \text{ hours}} \\ & = & 50 \text{ hours paid (earned)}. \end{array}$$

b) Similarly, if the overtime was paid at the rate of time and one-half, the hours paid would be calculated as follows:

$$\begin{array}{rcl} & & 40 \text{ hours} \\ + 5 \text{ hours} \times 1.5 & = & \underline{7.5 \text{ hours}} \\ & = & 47.5 \text{ hours paid (earned)}. \end{array}$$

CONTRIBUTION RATES

WELFARE***

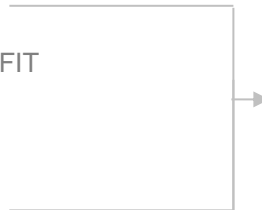
SUPPLEMENTARY UNEMPLOYMENT BENEFIT

PENSION

TRAINING FUND

NATIONAL TRAINING FUND

LABOUR RELATIONS FUND*****



Refer to applicable
collective agreement for
correct contribution rate

***Employers are required to add 8% on all Welfare Contributions.

*****Employers are required to remit 13% H.S.T. on all Labour Relations Fund Contributions applicable.

ADVANCEMENT DUES

REGULAR MONTHLY UNION DUES

INITIATION FEES

ANNUAL ASSESSMENTS

WORKING DUES CHECK OFF

NATIONAL BARGAINING FUND



Refer to I.U.O.E.
Local 793
Union Offices

***SECRETARIAT FUND** (Employer Portion) - Refer Questions to Local Construction Association (.01 Employer Contribution)

***SECRETARIAT FUND** (Employee Portion) - Refer Questions to I.U.O.E. Local 793 (.01 Employee Deduction)

*Industrial Commercial Institutional Construction Sector only

NOTE

Be sure to remit required contributions on time in accordance with the terms of applicable collective agreements and/or participation agreements. Delinquent employers and those making late payments expose themselves to penalties.

Each employer is deemed to be a trustee of contributions owing for all benefits related to services rendered by employees for the purposes of the Mechanics' Lien Act of Ontario and the Pension Benefits Act, 1965 of Ontario.