



**International Association of  
Bridge, Structural, Ornamental and Reinforcing Iron Workers**

**Iron Workers District Council of Ontario**

55 Head St, Unit 301  
Dundas, ON, L9H 3H8

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**NOTICE TO MEMBERS EMPLOYED PURSUANT TO THE IRON WORKERS' EPSCA COLLECTIVE AGREEMENT**

**CLAIMS PROCESS FOR UNPAID SHIFT DIFFERENTIAL TRUST FUND CONTRIBUTIONS**

The Iron Workers District Council of Ontario and its Local 721 brought a grievance against EPSCA and CanAtom Power Group regarding the application of the shift differential set out in the Iron Workers' EPSCA Collective Agreement to the entire wage package. Employers were paying shift differential on wages but not on pension and welfare trust contributions.

That grievance was successful. The Board issued its decision finding that EPSCA Employers are required to pay the afternoon shift differential ( of 1/7<sup>th</sup>) and the night shift differential (of 1/5<sup>th</sup>) on not only wages but also pension contributions and health and welfare contributions.

The District Council then negotiated with EPSCA with respect to the damages for unpaid trust fund contributions for hours worked under the current collective agreement prior to the date of the Board's decision and obtained a lump sum amount that the District Council intends to contribute to the pension and welfare trusts on behalf of the members who worked afternoon or night shifts on EPSCA Projects between May 1, 2020 and February 16, 2023. In order to maximize the return to members, the District Council waived the dues that would have otherwise been payable for that period as the result of the Board's shift differential decision.

Accordingly, we are inviting members who worked as Iron Workers under the Iron Workers' EPSCA Collective Agreement between **May 1, 2020 and February 16, 2023** to provide to the Iron Workers Ontario District Council (see contact info below) any claims that they worked **afternoon shifts or night shifts** under the Iron Worker EPSCA Agreement in that period.

**Claims Information:**

**If you wish to make a claim, then you need to provide your District Council with:**

- The **Name of the Employer** for whom you were employed performing afternoon or night shift work.
- The **Site(s)** at which you were employed in the performance of that work.
- The **dates and hours** you performed afternoon or night shift work between May 1, 2020 and February 16, 2023.

- A clear indicating of whether the shift work was afternoon or night shift work.
- If possible, please enclose with your claim pay stubs or other records showing your days and hours of shift work. A pay stub showing the payment of shift differential on hours worked will be presumed to demonstrate that you worked on shift to which the settlement applies. In the absence of pay stubs, the Union will look at any other records of hours worked you can provide.
- Do **NOT** include any overtime hours in your claim. Shift Differential is not payable on overtime hours.

Please provide this information by no later than **March 31, 2025**.

### **Process**

Once the period for making claims is over, the District Council and its Locals will review the claims. Where there are approved claims, the District Council will submit payment to the Iron Workers Pension and Benefit Plan Administrators Corporation on behalf of each person for whom the claims have been approved. In the event there are more approved claims than settlement money available for distribution the District Council will share the available money proportionally among the approved claimants and will focus on first ensuring payment of all pension entitlements. In the event the pool of settlement money exceeds claims any excess will be made as a charitable donation to De Novo.

### **Exclusions**

Please **do not** make a claim if you were employed performing shift work for **CanAtom, Shoreline, or Aecon** during this period. Those employees will be dealt with through a separate process as the District Council has access to the days and hours of shift work for employees in that family of companies.

For any questions or to submit claims, mail to:

**Ontario Iron Workers District Council**  
**55 Head St, Unit 301**  
**Dundas, ON, L9H 3H8**

**(905) 627-2424**

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